1. When will evaluations start being based on merit and hard work instead of seniority at a command?

Performance evaluations are based on the personal observations of the senior rater during the reporting period, as well as the philosophy of the individual reporting senior. However, the Performance Evaluation Transition Team is working hard to find a more transparent, more agile and more mentorship-centric system in which to work. The Navy is working on this system and plans for a limited rollout in late FY19.

2. Is there a way we could get a homesteading program you could apply for? If you find a geographic location you really like you submit a request so you can buy a house etc. If it is in a foreign country and you have a foreign national wife or special circumstances it could be made possible?

The United States Navy is a sea-centric force, whose mission is to maintain, train and equip combat-ready naval forces capable of winning wars, deterring aggression and maintaining freedom of the seas. To accomplish this mission, the Navy must maintain the flexibility to assign personnel where they are most needed, unfortunately this may not always match the personal needs and desires of individual Sailor desiring to Homestead. However, each detailer attempts to match the needs of the constituent with the needs of the Navy. Please update your detailer on your preferences and needs, and they will work as hard as possible to accommodate them within Navy requirements.

3. How does the HUMS package work for Sailors overseas that are not looking to be discharged?

Humanitarian reassignments are temporary in nature by design normally last between 7 and 12 months. Personnel requesting a humanitarian reassignment should do so in accordance MILPERSMAN article 1300-500. The HUMS process is the same regardless of the Sailor’s current duty location. Additionally, the Service member and their command should consider if an Early Return (ER) is more appropriate than a HUMS reassignment. ER procedures are found in MILPERSMAN 1300-306.

4. How does putting in a HUMS package affect undesignated seaman if they put it in? Humanitarian reassignments have no negative career impacts on undesignated seaman.

5. Are two OTEIPs possible?
Yes, if a Sailor completes the prescribed DOD area tour (2 years unaccompanied or 3 years unaccompanied in Japan) they can extend their DOD tour by 12 months or more and choose one of four incentive options. You can extend the tour again by 12 months or more and again receive one of the four incentives. PERS-40 will work as hard as possible with any interested party, but if possible, please request this prior to your entry into the CMS-ID window, ideally 13 months or greater prior to PRD.
6. Does the new PRD matching policy also apply to Sailors over 20 years? Will a Sailor over 20 years just have to complete the minimum activity requirement or have to match PRD to EAOS?

Yes, all PCS orders will include the requirement for obligated service (OBLISERV) to match the prescribed tour length even those for Sailors with over 20 years of service. Sailors approaching a high year tenure gate will have obligated service in their orders beyond their HYT when being assigned to Type 2 (CONUS sea), Type 3 (OCONUS shore duty that counts as sea), and Type 4 (OCONUS sea) duty. If NPC determines that filling a billet is mission critical, but the perspective Sailor cannot meet the OBLISERV requirement an OBLISERV waiver may be granted.

7. Is there any way to include how many Sailors we are going up against for certain orders, so we can see our chances of getting those orders?

Not at this time, but one of design features that is being considered in future CMS-ID software developments would allow Sailors to see the number of applications for each job being advertised.

8. What happens to people who want to remain OCONUS from shore to sea?

If a Sailor wants to remain overseas, they should contact their detailer a minimum of 13 months prior to their PRD to let their desires be known. However, because the manning control authority directs which billets will be advertised each cycle for filling there is no guarantee a billet matching their rate and pay grade will be advertised.

9. Can a Sailor be issued 5-year orders without volunteering for OTEIP?

The Overseas Tour Extension Incentive Program (OTEIP) is a voluntary program that must be requested by the individual Sailors who have met the minimum DOD area tour for a specific location. The DOD area tour for Japan is 2 years for unaccompanied personnel and 3 years for accompanied personnel. Once the Sailor completes the DOD area that applies to them they can request OTEIP, however it cannot be paid retroactively. Command Career Counsellors are the onboard experts in this program and can assist Sailors in requesting the entitlement. More information on OTEIPs can be found in MILPERSMAN 1306-300.

10. I transferred to Japan in July 2017 for unaccompanied shore duty, and recently got pregnant. My significant other is stationed in Guam and we would like to be co-located as soon as possible, as I am in Japan alone and it would be great to have some help. What steps can take in order to get orders to Guam?

If two Sailors desire to be co-located by Navy policy, they must first get married. Once married and NPC is notified the Detailers will work to get both members co-located within one year of the notification. The assignment location will depend on the billets available for both your assigned rates. Navy policy does not authorize co-location of military member to non-military members, only to other military members. Please contact your detailer and they will work with you to meet your needs.
11. Are there any plans to offer more than five applications in CMS-ID to reflect the higher number of available jobs?
There are no current plans to allow Sailors to make more than five job applications in CMS-ID; however, we will investigate integrating this capability into later versions of the program.

12. Do Sailors that do back to back FDNF sea tours also get priority order selection?
One of the incentives currently under consideration for the FDNF is for Sailors who have completed four or more years of sea duty in the FDNF to be given preferential detailing treatment. Therefore if the back to back sea duty you reference where to exceed four years preferential treatment would be granted.

13. I have been in the Navy for 2 years. There are Sailors from my boot camp company who are now second classes and I still do not have a rate. What is going on with C-way, and when can I finally reunite with my husband?

We are sorry you have been geographically removed from your husband. Please contact your detailer and provide more data. First term assignment policy is delineated in MILPERSMAN 1306-126. We are confident that we can at least provide you a timeline or a way to work through geographic separation if you reach out.

PACT quotas are based on Rating and Year Group. If a Sailor has two years onboard their first permanent CMD then the CCC needs to contact BUPERS-32, Mr. David Fish david.a.fish1@navy.mil or BUPERS-33, Mr. Earl Salter earl.salter@navy.mil for guidance on being rated.

14. Is there a plan to apply billeting by BSC to enlisted members?

Navy Personnel Command has been assigning enlisted Sailors to BSCs since the introduction of Billet Based Distribution to the Fleet in February 2016.

15. Being an SH, it has never been easy when picking billets due to having 1 billet and 10 Sailors fighting for it, it doesn’t matter if it’s a shore or sea billet. At the end of the day, you will just end up being needs of Navy, it does not matter if you put in selections during the 12th, 10th, 8th months window?

Although it may seem as though ten Sailors apply for every billet advertised that is just not a fact. The number of billets advertised in CMS-ID is based purely on the remaining number of unassigned Sailors in their negotiation window.

16. Why are we spending so much money on PCS moves when we can and should do more stay-in-one-area tours?
The United States Navy is a sea centric force, whose mission is to maintain, train and equip combat-ready naval forces capable of winning wars, deterring aggression and maintaining freedom of the seas. To accomplish this mission the Navy must maintain the flexibility to assign personnel where they are most needed, unfortunately this does not always allow Sailors to remain in the same geographic area for multiple tours.
17. How can we make it easier to remove Sailors from their commands when they are not deployable as it hurts our manning?

It is the responsibility of the individual command to initiate the administrative actions required to remove non-deployable personnel whether it is for medical or other reasons. That said, there are certain administrative safe guards in place in order to ensure that these Sailors are not improperly removed from the command in a way that could jeopardize their careers. A command’s placement officer can work with the unit to ensure this is properly managed allowing distribution an accurate demand signal from actual on-board manning.

18. There is a misalignment between sea and shore tours and this has caused short-changed time at sea. Can we fix that?

Sea Shore Flow is (SSF) established by OPNAV N12 based on the total billet base of sea duty and shore duty billets. SSF was last updated in September of 2016, and is not expected to update again until 2020. In the interim, the Navy has taken several steps to fill gapped billets at sea to include such things as the optimization of senior enlisted (E7-E9) assignments, which was announced last August in NAVADMIN 192/17.

19. For our LIMDU and pregnant personnel most are sent back to CONUS vice staying at their command once their issue is resolved. Why is this?

Personnel are normally placed in a limited duty status for up to 6 months. If the local medical treatment facility can meet their medical needs, they will remain in the local area, if the MTF cannot meet their medical needs they must be transferred to a location that can. Pregnancy by itself does not result in a Sailor’s reassignment out of Japan. However, following their 12-month post-partum operational deferment period most single mothers cannot effectively execute a family care plan, as such most single mothers are reassigned stateside.

20. Why don’t we have the ability to do back-to-back-to-back (more than 2) tours in FDNF-Japan?

The restriction on more than two continuous FDNF-J tours was revoked several years ago; there is no restriction in place today. However, the United States Navy is a sea centric force, whose mission is to maintain, train and equip combat-ready naval forces capable of winning wars, deterring aggression and maintaining freedom of the seas. To accomplish this mission the Navy must maintain the flexibility to assign personnel where they are most needed, unfortunately this does not always Sailors to remain in the same geographic area for multiple tours.

21. Is there a way to terminate shore-duty early and return to sea?

A Sailor may request to terminate shore duty early by submitting a Personnel Action Request form NAVPERS 1306/7 to NPC via their chain of command. Before submitting the request, they should also consult with their local command career counselor as they may also qualify for Sea Duty Incentive Pay.
22. Does back-to-back shore duty assignments in FDNF-JPN get a Sailor 1st pick of duty on subsequent orders?

Although one of the incentives currently under consideration for the FDNF is for Sailors who have completed four or more years of sea duty in the FDNF to be given preferential detailing treatment, there has been no discussion of extending this incentive to those on shore duty or multiple shore duty assignments in the FDNF.

23. Will the Navy accepts foreign education degrees into Navy records?

Foreign education (defined as education acquired outside of any state in the U.S., the District of Columbia, Commonwealth of Puerto Rico, a Trust Territory of the Pacific Islands, or any territory or possession of the U.S.) must be evaluated by a recognized credential evaluation service, like Educational Credential Evaluators.

24. There was significant discussion and concern about limited bandwidth and computer access on ships for the new FITREP/EVAL system and how the Sailors would access the system while at sea.

CNP’s transformation team will be taking into account the existing bandwidth limitations when designing the Navy’s new evaluation system.