Why are you doing this MPT&E transformation/modernization now?
While successful in today’s operating environment, MPT&E’s organization, processes and infrastructure are complex, outdated, inefficient and unsustainable. Incremental change will not be enough – we simply cannot afford to wait.

The MPT&E enterprise is transforming the way it operates in order to help us improve customer service to our Sailors, streamline and optimize all of its processes, provide an authoritative data environment, reduce operating costs, and better manage our organization and programs with a focus on warfighting capability and total ownership cost. Additionally, this effort aims to upgrade our entire IT architecture to a modern, cloud based, commercial business system to transform the way we operate across the MPT&E enterprise.

What does the MPT&E Organization do?
The Manpower, Personnel, Training and Education (MPT&E) enterprise is responsible for manning the Fleet and making sure that our Sailors are ready for the litany of jobs and tasks they will be asked to undertake in the Navy. This responsibility includes finding and recruiting talented individuals to serve, executing training pipelines that take young Sailors through their initial education and beyond, and ensuring that our ships, squadrons, and submarines are fully manned.

What does MPT&E look like today?
- 61 Personnel/Pay Administration Support System locations (42 Personnel Service Detachments and 15 Customer Support Desks), supported by 15 IT systems
- 7,100 recruiting personnel serving 1,000+ stations, supported by 9 IT systems
- 227 CONUS training sites supported by 19 IT systems
- MPT&E Supports personnel management of 324,000+ active and 108,000+ reserve Sailors.

Discuss recently reforms to DOPMA (Defense Officer Personnel Management Act) and what is the timeline for pushing that up to Congress and then for Congress to take action on it?
CNP: We’ve gotten a number of things through in the last couple of years. We’ve got the authority to take selected career paths up to 40 years for officers. We’re looking at using that for things like acquisition where you start sort of late in a career. Post command really is when the acquisition career path starts.

We’re looking at other things like how do we bring expertise in and pay them commensurately for technical things like cyber, artificial intelligence, things of that nature. We’re looking at, the way I would describe it in the future is today it’s all “up and out.” And “up and out” is still good for the warriors, the core of our warfighting force. But we need some tracks that are alternatives for those other situations in life. Those tracks can be temporary or they can be permanent.
So one of them can be “up and stay.” The example that you read about all the time is the O4 aviator that just wants to fly for the rest of their life. Right now you couldn’t do that because you two times fail to select and there’s no pay tables to accommodate for that. Or a technical person that wants to stay in their O5 research job and they are really good at what they’re doing, they’re performing and we need them to stay there; that kind of a path.

And then we need an “up and return” path.” Whether you go out and separated or went out to the reserves, we need a path to rapidly bring people back. There is a path to bring you back but it’s by no means rapid and involves a lot of scrolling that’s written into, believe-it-or-not, constitutional law is why it takes nine months to bring somebody back in or transition between the active and reserve components.

We need some legal changes so we can scan your ID card and bring you back in when you change your mind when we have these new systems online. It’s really those simple things and then we want a whole lot of things to allow us to recognize merit and do something about it, increase frocking opportunity, merit promotion re-ordering.

One of the things we’ve been trying the last couple years. We still promote people by their linear numbers for the O6 board 22 years after they’re commissioned. They’re probably very different people 22 years after commissioning than that person that maybe struggled a little bit through calculus at the Naval Academy. Let’s pay them according to how they were ranked on that board, pay them in the order as to how they were ranked coming into O6 instead of how they were ranked as a newly commissioned Ensign.

Getting it signed into law, could be as fast as one National Defense Authorization cycle. The problem right now is we have one body, the senate is pretty on board with “let’s make some adjustments here,” the house right now is of a mind of “you’ve got everything you need we don’t understand why you want to change everything.” They’ve been giving us tweaks every year; they’ve been giving us a couple. This testimony next week is to say “tell us everything you want and let’s talk about it as a whole.”

So it’s a really healthy conversation, I’m kind of optimistic that they’re having us over for that conversation. It’s the first time that we have been able to talk about it all in context instead of dribbles and drabs. It’s pretty exciting that they are willing to do that.

My question is along the lines of My Navy Portal. While I applaud that effort to get everything consolidated into one spot, the frustration is when it goes to having to gain access to those sites, the bandwidth requirements when you’re at sea. I’ve encountered this on the Nimitz as the CAG CMC and now on the Reagan as the Reagan’s CMC. When you’re trying to access some of those, it takes sometimes five almost ten minutes just to gain access to those systems. Is there any effort and work to decrease the bandwidth requirements and/or work with SPAWAR to allow CANES, which is now being
implemented on more ships, to have the capabilities to interact better with those programs and services?

CNP: Yes and yes. We released a low bandwidth version on My Navy Portal and that’s the short Band-Aid fix of this. The CANES solution is a longer path and then there are some other things on our end that we’re doing in terms of the cloud access choke point bandwidth things but it’s being actively worked. We know it’s got to all work seamlessly. The other thing that we’re talking about is; the fact of the matter is we’re going to be operating at EMCON more and more so how do we cache those transactions. We know how to do that now but the bigger philosophical question is if most Sailors are going to be doing this stuff on their smartphones when you’re at sea, do you want to cache them ship-wide or do you want Sailors to do it on their phone? I think we are going to probably arrange to do it both ways.

If there’s a high priority transaction for a Sailor, like a SRB, reenlistment in a tax-free zone or something like that, that they want that money as soon as you can transmit, the ship’s going to be able to transmit a lot sooner than a Sailor’s going to get in cell phone range. We’ll set it up both ways. We’re working with N2, N6 and SPAWAR on the CANES issue. That was part of the reason the whole Firefox browser got established, to get around that.

It’s still in beta, as we continue to refine it, by the time it’s out and have a release we’ll have that solved.

In regards for higher advancement rate for FDNF service members, how about making two or three overseas ribbons equal to one to two award points?

CNP: We’ll take a look at that. Last fall, about November, in Navy Times we published advancement statistics. I think E6 advancement rate was about 10% higher out here in FDNF, depending, E4, E5, and E6 were all at least 5 to 15% higher. You’re getting credit for doing the hard job out here, but we’ll take a look at the consecutive overseas deployment ribbons.

The problem we have with, it’s got to be all overseas but I would say consecutive overseas. As long as it doesn’t disadvantage one over the other and people are looking at the individual jobs. We’ll take a look at that one; the way that that one was proposed is something that is probably doable.

You had the incentive program for the people going IA, so they are automatically board eligible for Chief, is there an incentive program for that for FDNF forces since we are out at sea all the time and performing to that level?

FLTCM Smith: To me that wouldn’t make a lot of sense. The volume you’re talking about would so significantly add to the amount that a selection board has to get through, that would be
difficult at best, if not impossible to get through it. It would certainly take a lot more time and a lot more resources to get through that stack.

Secondly, I don’t think you want to be making decisions based on advancement into the next higher pay grade which indicates a technical capability to perform at that paygrade simply based on where they’re stationed. Could it be an incentive? We’ve talked about that and I think they’re are still some proposals we are milling through the process, but you don’t want to make that decision solely based on the place that they’re stationed at, because then the detailer becomes the means of advancement and that’s not what we want. We want to have a separate advancement process.

**RDML Meier:** Master Chief was talking about the concepts that underpin the advance to vacancy pilot that we’re looking at. Today we advance Senior Chiefs and Master Chiefs through a board process, they’re essentially racked and stacked and a cut line is drawn and if you’re above the cut line you’re advanced and then we figure out where you need to go. What we’re talking about is advertising a job seeking applicants or accepting applicants for that job and then making the selection of the best and most fully qualified for that job.

That’s a fundamental difference to how we select today, whereas today we select more in a much more aggregate. The job may be in at sea critical skill, for example a top snipe job. There’s a certain resume you pretty much need to be eligible for that. There certainly is like an aspect of it that is performance but this might be an example where an EP sailor doesn't a strong of a technical resume, is not the obvious choice in the board, whereas the person that has the very strong technical performance, is the better candidate.

So, in that selection process, we haven't wholly hashed that out yet either. That's really, I think, the crux of this. Today, you know, our board process is a... We pretty much view out board process while it's very expensive and very time consuming as about the best possible way you can select somebody. It's pretty, the standards are pretty high as far as who we send to the boards, how we screen them how we brief them, how do we have this cloak of secrecy or they're kind of sequestered for that board process. And if you ever get a chance to go to a board and see how they're executed, I've not seen a fair way.

We're trying to look at it more from micro-boards. Something of a spectrum, either something as formal and rigid as that to something that we'd call a micro-board which would be a smaller group of folks to make a selection for a particular job.

**Is there a plan for removing collaterals from Evals so sailors who do the job advance versus collateral powerhouses?**

**CNP:** For immediate starters, the precepts for the Chiefs board really de-emphasize collateral duties. We are looking for leaders who are experts in their right and are ready to, you know perform as leaders. So, you've got to know your job first. We're not looking for folks that, you know are looking to get advanced based on collateral duties alone. You got to be an expert in your warfare area.
We want warriors first; so, to do your job focus on your job, focus on doing your job extremely well going to sea doing the hard job and FDNF folks are going to have a like up on that sort of stuff. In the new system, there's not going to be a lot of writing on it, I mean some collateral duties now our collateral duties are create equal some collateral duties are going to need to be tracked other ones are not. So, and as you know, we're kind of reducing the numbers of collateral duties. We reduced, what is it? Six or seven of them.

Last Summer the MCPON has a board together to making recommendations to drastically reduce even more of them to get rid of the administrative distractions that we all live up to but we want to do that in a way that really gets rid of the work too and that we don't just push the work down to another level or just spread it out somewhere else that we've just hidden it but it's still there and it's really still a distraction. So, MCPONs panels were really looking hard at how we truly make that stuff go away. But, we are truly de-emphasizing this and, other some key collateral duties I don't see it being tracked to large degrees on the new Eval system.

Jury is still out on exactly how we're going to do that but more to follow and definitely interested in your thoughts though, if you've got concerns one way or the other like to hear them.

FLTCM Smith: I think I would say, if of the collateral duties that will remain once we're done with this reduction of administrative distractions and we get rid of the athletic saucer on a DDG, and some of the other clownish stuff that we actually saw on ships listings of collateral duties.

There are some collateral duties that still do need to be done and demonstrating managerial and the managerial acumen that you need to have as a Chief Petty Officer as a Senior Chief, as a Master Chief demonstrating that skill in the performance of that collateral duty and capturing that on an evaluation it still matters.

We're getting rid of the ones that we don't need because there was this hunt to add as many collateral duties to my evaluations as I could possibly do and focus on the wrong part of the story. But, between what we've done at the selection boards to ensure that the appropriate balance is there and how we consider your technical competence which is what we need versus collateral duty performance which is nice to know and can be a consideration at the board but it should not be the paramount consideration.

So, I think we've taken the steps to do that and as you see collateral duties will take on less significance but the ones we have, it's still not a bad thing to have to do some of the things that you have to do in on these collateral functions. Where we don't have a principle person assigned to the unit to do it.

My question is not so much for the E7 and above but, for E6 and below the way of creating a sense of wanting sailors to come FDNF is giving them a point towards their advancement if they do come FDNF or, if we want then to OTEIP giving them that one or two points that may put them over the edge but makes them want to stay in this environment.

RDML Meier: So, the question is about extra points for coming to FDNF basically forwards advancement. That's a then considered in today, that's not been accepted as one of the things that we we're going to do okay. So I can tell you it was talked about at length and I think that when
folks look at the advancement rates and even retention rates for FDNF, both retention and advancement are really better across the board in FDNF.

I would tell you that advancement is better because folks recognize the value of the service that you all are putting in here, A and I would tell you that retention is probably better because of the OP tempo and the pace were hard on people, is pretty rewarding also and I saw that when I was the COA of VAQ136. My folks wanted to stay, they loved what they were doing, most of them did and they advanced at a pretty good rate. So, it's been discussed in the decisions. To date has been to not include points, okay but good question

Any initiatives for repeat FNDF tours being considered currently seems to be a negative connotation at selection boards for not being geographically diverse which may not be in in the best interest of the sailor and is also expensive.

RDML Meier: I'll tell you my sense on that is that two tours in a row, back to back towards here I would say would be great. If you're trying to do three or more, that probably is not as helpful. That is an issue that we dealt with when I was here before and that was a little bit of desire to bring in fresh ideas fresh perspectives and not the FDNF way which back in the day there were some problems with the conventional carriers here that they kind of bend towards having too many people that have local knowledge and local ways of doing things.

From my perspective if you do back to back tours here I don't have to move you so it saves us PCS money for one thing. You're trained, you're up on step, you know the AORs so there is a continuity and there's a readiness feedback to that as well. So, that's my take on it. I don't have any feedback towards anything negative on that. And I would say that (mumbles) advice applies to officers too, that if you kind of drop anchor in one place or are unwilling to leave, it's probably not too terribly helpful for you, although there are a couple of fleet concentration areas where you can do that.

FLTCM Smith: If I can add as well, the selection boards, if you look at the precepts for the different ratings, you're not going to see many ratings, and I can't speak to all but I would say most ratings do not say you must be geographically diverse. What they tell you to do is take tours of increasing responsibility and difficulty. If you can do that in a geographic area like Norfolk or whatever, that's great; if you can do it over here that's great.

I will say that what I would worry about in an insular sort of mind set if you come over here and you stay here because it is such a small area and in order to avoid stagnation you know, group think, you do want to have fresh bodies fresh faces, fresh perspective, coming through. But at the same time, geographic diversity is not what a selection board is going to necessarily, depends on your rate but will not necessarily ding you on, it's are you taking tours that are harder, you know, are you showing a progression in what you do to ready yourself for the next higher pay grade not necessarily where you do it at.

CAPT Segars: I would echo what Master Chief said about... I have not seen that on boards. You know, it's mainly about, are you going to the next step are you doing the next thing. This is one of these cutting edge, kind of goes either way problems. We'll have one conversation where we want to save money we want to keep everybody in same geographic area, alright. But then, we
don't have that many geographic areas outside of San Diego and Norfolk that can support the types of job progression that we talk about, alright.

So, we get caught up in this dichotomy that we just can't break out of. So... would I not have Lemoore and have Miramar? You know, and things like that. Would it be better just to have two big East Coast West Coast and then we just deploy out? Well, it doesn't make sense. We need FDNF. We need to be having a permanent presence here and so... But we can't support a total structure that supports sea shore flow in a way that we think about our career path. So, this will be one of these things that we continue to struggle with, but I think the most important thing that we do is look at that career progression is from a career path standpoint, not get caught up on the geographic.

My question is in regards to the community manages and the detailing there, coordination first time sailors getting stationed at staffs. That's more or so of sea going rates, like what's the conversation between that to at least lower those numbers?

CAPT Segars: I'll say that, we talk a lot together we coordinate not only at our level but then at every level from detailers to community managers and I tell all my community managers, if you're not talking to the detailers and you're in tune with them then you're doing your job wrong. You have to be in tune. But, I think your particular question is probably more up to him about staffs.

RDMl Meier: I think you're really talking about the billet base. Right? So, you're talking about an accession sailor who goes through a staff for shore duty first versus sea duties command, right? Yeah, the lion’s share of the billets is on sea duty but there is always in every rating, and just so we're clear we frequently use sea and shore as our nomenclature. It's really operational and support. It's probably a better way to look at it cause some ratings, Hospital Corpsman for example, very short centric ATCs, very short centric but they're an operation billets right.

So, there's a distinction there between the two but, almost every rating is heavily, heavily weighted operational, when I say heavily rated, ABs for example is one. I think ABs is 98% go to sea duty first whereas there's a very small percentage on shore duty. And that's just the definition of the billets for those first tours. You got to have some, and I would argue that you got to have some because there's going to be some people that are LIMDU or for whatever reasons they're going to need to go to that my limitations are constraints pool, need to go to shore duty. They'll generally do a shorter tour on shore duty and then we'll get them to sea duty on the back end so, it'll be a little bit reversed.

And then the other side of it is, ideally I would have some folks go into shore duty that would be a little more senior and a little more experienced in rate, assuming that they're doing in rate work, coming back to sea duty as well so they'd be new in a sea command, but they would understand their rate as well. So, but it's heavily, heavily weighted towards sea duty. If you have a specific instance that you're talking about I'd love to hear it, okay.

FLTCM Smith: We get this a lot, CNP and I get this a lot. And I think there's kind of a fundamental misunderstanding of what it is; I think the question you're asking is, why do sailors go to, any sailors go to shore duty first? At the Naval Academy in my last job we had sailors
coming to us as Seaman, PACT Seaman coming to shore duty first. They get underway on YPs and stuff but for the most part its shore duty. And they'd say, "I don't understand why we have to have these sailors here, am I going to take a BM2 or BM1 and put him as a deck hand, him or her as a deck hand on a YP?" It would frustrate the hell out of the person who's a lot more skilled, a to more trained, a lot more capable you know, of second class or fist class to do seaman work.

So, I've got to find if I have seaman requirements I have to have seaman to perform those jobs because if I don't, I have a very frustrated sailor in my hand because they're not living up to and they are not given the opportunity to perform to their capabilities but what's tier Eval going to look like? And then how are they going to compete for advancement? Or are you telling me that it's okay for most sailors they would willingly just go, "you know what, I'll take three years off, really take a sabbatical and be non-competitive in any form and have to restart a five year period of sustained superior performance in a high performing jobs, in order to be eligible for advancement".

So, there are unfortunately on some shore duty establishments, seamen, airmen, firemen work where we need to put E3s and young E4s and that's where they go. And, we've shortened them. I know that the sailors we get we get them of shore duty we get them for two years, instead of three and then they roll out. But that's the compromise we can make and it's unfortunate. I got to be honest with you, it's not optimal. I mean my tours were ship, ship, a SEAL team, ship, shore duty overseas for two years and then a ship. So, I get the idea that we want to send sailors to sea because that's what we do but in all cases you can't necessarily do that because of the billet base that we have.

My question is, okay so with CWAY the way it was working is if a sailor had more than 24 months on their PRD, then they didn't have to apply for a CWAY approval right? So now I have a sailor who had 24 months or more on his PRD, he got his set of orders to OBLISERV. So, I sent their request over to PSD so the member could do the extension, cause he didn't want to re-enlist he just wanted to extend for the OBLISERV. But PSD send me back a request saying that the member needed CWAY approval and referenced to NAVADMIN when before they didn't to have a CWAY approval when they had hard copy orders, we just to send the orders over and request the extension. So, does the member need CWAY approval, does the member not need CWAY approval?

CAPT Segars: Members shouldn't need seaway approval I think that's more of a glitch in the system, right there. So, we can probably talk off-line but they shouldn't need it.

Actually I had two questions; one is more of a suggestion. So, I have sailors that are their PRD is June 2019 and in December they should have started applying for orders but they didn't show up or they didn't populate in the CMSID neither did they in January. I don't know if that's a glitch in the system that you guys are aware of, but I actually had to contact detailers about it. Some of them did get orders and some of them didn't get to apply for orders.

RDML Meier: Got it, so it's good to see a Diamond Back rep here from the air wing. I take it, you guys, and you haven't left for Iwakuni yet. - My guess sir, we're going to start over there
April 5th. - Okay. - So, the eaches like that Al Ross and his team of detailers if we can get the specifics on that? Very much understand that, and that goes with the home port shift aspect I think of this squadron is really what you're talking about, right? It's tied in with that issue, I think. But if there are cases like that in no way are we going to disadvantage the sailor because of some timing issue and that sort of thing. So, we'll work those on a case by case basis, okay. - [AB2 Dimingas] Copy that sir. - Also, can you please stick around and we'll get your point of contact information and any details on that specifically, okay. And you had a suggestion to make us better. - Oh, well as far as that, I'll actually talk to you, sir.

My second question was about PACT Sailors. We get a handful of PACT sailors and for these first two years they want to go ahead and do USMAPS but there is nothing that's attached to an NEC for them. Is there anything down the pipeline so they could go into USMAPS, I know when you go in there your NEC has to show that, or you do have to have a rate in order to start or be able to get your journeyman or apprenticeship for that specific job that you're doing is there anything done the pipeline for PACT sailors?

RDML Meier: - So, you want to go into USMAP and get credentialing for something that they're doing but because they don't have a rating they're not able to get it? Is that the question? - Yes. - Okay, you know to me, that's the first time I'm made aware of it, that doesn't mean it's not a valid point but I think that's something that, one we can work through to try to work out with the USMAP that they would, they don't need to necessarily... That's probably one of the things where you have to put in a rating cause that's, but it's what the box says you have to do right, and not necessarily the need or the intent. So, that's something I think we can take in my team back here, take a note on and we'll look at it.

We have 215% manning of first tour ENS on our ship. This lowers the amount of training per Ensign and ultimately makes the officers less educated and less effective over time. Is there a plan to change this? Or are we stuck with this struggle to train all of them?

CNP: You know, each officer community does it a little bit differently but the bottom line is that the surface warfare community has to bring in enough officers so that they can meet their department head manning requirement at you know, seven to 10 years down the road. So, you know, given retention and retention is relatively high in the surface warfare officer community. Overall it's in the, you know, low 40%s right now which it hasn't been that high in while. There's a lot of reasons you know why it's doing that well.

But still, we have to bring in more division officers than we need on board the ships. But I will tell you that, that's one of the things that the Comprehensive Review and the SECNAV Strategic Review charged us with looking at. So, we're looking at that for that exact reason. How do we do this, meet the department head manning requirements without depriving the junior officers of the experience, that experience building that you get as you're qualifying in your warfare specialty and then really I think the formative year is right after you've qualified and do that couple of years’ worth of deployments as a warfare qualified officer. Get that experience, really stay in the watches building your confidence.

So, we're working on that as the comprehensive review actions move ahead and soon they change out at surface forces come in because I know everyone wants to give the new commander
an opportunity to weigh in here. We're looking at all sorts of different things to include. You know, do we go to a single Division Officer two Surface Warfare Officers? There's a lot of reasons why we haven't done that in the surface warfare community. We've got a whole host of small combatants that we got to man as well as large. We don't want, you know, people that they have become just small combatant folks and we work really hard to get out of this you know, you're just an amphib person you know type of mentality that we have.

We want the diversity of experience; we've got to man all the types of ships. So, how do you do that? Is that a, do we just change the split instead of 24 months, 24 months, do something like 30 and 18? And look at the things that we're counting as options to that division officer tour and maybe don't count those as sea going tours and just make it no-kidding sea going tours. So, there's a whole host of options being looked at but we're very much looking at doing something sooner rather than later here in the next several months.

So, we're on that one pretty aggressively very sensitive to it, it's a very good question it's a very valid concern.

I wanted to clarify the preferential CMSID billet. Is that the same as the top five picks that remote locations receive, was there a negotiating for orders or is it just anything that sorts CMSID they get that preference?

RDML Meier: That's a great question but to clarify, it is anything that's an advertised billets. So, in the past there's been this choice of coast as an option. What does choice of coast mean to you? Because I'll tell you what it means to detailers or to us. It means that if you wanted to go to San Diego you could go to San Diego. I think that's the perception.

Well, we view it as everything West of the Mississippi is West Coast. Everything East... And I'm not trying to play bait and switch with you but that's kind of how we interpret it. Is either left side or right side of the country. So, the way it will work is... So, what we will not do is we won't create a billet for somebody, we won't double staff somebody to a billet but we'll take all those advertised billets all those prioritized, advertised billets and if you're one of those sailors that we got out to 48 months for as an FDNF you go in and pick one of those billets likelihood is you're going to get picked.

I mean the example I showed was one that where we had we made that up for the brief but it was an example where I got five sailors competing for some plumb job in Rota, Spain and only one of them has helped us, right. Because really this is kind of a non-monetary incentive where if the sailor helps us, by extending it helps readiness by staying in place and using those qualifications here helps us by reducing PCS costs. We're going to help them by giving them the best possible job we can, the job that they want, okay.

The follow up question to that is how does command rankings affect that? So, after the command makes their comments they may say that, that person is the least fit for that position so then when the detailers make their selections they may not select that sailor for what they wanted.
**RDML Meier:** My guidance to my team is that if that sailor if an FDNF who extended to 48 months, they'll get the job if they're the only FDNFer. If there are two that are there, now we'll take the command preference of the two.

**With the reduction in the collateral duties so sailors can focus on their jobs, is there any talk in removing education as a requirement for promotion and various other things like SOQ's? Sailors become command competitive at second class and should be focused on warfighting first.**

**CNP:** I agree with the last part of that statement. Sailors should be focused on war fighting first. And I will tell you that we're changing all the precepts for the chief's board, to make that clear. When we do talk about the new evaluations and fitness reports, there is a focus on doing your job is the most important thing. There's not going to be a lot of places to write about collateral duties. That said, there are some collateral duties that are very, very significant and contribute to the war fighting mission. There are collateral duties that are not. And we're not going to put a lot of stock and emphasis on those. Fleet, I'd ask you to talk about those.

**FLTCM Smith:** So just to be clear, and I hope most of you would know this, there are no educational requirements like college, if that's the education I think they're referring to. The only requirement we have on the books right now is next year, in order to advance to mastery petty officer you will have had to have completed the senior enlisted academy, so other than that, we don't have any educational requirements.

There's no college degree required. Does it make you more competitive? Yes. Do we want to continue to encourage higher education? Absolutely. Do you guys know the difference between training and education? Training teaches you to deal with a known set of circumstances. I'm going to train you fight a fire. I'm going to train you how to do damage control. Education, college education teaches you critical thinking skills. It teaches you to think. There is an absolute value in having college education.

Does it mean that you should put that ahead of knowing your job and doing what you're asked to do in your position in the Navy? Absolutely not. And if that is the thing that gets prioritized over war fighting first, that's absolutely an imbalance. But there's no requirement for education that drives any of these things that they're talking about, so I'm not sure, maybe I just misunderstood the question.

**So for those personnel or sailors that are willing to go back out at sea, and telling you that I cannot curtail your short duties because you are open to serve in that command. So is there any way to get that sailor back at sea that is willing to go back out to sea.**

**CNP:** I don't think OBLISERV applies to a billet, and it certainly doesn't apply to a shore billet, but ratings specific, we would very much look at that, and the head detailer is given me a big thumbs up that we would look at that.
I know a big part of retention rates that affects a lot of people is the quality of food that we get on ships. I know that a lot of people have seen the boxes let's say not fit for prisoner consumption, so I'm wondering if there is anything in place right now or any plans for the future to maybe possibly increase the quality of the food on ships?

CNP: I'm going to have to take that one as a lookup I've never seen those boxes. The boxes I see are from pretty high-end vendors that we spend a lot of money on but uh I don't know there's somebody locally that can speak to that one of the supply types otherwise I'll take I'll take that as a lookup.

I wanted to know about most of the immigrants are joining Navy and have foreign degrees and Navy doesn't really acknowledge them so it makes life a little difficult especially if you want to enroll in an officer program because I have a fine degree but Navy won't acknowledge it. So now I have to go back and do new bachelors just to qualify for a program.

FLTCM Smith: So we recognize whatever the American Council on Education tells us we can recognize. There are countries who have college, they call it college we would not call the same level of education, College the Philippines is one example. Depending on the school you go to some degrees are equivalent to a bachelor's degree in the United States and some are not.

ACE is the guide we have to follow when we award credit or recognize a degree program. It doesn't mean that it's worthless, it just means that for the purposes of applying it towards eligibility for a commission or something we can't necessarily accept it unless, if you've got an example, I'm happy to take it back and run it through the people that work at ACE and see if they've taken a look at that college. It just hasn't come onto their... They haven't seen it, whatever. I'm happy to look at that if you want to give me specifics.

Thank you, thanks for the question. - I'm happy to take it back, Thanks. [CNP] We also have the voluntary education people here today and so-- - They'd actually be the experts to see if we [CNP]. We'll get you linked up with the experts, thanks.

I did back-to-back sea duty from San Diego and I was curious about; my NCC said that if I did back-to-back sea duty that I would get first dibs on shore duty but I'm no one special so my question is, sir, is that possible in black and white, if so that I can help promote that deal and for other sailors to do back to back sea duty, sir?

RDML Meier: We've got a proposal friends, an incentive here for FDNFer's that OTEIP and it's really targeted for OTEIP, but I think would apply to back-to-back sea duty as well so what we're really trying to do is incentivize sailors to do the hard jobs in the Navy at sea that we need them in. And like Captain Buziak said, sometimes we use sea duty incorrectly it's really operational duty.

For sea centric ratings, that would be sea duty. Some ratings are more shore centric type of thing but if you're taking the tough duties like that back to back sea duty, we should be able to find a way to incentivize that. What we're going to do for an FDF folks that OTEIP beyond 48 is give
what we call priority CMSI detailing. It doesn't mean we'll create a job. Can't necessarily guarantee a location but what we can do is, we can guarantee that the sailors will get pick of the available jobs and I'll give an example of that in my brief that I'm going to give in a little bit.

So in about an hour I'll go into some pretty specific details about how that would apply, okay? Thank you, sir. [CNP] Get with the Captain down here in the front row with your name and that, we want to make sure that you don't get lost in the machine there, thanks.

I started applying as a conscientious objector at 2016, my application was recommended to be approved in March the 3rd, 2017 and I'm still here I was wondering why the application process takes so long?

CNP: Yeah, be happy to talk with you offline. They go all over the place and usually there's lawyers that look at them and that slows the process down. But we'd be happy to pull the specifics for you when we can get this. So come see me, we'll get the names and dates and look up the specifics on your package.

One of the common things that I see is a common trend of why sailors don't OTEIP is kind of the common trend on the approval process when it submitting the 1306 to the OTEIP coordinator and the amount of days it takes for it's get approved. So some sailors kind of missed out on the opportunity and then they get selected for orders. Is there any process in the future that makes it may be faster or feasible to the sailor. So, if they do want to OTEIP they'll have that opportunity and they'll get a faster response if it's approved or not.

RDML Meier: That's, that's a great question. You know 1306 is in a lot of our processes are pretty antiquated and they take too long. I think from an OTEIP coordinator you talking about on Reagan getting off the ship and into, into us?

I'm saying, sir. Just in general I can only speak from my experience on the Ronald Reagan. I was stationed over in Hawaii and I still see as a common trend. It could take up to about 40 days it seems like the timeline for a service member to find out they got approved for OTEIP and what OTEIP benefit they get. If is you know, they are options at all.

RDML Meier: Right, so OTEIP approval if the CO approves it. Now what's our batting average on that a thousand, right? If the CO says, yes. We, we're not going to second guess the CO on that. The CO says, hey, I want him to extend I'm willing to keep him, we'll him. I think, it might be a little bit of a, a long process in the command but I'll tell you if you can give us tipper information and you're in a perfect position to do it NC1. If you can send an e-mail to us and say, hey, the sailors you know, got his OTEIP request in we'll ping his record and we won't advertise that job.

Because what you're really saying is. Once and this is kind of the issue with this is once we advertise that job the sailors in well that's, we're already trying to fill it, right? So we want, we want this OTEIP decision before that happens. This is why we referenced the 13 months on the slide. Need that decision early enough so we can adjust the PRT and I don't advertise that job. It
all goes back to us having an accurate demand signal but if you've got inside information on stuff let us know, we'll hold that. We'll flag the record waiting on the 1306 to get to us, okay?

My questions more, more so on sailors like myself who haven't had a lot of sea time. I'm trying to go more of an expeditionary side of my career path. So what I wanted to ask you was what kind of factors do I need to look out for to increase my probability of getting that kind of billet next?

RDML Meier: I might have to; I might have to phone a friend on this because I'm not. It kind of comes into the billet base aspect and there are, there are certainly IT billets at sea but there's an awful lot of mature. ETNOSC and a whole host of other locations. I believe that IT is a more sure centric rating than it is sea centric, is that correct? More okay. But there's clearly, literally a path for that. Todd, you want to answer that? - I actually have IT-1 who works for me as my detailler who's done expeditionary as well and he has like five warfare pin and he jumped out of planes and everything else so but if you come see me afterwards and we can get an answer for you and maybe get you a mentor on that as well. On how to get that kind of assignment but matter of fact, he's going to EOD over in Guam here he's transfer next month and so a good deal so there's opportunities there for you and we can talk about that later. - Yes, sir. - All right, great. Thank you. - Good thing, I got a team of experts here.

My question is for CMS-ID, for example, there’s not very much a description of some commands that, you have to select; you have a list of commands. For example, when I came here to CFAY I wanted to do something in rate but my detailler didn't know exactly what the command was and I come here and I'm working customer service on base. So, I know that ATG for example, they do not have a baseline nine Charlie spot check and they have three, two, there's going to be three baseline nine ships out here. But nobody that's actually trained on the system so they don't have, they had to find somebody from San Diego to come out here and do stuff like that for those ships and – [RDML Meier: Are you a baseline nine trained?] I'm baseline nine. [So, you're coming to me not with the problem with the solution, right? Do you want, do you want to be the solution for ATG out here?] For example, I'm going to go, I'm going to sea duty now. I'm leaving in September. At a time it was myself and another one of my classmates that was, that was picking orders he got here before I did but he's only (mumbles) a tech so he doesn't know anything about the system so it just seems like they might have been looking for more or somebody who actually had the baseline nine or a couple of different billets for different NEC's of what we have here on the waterfront.

RDML Meier: Okay, so, I understand a good thing two parts to that question one is that. Our system defines requirements for billets by the NEC's that bend to the billet sequence code so with that ATG job does not have a specific baseline nine aegis NEC bend to one of those jobs.

We're not going to, it would be luck if we ever got somebody to go there, right it would not be that's the forcing function that tells the distribution system I need to get either somebody already got that training or get them that training in enroute and as you know the baseline nine, I mean, that's a pretty hot commodity there's nowhere near enough for those to go around so, we've got a big shortage of those in the fleet for one thing.
So, that's the one aspect you talked about the other is, yes, I think we can do a better job of describing what jobs are, okay. Now I can say that, that is a much, much harder prospect than what I, than the words that just came out of my mouth, right?

So we have to find from a technology perspective I'm not sure that CMS-ID affords us this opportunity we might have a better ability to educate our detailers a little bit more on that but we are driving to this marketplace detailing concept that what you're describing is going to be a fundamental aspect of that.

It's going to describe the job, it's going to describe the base requirements, the scope of the work that sort of thing. I don't know that if we have the ability to include that in CMS-ID, okay? But I'll start looking into that right now though that's a, I think a great question. And it really talks to our ability to better fit sailors, your skill set with where we need that skill set the most and in this case, it seems like maybe we didn't do the best fit possible, okay? - Yes, sir, thank you.

**I have a question about APACT sailors, what's the deal with like striking rates and stuff is there any new additions?**

**CAPT Segars:** Yes, I'm glad you asked that. So PACT sailors are near and dear to my heart. I think, it's a great program that needs improvement all right, because. To me and you can tell me if I'm wrong on this something that I've talked to CNP and my boss in N-13. One we have a policy of trying to get people rated between 12 months out to 21 months, all right. Alright and that initial tour of 24 months on your PRT and that's important to try to get you know rating we guarantee you different rating. So we have options to do that we do that through red and so we can just tell you, hey, you want to go in this rating. We give you that, we also give you the option to go take the Navy wide advancement exam for a rating and then you go do that. So we do that once you've been in a command 12 months.

Well that's one of the problems that we have as can you are you up for any kind of advancement opportunity can you take an advancement exam right now. - Oh, yes, sir. - You can? - Yes, sir. - So is that because we told you, you could take an advance for example or? - Because I've been E-3 for more than six months. - But you're a PACT, right? - Yes, sir. - I don't know who by talking to you but you can't take an advancement exam. Because I don't know what rating you get. What test you're going to take?

- Hopefully the ABF exam, sir. - All right, now you talk to me later I'll definitely let take the ABF exam. However because we need ABF's but you cannot take an exam or are trying to get advanced until you are aligned to a rating or we tell you to, that's one of the fundamental issues and this is something that's near and dear CNP's heart is. It's not fair for you to be in and you have contemporaries who might be ABF's or who might be another rate they're taking advancement exams get a chance to advance and the one opportunity you have is potentially map, to get advanced, all right.

So we need to do a better job of allowing you to get advanced because until we give you a rating you can't get an opportunity to advance and we want to look at that better. Other things that we're exploring are a potential of; because the average person makes E-4 in two years. We have a PRD in two years and you've been a PACT sailor. We think the fleet is a great training ground
just as good as A schools, all right. And there's no reason why we might not look at if you were willing; one of things we've done with the PRD to EAOS is now we've allowed you to obligate service out to complete a sea tour to whatever rating you went to. So if you would, if we talked about it and we got you an ABF rating ABF is going to be 55 months sea tour, all right. We want you to obligate out to that 55 month sea tour but also want to give you credit for how many months you've already spent at sea, all right and that way you can align to your cohorts so that you can compete more fairly for these things like quotas and other things. Because that's what I saw when I first took the job.

I saw PACT sailors. Getting in line to a rating immediately going into C-way and they were saying, hey, you don't have good evals because what's the algorithm for the C-way, right the first thing we look at is what pay grade you are at. Have I allowed you to advance, no. Now look at your evals, right? Lot of PACTs we're just getting P evals right, compared to their contemporaries that have been in a rating and had a chance to get good evals.

All right, so you look and then what NECs, do we really give PACTs a chance to get NEC's so are you disadvantaged in the in the seaway system? Yes. So we want to allow you to have more of a time aligned to your contemporaries because you might be competing against an ABF who’s been in almost five years and you've only been in three years, right? And that's not fair. We want to give you more opportunity to finish that tour and align and compete.

So those are the types of things that we did in the most recent C-ways some of other things I mentioned are things that we're proposing. That we're going to be looking at to try to, to make that a better situation. But, hopefully today you talk to your career counselor I'm going to talk to you this afternoon about maybe getting your rating depend on how long you've been.

How long you've been at your ship? - Almost a year in April. - Okay, a year in April. So you a little bit shy but you're almost there we'll talk to you okay because we still might, we really need ABF and if you want to be an ABF and we have a billet on the Reagan guess what? You’re good to go. All right. - Thank you, sir.

**My question is more regarding for rate conversion possibilities.** So, I've gone through C-way my last command and even when I was in DEP and I was trying to go for the Navy's music program however my recruiter at the time did not help me out with that. So, I thought I'd go in through C-way would go through it but at the time, my rating, my year group was closed. So going with the more possibilities of rate conversions in the future will that more than likely be the case to where if there's a manning of rate that is lower than its standards. Well, there be less likely chances of it being closed for year groups?

**CAPT Segars:** Right, so that's you know, one of the things that we look at, and this is something CNPs challenged us with and why we're going to this marketplace is, that’s exactly right. CS manning has grown; we've increased our number of CSs because we didn't want to do FSA duty and things like that.

So, we have more demand for CSs so we've grown that rating and not only are we looking at the total rating health but we're looking at year group manning so we might not allow this sailor to convert out. Well CNP is saying, hey you got to do better about job than that. I want you to give
the sailors better opportunities and that's why we're looking at the marketplace because there might be a sailor who wants to become a CS or some other opportunities we can see.

Because we play this game of chicken, right? I'll tell him, no till I'm blue in the face, that you can't leave the CS rating and tell him no so many times, he'll do what? Leave the navy. I just cut my nose off, right? We have to do a better job of playing that game of chicken.

Do you have a music degree from a college. - I did go to college for music but I didn't finish. - Okay, all right, so, we’ll have to look at how much college you have but that is you know, I've learned so much in this job and when I learned about the MU rating I was very surprised; all college degrees in the MU rating. It's not like you did, you were in band in high school that's how you get there, but I mean that's something that we can talk to you and obviously you can talk to the MU community manager and those types of things to try to work through that so. If you just get with us later on we'll work on your particular details but appreciate the question

My question would be you spoke about the pilot of not comparing sailors with other men against other sailors with their Master's, so, would that take away the EPMP?

CNP: Gone, gone. – [So, if it takes that away then and we still have advancement exams then how does that affect the point system?] - As the Master Chief mentioned we're still working out the mechanics of how it's going to affect the point system. I think it still plays into the final multiple score the, you know, the weighting factor in the formula is going to change a little bit here. And I think the exam is still going to be a fairly significant or rather the Eval is going to be a fairly significant piece of it percentage wise, but the exact mechanics we haven't worked out through but we've got to, we've got to get that right you know, no doubt about it. And as we get closer we'll be talking to you so help us stick that through and get it right. You're thinking exactly the right things though so I appreciate that.

How soon can we expect to see the new cross rate changes take into effect?

CAPT Segars: I talked about the system we have now, right, doesn't really facilitate that specially in environment where we're growing and when you put that new demand signal almost every rating goes from being over man, man to under man, right? And typically, what we've said is a fear of man or over man then we'll let you look at a different rating so that's one of the things that we're trying to work through because today if you want to do a cross rate, a conversion you'd have to ask for a convert only, right?

And then, we have to work through, do you have quotas and so these are types of things that we're trying to work through to, to facilitate that, but that's really why we want to get to the marketplace because that's where it's going to be and why we went to see MP say, hey, we need to change our systems because the way we do it. And as he said we're working on a pilot to try to facilitate that, to learn that to get to that better, but I think here hopefully in '18 and '19 we'll be getting to that point but he's, CNP's pushed us to do this sooner so I can guarantee that he's sitting over there going you better get right Segars.
CNP: I think we have ten examples that we're ready to launch here soon, right? Kind of the low hanging fruit ones that we could do quickly and easily the Admiral Nowell, he's got those ready to launch so there's about ten or so that we're going to offer up as you know examples of rates that will allow some cross flow between relatively soon, but as Captain Segars talks about we've got challenges on how to facilitate this more broadly and we've got to come through first.

In the meantime though, what I've asked the team to do is even though we don't have the mechanism in place to do this you know, in large numbers and do it automatically, and all that we'll hand tool, we'll hand tool the training tracks and the changes that we have to in the interim, when we've got the right things aligned if there's an individual that is really well suited to go into another rating we need them there, we'll spend the money we'll take the time to get you trained we'll make the investment to, you know, get you in the right place to keep you in the Navy and get us somebody that we need.

So we're kind of doing it, you know, case basis right now, person by person and we've already done some I'd say a handful of those. You got to be kind of vocal about it so you know don't take no for an answer if you've got a good what you think is a reasonable case get your chief to help you out, get him on the phone talking to the detailers and maybe even your CO or XO sometimes, you know, that would be very helpful if it's a really good case and we'll do it soon or if it makes sense.

RDML Meier: CNP, I made this point earlier where when you were out but this ties directly to Arthur Wood's presentation right, so what we're targeting is a sailor that's already joined that we've already trained that is already patriotic and propensed if you will to serve in the Navy, but just not happy with where there at. Right? And if we can get you into the rating that will become more of a purpose driven where you love it, where your job is no longer a job anymore that's the whole goal of this. And if we can get you there well, you will thrive in that environment so that's kind of the stitching together if you will of Arthur Wood's purpose driven work, work balance.

CNP: I also think it goes to the point where of you know we're not going to come up with the best ideas maybe you'll have a better plan, a better option that comes along so sometimes it's a little hard to break through the institutional barriers that's why you may need the help from your chief or CO or XO to get it to us, but I'm telling you know that waivers and that sort of stuff are pretty easy for me I just sign them if they make sense for you and for the Navy, we'll do it, but we have to, you know, we have to hear about it so let us know if you've got those better ideas and your idea - Got a couple of those - might become a track that we institutionalize later.

RDML Meier: We got a couple of those coming at you at CNP we've had phenomenal engagement over the Jamie Kelly Fleet Rec Center and it is buzzing and with detailers and some folks that really want to take the hard job and do it.

CNP: We had a couple cases where sailors were telling us, you know, just things weren't working right and CMS-ID they missed opportunities for SDIP and things like that I would just tell you that when we hear about that we go back and fix it and get in the back pay and the incentive so is that stuff is going on and don't be a victim is what I'm telling you.

Don't be a victim, we want to fix the system and make it right, but by you bringing it to our attention you give us the chance to make it right and you give us a chance to fix the system so
that our attitude, help us help you and you'll, you'll be helping your shipmates too because the next person won't have to go through what you did.

I've been in the Navy for two years there are sailors from my boot camp who are now second classes and I still do not have a rate what is going on with the C-WAY and when can I finally reunite with my husband?

**CAPT Buziak:** So, there's some, there's some specifics in there, right? I think we'll kind of address maybe some general process, but what I would encourage is that person come up and talk with either Admiral Meier or Captain Segars.

**CAPT Segars:** I'll read through some of this what I think is happening. You're coming up in the Navy for two years you don't have a rate so you're probably a PACT sailor we talked about that earlier. According to the MILPERSMAN and the guidance we have we want to rate you by the 24 month mark, but starting at 12 months. What is going on with the C-way, you should be at this point going in to C-WAY and applying for different ratings every month.

You have three choices and we'll align you to those ratings and that's our goal. Now about being reunited with your husband that's a little, that'll be subsequent to you finishing out your PRD, your current set of orders and then, once you have that rating then we'd be looking to assign you and that's where PERS-4 and PERS-40 would come in with co-location and those types of things to get you reunited so that's generally how that's going to work so you're in the sweet spot to get a rating.

You need to try to get yourself aligned to a rating through that process with C-WAY. You should be talking to the community managers working to your career counselor if you're here today in that case and you're a pact sailor you need to come right over here at 13:15 to this building because we are going to be taking PACT sailors and we are going to be giving them opportunity to get to a rating and looking at your score so that's what you need to do today we'll try to work through that.

**RDML Meier:** I think it's fair also to point out that when sailors get married matters as well in this conversation so that whoever it is if you want to come up and talk to us about specifics. I welcome that and will do everything we can to help you, but if you got married last week that does not instantly mean we're going to snap you to the location where your spouse is I mean that's kind of an extreme example of that and truth in lending, co-location is not mandatory. We do, we do everything that we can to keep a spouse, to keep a family together, but I do not create jobs, new jobs that don't exist and I don't double stuff jobs. I mean that's truth in lending.

Now, if it's a fleet concentration area that we're talking about we're hugely successful with that. I would tell you were probably batting 1,000. If you're talking about an obscure location or a specific rating that is, you know, the fleet needs one of the sailors to go to a unique situation that's much more difficult for us to do just truth in lending.

We do everything we can to do that and if you don't think that we are I am the only one that says no on a co-location request, okay? I mean that comes across my desk if PERS-40 cannot meet it I
got to say no to it and believe me I will tell you I push back on everyone where they say, hey, this isn't going to work out. I look at how we can make it happen.