The questions below were asked at the September 2017 Career Development Symposium, San Diego CA.

**Early return to sea program, why does it take so long to cut orders? If you want Sailors to return to sea early?**
Order release posture is dependent upon available PCS funding. For most of 2017, NPC had insufficient funds to maintain historic lead time targets for orders release which meant Sailors received orders close to EDD. This was a difficult position for all orders release, not just the SERTS, however, PERS-4 took every step possible to maintain as much lead time as possible to maximize orders lead time. Orders were prioritized by operational need and location to ensure the Fleet demand signal was met while providing the longest lead time possible for Sailors traveling OCONUS and to operational Sea duty. In the last months of the fiscal year, we received sufficient funding to provide significant lead time that is now approaching the CNO goal of 6 months.

**What is your response to those that feel that we are getting away from the customer service aspect and just relying on technology to take care of things?**
The Enlisted Distribution Division at Navy Personnel Command (NPC), PERS-40, has had (40) billets cut in the last 2 years and has had to rely more upon automated systems like CMS-ID. Using automated systems does not mean that NPC cares less about individual desires in the detailing process. Detailers will use the tools available to match Sailors desires with the fleet requirements, as best as possible. Technology assists the detailing process, however a real person (a Detailer), makes the ultimate decision on any assignment.

**How can we limit the number of directed assignments on member's first look?**
Detailers are required to fill all ‘must fill’ billets each month, as determined by the Manning Control Authorities (US Fleet Forces). Detailers will continue to do everything possible to match Sailor choice with Fleet need; however, there will be instances when direct assignments are required. This is purely a function of supply and demand. Currently, we have a larger number of unfilled or “gapped” billets and a smaller number of “rollers”. This mismatch necessitates a prioritization that sometime does not align with a Sailor’s preferences, as “needs of the Navy” will take precedence.

**With the new detailing window what will be the price so for dual military?**
For dual military couples, the member (spouse) rotating to sea first will be required to use CMS-ID for future assignment requests. Once the sea-going member is selected for a billet, every effort will be made to place the spouse rotating to shore in the same geographical area. Please know that Navy Personnel Command continues to make Co-Location assignments a priority and that disapprovals of a request for Co-Location with an Active Duty Navy spouse can only be made by RDML Meier (PERS-4).

**Rating alignment and branding, new EVAL system, billet based detailing in regards to major Medical Treatment Facilities.** LIMDU Sailors are running our divisions instead of focusing on their healthcare needs.
Navy medical providers determine what work Sailors can and cannot do while in a LIMDU status. First and foremost, we need to be an organizational that supports those Sailors who get sick or injured, such that they can get well and then return to the fleet. Detailers take this into account when determining where someone in a LIMDU status can be assigned. Sailors on LIMDU are required to meet all medical requirements and appointments (i.e. focus on healthcare needs and requirements); however, many are in a condition where they can contribute to a non-operational command. That decision is made on a case by case that is in line with current manning, medical requirements and Sailor choice.

**With the SEAOS and PST alignment are we looking at removing PERSMARS?**
That decision has not been made yet; however, this will be communicated across the Fleet after the decision has been made.

**With the start of matching EAOS and PRD are we looking to not using PERSMARs anymore?**
That decision has not been made yet; however, this will be communicated across the Fleet after the decision has been made.

**What does NEC 0090 mean for a Sailor?**
NEC 0090 is assigned to Sailors that are determined to be not operationally suitable by the PERS-454 Medical deployment coordinators. Detailers must take deployability into consideration when assigning Sailors to billets, especially operational sea tours. Additionally, detailers must take into consideration the capabilities of the Medical Treatment Facility that services the gaining command.

**How successful has the Reserve to Sea initiative been and how can it be used to soften the impact of the enlisted leadership redistribution policy?**
This initiative has been successful. In the past year, there have been (306) Sailor selected for RC to AC. This has helped mitigate gaps in Fleet manning, to include those in leadership positions.

**How can we improve on getting Sailors to replace losses sooner?**
Manning the Fleet is our #1 priority. What makes this challenging is that the Navy currently lacks the number of Sailors to meet all of the Fleet’s operational needs. We do not have a large enough distributable inventory and as such vacancies across the Fleet are prioritized. Accurate and timely data will help Placement Coordinators know exactly where the demand signal is in the fleet and the more accurately that information is documented, the more likely a vacant billet will be advertised and filled. Requisitions are generated for all vacancies, however it is the prioritization of the requisition that you are concerned about. That prioritization takes into account current and future manning levels and NECs as well the command’s schedule. Units that are preparing to deploy and FDNF will generally be prioritized above non-deploying units.

**What is being done to eliminate the "Millington Mafia", i.e. Detailers, ECMs, and/or Placement Coordinators swapping jobs in lieu of returning to sea?**
There is a misconception that Sailors come to Millington and hunker down for a career; however, that simply isn’t true. Sailors transfer in and out throughout the year, and most recently one of our Detailers (who was due for sea-duty) assigned herself to duty in Bahrain. Our detailers do have a greater ability to influence their next set of orders, but that doesn’t mean that they are camping out on shore duty or shirking sea duty. It is not uncommon for certain officer
communities, like Human Resources, to do more than one tour in Millington and this also applies to some FTS rates and occasionally we have enlisted personnel who intend to retire that have less than 1 year who complete their enlistment in Millington and retire here. In January 2015, DNPC PERS-4 issued a Detailer Guidance Memo (DGM) preventing Detailers and ECMs from trading positions. This was done specifically so that these jobs would be filled with Sailors who have "Fresh Fleet Experience".

CPO, SCPO and MCPO redistribution, why does it take so long to complete? It extends uncertainty for promoted Sailors?
When making CPO redistribution decisions, the Manning Control Authority (MCA) must weigh the recommendations of Detailers, Enlisted Placement Coordinators, gaining/losing commands and Type Commanders (TYCOMs). Receiving the information and coordinating across multiple stakeholders is a lengthy process, one which must be done properly the first time around in order to minimize the churn of changing commands following promotion.
As you know, this process is a byproduct of our advancement system. For example, every year, we elect ~4000 new CPOs regardless of location or operational requirements and as such, we immediately start to realign these CPOs into the jobs where we need them.

Is there a plan to streamline the process of prioritizing and advertising available billets?
Not at this time. NPC Enlisted Placement Coordinators will continue to work with the Manning Control Authority to ensure the most efficient billet prioritization.

Why are Detailers not held accountable for not giving their Sailors the attention they deserve? My Detailer has not returned any calls or emails in four months. I used my Chain of Command also to reach the Detailers, but no luck. I'm supposed to transfer in four months with no orders?
Customer satisfaction, regardless or rate, rank, community, Enlisted, or officer is important to us and Navy Personnel Command takes this seriously. The Chain of Command, PERS-40 for Enlisted Distribution, will always take action when they are aware of any situation where Sailors are not getting the support they need. In the interim, your chain of command can contact the Head Detailer RDML John F. Meier (PERS-4) at 901-874-3538, who will be happy to see that your questions get answered. Short of calling PERS-4 directly, 1-866-UAS-KNPC is our call center (it works, I just tested it the other day) is a means to get a hold of detailers, as are the contact numbers for detailers AND their supervisors on our NPC web page.

Why is it that my command continues to get problem Sailors? Sailors who have gotten in trouble somewhere else, Sailors who fail out of school so now they don't care about what they are doing, and Sailors who just plain and simple are trouble makers and other commands don't want them so they come to us.
Detailers distribute the Sailors they have available based on the information they have at the time. There are different screening requirements based on the type of command. Some are more rigorous than others due to the nature of the work. For those that do, it's imperative that the screening is properly completed. It is difficult to provide a more detailed response without additional insight. The command Administrative Officer, Master Chief, or NCC should contact the Enlisted Placement Coordinator as soon as possible to address these concerns.
All the programs are great but they will not work if the Sailors responsible for the benefits of the programs are not trained well or just don't want to do the work. So how can we get the right ones for the job and replace the wrong?

If you are receiving Sailors whose training is insufficient to do the work assigned, immediately inform the administrative Chain of Command (COC). The command should also inform the TYCOM, through their ISIC, so that the issue can be worked with the training facility. If you have Sailors who do not want to do the work where they are assigned, their performance should be documented and the deficiency addressed by the COC.

I know it has been discussed at length at other times; however the answer hasn't always been clear. What are we doing to improve the time orders are written before PCSs to benefit both the commands and Sailors with their planning process?

Order release posture is dependent on PCS funds availability. 2017 was a challenging year for the Fleet since NPC had insufficient funds which resulted in delayed orders and some extensions of Sailors because we simply did not have the funds to pay for the PCS move. CNO has personally engaged Congress and the appropriators on this point and as a direct result, in early August 2017, Congress approved an above-threshold reprogramming of MPN funds for the Navy, which resulted in lead times significantly increasing towards the end of the Fiscal Year. This lead time continues into fiscal year 2018 and we are approaching CNO’s goal of 6 months of lead time for orders in hand.

When is the Navy going to realize that having someone in a BBD Pay Band isn't always the right answer? A frocked E5 isn't the same as one with eight years’ experience, etc.

I certainly understand your point. BBD is a relatively new module of the CMS-ID system and the metrics that are being used in the assignment process are Fill (overall number of Sailors) and Fit (rating fit of the assigned Sailor to the rating of the billet). This is an improvement from previous methodologies and we are working towards additional metrics such as NEC Fit (that aligns the Sailor to the NEC requirement) and a much more modernized process called marketplace detailing. This process is still in design, but it is being designed right now. In the meantime, if a Sailor is aligned in BBD to a billet that they are not qualified to fill, your unit’s activity manning manager can recommend aligning them to a different billet. The idea that no two Sailors are identical is accurate and Navy Personnel will assist in aligning Sailors to the billet where they are best fit.

When can we expect to see incentivized billeting happen and will any of it be retroactive?

This is a Sailor 2025 initiative, an concept at this point and a definitive time line has not been established. I do not expect that this will be retroactive, however the concept of “tailored compensation” encompasses a variety of incentives that a Sailor chooses, some of which may be monetary and some of which may be non-monetary, such as bundled detailing or guaranteed location. Ultimately, this methodology will work within a newly revised IT system that advertises jobs, processes/accepts applicants and issues orders.

Regarding the new message that came out on extending PRD windows from 9 to 12 months out to apply on CMS ID, does that affect Active and Reserve components or just Active/FTS?

The 12 month expansion will only affect Active and FTS Sailors who currently use CMS-ID.
Will billeting be opened for FTS Sailors to aid filling undermanned billets sea duty billets? Currently, due to Federal law and funding constraints, FTS Sailors are only detailed to FTS funded billets. The Navy is investigating ways for FTS and Active Sailors to be detailed to either FTS or Active Funded billets.

Why is there a 12 month cap on returning to sea early? Being on shore isn't career enhancing at the moment and I'd go back to sea TODAY if I could. Your enthusiasm is motivating and we are looking forward to getting you back to sea! Minimum tour times are established to allow shore commands continuity in their work force. Contact your detailer, and we may be able to find an exception as we need motivated Sailors at sea! If you’re interested in FDNF or other arduous duty, you can contact me directly and I’ll see what I can do (RDML J. F. Meier (PERS-4) 901-874-3538).

It seems that in some communities that Detailer's avoid dealing with Sailors until they are needs of the Navy, then they are just given orders and forgotten. Are we merely moving away from customer service and relying on CMS to do the job? No, far from it. As noted earlier, the Enlisted Distribution Division at Navy Personnel Command (NPC), PERS-40, has had (40) billets cut in the last 2 years and has had to rely more upon automated systems like CMS-ID. Using automated systems does not mean that NPC cares less about individual desires in the detailing process. Detailers will use the tools available to match, as best possible, Sailor desires with the needs of the Fleet. That said, we encourage feedback, early and often. Please provide the specifics to detailers (or the detailer supervisor on the NPC web site) so we can refine the process.

What is being done to increase the lead time between orders being written and the actual PCS to allow for better planning? Order release posture is dependent on PCS funds availability. 2017 was a challenging year for the Fleet since NPC had insufficient funds to maintain historic lead time targets for orders. However, in early August 2017, Congress approved an above-threshold reprogramming of MPN funds for the Navy, which resulted in lead times significantly increasing towards the end of the Fiscal Year.

Can we make the NC rating a critical billet as part of mission readiness? Critical billets are proposed by the individual Type Commanders and approved by the Manning Control Authorities. In my experience, NCs are an essential aspect of any command and much of the NC’s work largely involves “future readiness” as it applies to retention, advancement and the development of career minded Sailors. Your point is valid, and I will personally look into that. The best commands have active and engaged NCs, regular CDBs and leadership that is fully invested in the retention of our best and brightest Sailors.

In regards to the CMSID/CWAY policy update, our Sailors with PRDs of Jul 2018 and Aug 2018 who will lose a month of CMSID job application due to the every 2 month application vice 3. Will they have a chance to negotiate directly with Detailers for that lost month? Whenever a policy change occurs that has an apparent negative impact to Sailors, NPC makes every effort to minimize that impact. As such, Detailers have been asked to work with any Sailor who may lose a negotiation opportunity due to the change in cycle length. A a good note, the number of billets will now double and the number of available Sailors to fill those billets will
at least double as we include additional Sailors into the SMS-ID process that were not included previously. This “thickening” of the market, will offer more choice for each cycle.

**With the new changes to selecting orders 12 months out every 2 months, how will this effect dual military collocation that were already looking at orders 12 months out?**
Under the new process, the Sailor (spouse) rolling to sea will be counted as a roller. Their Detailer will match them to requisitions being displayed on CMS-ID. Once that is complete, the Detailer for the Sailor rolling to shore will be provided options in the same geographic-location.

**IRT the changes in CMS ID, it's great that the timeline for picking orders is moving to 12 months for our enlisted personnel; however, are we going to start funding orders at a reasonable time so their families can plan the PCS moves?**
Navy Personnel Command will continue to release PCS orders with as great a lead time as possible. Much of that depends on funding. Currently, we are approaching 6 months of lead time for orders, which is in line with the CNO’s goal.

**How does NEC 0090 affect Sailors looking at orders?**
NEC 0090 is assigned to Sailors that are determined to be not operationally suitable by the PERS-454 Medical deployment coordinators. Detailers must take deployability into consideration when assigning Sailors to billets, especially operational sea tours. Additionally, detailers must take into consideration the capabilities of the Medical Treatment Facility that services the gaining command.

**When will we go back to detailing fit to fill based on whose best vice whose in their PRD window?** We should go back to flexing PRDs to put the right Sailors in the right billets vice slamming an inexperienced sailor in a billet because he/she is in their window. There have been some pilot programs run within COMNAVAIRFOR where past experience is given greater weight when making assignment decisions. There are future pilots planned to do this in different communities. However, currently, fit and fill are the measures of readiness that the Navy uses today.

**Spouse co-location is limited in billets, which hurts Sailors careers when they are sent to a billet out of rate. Out of rate assignments limit advancement studying, or even making Chief for one Sailor and not the other because of back-to-back shore. How can the rotation become fair for both?**
Detailers make every effort possible to Navy spouses in the same geographic area even if one of the billets may not be considered to be as career enhancing as others. The rotation is made to meet Fleet needs, not to be unfair to Sailors. This is a challenge, however and it is also very location/rate specific. Fleet concentration areas are generally best for the multitude of jobs, yet smaller locations become more challenging in this regard.

**Since some rates do not have a sea/shore rotation, is it fair to force an NEC on an individual so sea billets open up for them?**
Billets are generated based on the skill needed to support the mission of a given command. If a rate does not have a sea/shore rotation, then the determination on which Sailor has the opportunity to serve at sea is based on other factors. These factors are outlined in the Sea/Shore flow message. While an existing NEC (presumably for a sea duty billet) may influence the
detailing process, a Sailor who does not have the NEC will also be considered and if selected, will be sent to school en route to the new assignment.

Is there an initiative to increase the number of female CPOs detailed to ships?
Female leadership at Sea is a priority. In some instances, we are limited in terms of rack space for females (senior or junior), however the greatest challenge here is simply the distributable inventory of female CPOs. There are substantially fewer female CPOs than male CPOs for the sole reason that male Sailors retain (stay in the Navy) at a higher rate than females. This does vary amongst ratings, and regardless of rating, a CPO Mess that is reflective and inspirational to junior Sailors is important.

How will future budget cuts (which will happen inevitably) affect the cutting of orders with CMS-ID Windows being so far out?
Order release posture is dependent on PCS funds availability. If funding is reduced, order lead-time will be affected, as we experienced in 2017.

How does co-location orders work? Can I pick my own orders?
For dual military couples the member rotating to sea will be required to use CMS-ID for future assignment requests. Once the sea-going Sailor is selected for a billet, every effort will be made to place the spouse rotating to shore in the same geographical area. If you are rotating to sea, you can have a say in your orders by making a CMS-ID application.

IRT the CPO shortage at sea and involuntarily curtailing shore duty will that only affect active duty or will that also affect FTS?
Because there are so few FTS Sea billets, they remain largely filled. Therefore, currently only active component Sailors are having their shore tours curtailed.

Is there a priority to get more female senior leadership assigned on ships?
Female leadership at Sea is a priority; however, we are currently constrained to rack availability. This determines which ships receive female Sailors, regardless of pay grade.

Due to the two month window for orders, do we get to pick 10 sets of orders or is it still just 5 sets?
The number of applications will not change with the new CMS-ID Cycle time.

Will there be changes in future for Sea to Shore rotations?
Tour lengths change as we modernize the Fleet. As platforms change, so does the work requirement and skill sets needed to man the Fleet. With these force structure changes come billet changes, and therefore tour length changes.

What are the chances of a Sailor given an RDC billets after a 3 year shore duty since is counted as a sea duty and a special program as well?
Short of all sea duty billets being filled, it is highly unlikely that a Sailor who has completed a full shore tour would be given a follow on tour as an RDC. Manning the Fleet is our top priority, however some ratings have unique manning profiles and we are manning RDC to 100% in anticipation of higher accessions in the coming years. We will always consider a highly motivated Sailor for RDC duty, and if you contact your Detailer and have the appropriate command endorsements, we’ll give you every consideration.
What is the Navy doing to improve the availability for active duty females that have a civilian spouse to stay in the same geographical location vice move cross country because spouse collocation take priority of billets?
This issue impacts both men and women. Currently, there is no Co-Location policy for Civilian employments for spouses, regardless of gender. We are sensitive to this, and while there is no policy to that end, our Detailers will be as supportive as possible in this regard. If your spouse is employed in a Fleet contrition area, that should be pretty easy (depending on your rating/pay grade), but in areas without many Navy jobs, that is much more difficult. Your Detailer will make every effort to meet your need in a case like this, however they will not assign you to a billet that is not a prioritized requirement.

Why are FTS Sailors being detailed to Active Duty commands to fill FTS billets, when the feedback from selection boards is that it reflects negatively and that they should be at Reserve Commands helping Reserve Sailors?
FTS Sailors are detailed to FTS billets at both active and reserve commands. The Enlisted Distribution team is not aware of Board precepts that state Active Duty billets are detrimental to FTS careers.

How do you decide where to station a pregnant Sailor to allow for career advancement?
For example an MA can stay at their same billet to return to work after delivery but an engineer is removed from a ship and placed out of rate to work as a PS or YN and then needs to reselect orders.
The actual work environment is what the Navy takes into consideration when determining if it is safe for a pregnant Sailor to remain past 20-weeks of a pregnancy, not the rate of the Sailor. This varies by rating (environmental conditions of the workplace), the location and the command recommendation. For example, a PCU is considered “industrial environment” and not suitable for a pregnant Sailor. This determination is made with an abundance of caution for the mother and the unborn child.

Why is it that Detailers will make empty promises to a Sailor selecting orders only to not honor what was being said when spoken to on the phone?
Detailers are required to fill all ‘must fill’ billets each month, as determined by the MCA. Occasionally, due to unforeseen circumstances, an advertised billet may be become unavailable. In order to assist Sailors who believe they are not getting timely service from their Detailer, NPC is adding both the Branch Master Chief and Branch Head contact information for every Detailer to their web page. In addition to the detailing action, sometime Sailors are diverted to other commands after they are selected for an assignment. That decision is made by the Manning Control Authority. This is referred to as a “Manning action”, and I understand that it is disruptive and not where we want to be. Manning actions have been increasing recently, however impending increases in accession and the resultant increased manning levels will reduce these while providing more options for Sailors to be assigned to preferred billets, vice needs of the Navy billets.

What is the time frame for NEC billet fills to checking and begin face to face turnover?
When does the billet pop to be filled for the rolling Sailor?
The Navy currently doesn't have a face-to-face turnover policy. Requisitions are generated based on the PRD of the incumbent at the P12 mark. However, the requisition fill priority is set by the Manning Control Authority based on Fleet requirements and rolling inventory.

**I want to be an RDC, what's your best advice to become one?**

Yes! We want RDCs and appreciate your enthusiasm. First, in order to screen for the job, you must run the PRT to pass the screening. Remember, cycling does not count for RDC screening. Second, most importantly, let your Detailer know early that you are interested. They will help you get the process started. We are manning RDC to 100% and we need motivated leaders to shape the future of our Navy!

**When are the email addresses for Detailers, ECMs, special programs, and desks going back up on NPC website so we can send requests and packages to the proper recipient?** The UASKNPC call desk has been a waste of Man hours to ask for assistance.

NPC will be updating each Detailer Branch Web Page within the month to reflect the phone number and email address for every Detailer. Additionally, we will also add the contact information for each Detailer Branch Departmental LCPO and Branch Head.

**Why is it so difficult to find Detailers by name on CMS-ID? As a Manning Manager, I have access to Placement but not Detailers. Can that be corrected?**

NPC will be updating each Detailer Branch Web Page within a month to reflect the phone number and email address for every Detailer. Additionally, we will also add the contact information for each Detailer Branch Departmental LCPO and Branch Head.

**Can we make Detailers and key personnel email/phone numbers available via a generic email to accommodate for transfers between inbound and outbound personnel at NPC?**

NPC will be updating each Detailer Branch Web Page within the month to reflect the phone number and email address for every Detailer. Additionally, we will also add the contact information for each Detailer Branch Departmental LCPO and Branch Head.

**Career counselors need email addresses for Detailers, ECM's, special programs, and desks to be readily available on NPC website due to UASKNPC being inadequate to support us submitting requests and packages. We are told that we as the voice of our Sailors shall have access to those responsible.**

NPC will be updating each Detailer Branch Web Page within the month to reflect the phone number and email address for every Detailer. Additionally, we will also add the contact information for each Detailer Branch Departmental LCPO and Branch Head.

**How soon can we expect to see electronic 1306/7 request come back on stream?**

Not a Placement action: The Navy is currently reviewing a number of software packages for possible upgrades under the Navy's transformation process. The 1306/7 is part of this conversation, however no timeline is known to Placement at this time.

**Is there going to be a consolidated website: the is NSIPS, FLTMPS, BOL, MNP.. can we have a one stop shot for all matters....Something that the board uses for selection process, as well as the Detailers for detailing process, etc.**
The Navy is currently reviewing a number of software packages and systems under the Navy's transformation process review. All web pages and process sites are covered by this review; however no timeline on any changes are known by placement at this time.

**Can they bring the ARGUS survey back so Sailors can express their frustrations to their chain of command anonymously?**
The ARGUS Survey was discontinued on March 26, 2010, due to low participation and the ability to collect the data through other avenues. Recently, NPC leadership has started re-looking at this survey, and may return to its use in the future.