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The View from Mid-South

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Enlisted Detailers: (PERS 407)
The Sailors Rep…
First stop… for Sailors with career questions…..

Command Placement Coordinators (PERS 4013-PC):
The Command’s Advocate…
First stop… for all manning concerns in regards to billet gaps or excess personnel within the Command. Responsible for overall manning of the commands assigned under BSO 18 and BSO 27.

Rating Specialists (PERS 4013-RS):
The Manning Control Authority’s Advocate…
First stop… for all rating health concerns in the present (0-12 months) and near future. Advertises CMS/ID billets in accordance with requisition priority and Navy manning needs.

Navy Manpower Analysis Center (NAVMAC):
Define, translate, and classify the Navy’s work into a workforce structure and position demand signal to sustain a combat ready force.

Enlisted Community Managers (BUPERS-325):
The Rating’s Advocate…
First Stop… for questions and requests regarding community management, NEC changes, CWAY, rate conversions, early separations, HYT, and many waivers.

Hooyah! From all of us in Millington
MISSION FIRST, SAILORS ALWAYS

PERS-407’s mission is to take care of all Navy enlisted personnel and their families, while meeting the Navy’s distribution needs. We must assign all personnel in accordance with Navy directives and policies to meet both the needs of the Navy while striving to satisfy the professional and personal goals of the individual in a most responsive, courteous and service-oriented manner.

HAILS AND FAREWELLS

Welcome HMC Byron Davis, HMC Jonathon Waite, and HM1 Stacey Zimmerman.

Fair winds and following seas to HMC Raymond Jordan and HMC Jerry Horton.

CMS-ID TIPS

Things learned as a Detailer:

Almost three years of being a detailer I have learned a lot and want to share these lessons to help Sailors. Though some of these may seem blatantly obvious they made the list for a reason. (Same reason “contents are hot” is printed on a coffee cup).

-If buying a house, be willing to sell or rent it come PCS time.
-If there was a billet available for every Sailor who asked for San Diego, 90% of the Navy would be in San Diego.
-Some people love their jeep so much they can’t transfer overseas because it will be missed too much.
-It’s ok to blame orders on the detailer but don’t give your family the phone number; that is an awkward conversation. Actually, it is NOT ok to blame orders on the detailer, include them in the process so they are aware of the possibilities.
-The Navy is not for everyone and that is okay. If PCS transfers every three years and deployments are not for you or a better opportunity is presented look into early out opportunities or consider separating at your SEAOS.

-This all being said, have realistic expectations and open dialogue with family, mentors, and CCCs. We are in a business that requires us to move often, be flexible and if there are extenuating circumstances there may be a program that provides support such as HUMS or EFMP. There is no guarantee of repeating a tour in the same area.

-Retention is good!!! HM’s need to think what they are doing to be retained not what the Navy is doing to retain them. The HM rating has become highly competitive due to the current manning and the extraordinary Sailors we have.
-There are incredible Sailors in the fleet! We are impressed with the caliber of those we work with every day.
-Detailers lose their orders too. Trust me I know.
-You may be able to move your expensive parrot overseas. Detailers are not experts in entitlements and avoid speaking on the topic. If you have questions contact the Personal Property Office, PSD, or House Hold Goods Help Line (855) 444-6683.
-It’s not necessary to call someone, leave a voicemail, send an email, and then call back every five minutes over the next hour. If it’s important don’t leave a voicemail or email just keep attempting to call back. Cutting down on redundant correspondence will improve response times.

-Detailers DO care about Sailors and don’t pick orders with a coin, dartboard, or spinning wheel. (At least not all the time) Many things are considered such as career progression, performance, Sailor preference, billet availability, PRT scores and the list goes on.
-Very few people want to go to Camp Lejeune and Okinawa but even fewer want to leave. Don’t decide if a location is preferred strictly off someone else’s opinion, do research and develop an unbiased opinion.

These are just a handful of things. Being a detailer is an amazing opportunity that some think is thankless, but if you are given an opportunity to do this job, take it!!!
INTERESTED IN BECOMING A HOSPITAL CORPSMAN DETAILER?

PERS-407 is actively seeking individuals to join the Detailing Team. We are looking for:

2 -- E5-E6 General Duty Corpsmen (FMF or 0000)
1 -- E5-E6 Aerospace Medical Technician (8406)

If you are interested in a detailing position at PERS-407, currently within 12 months of your PRD, and on sea duty (Afloat or FMF) please submit a package using the following guidelines.

1) Commanding Officer's/Officer In Charge endorsement, to include answers to: Opinion, as reflected in performance evaluations during the past five years, whether or not the Sailor's performance warrants assignment as an Enlisted Detailer. Does the Sailor have any pending requests? (i.e. rate conversion, commissioning program, C-school) Has the Sailor received letter(s) of indebtedness or had indication of serious financial problems within the past 36 months.

2) NAVPERS1306/92 Special Program Screening Form.

3) Copy of last three years of Performance Evaluations.

4) Copy of last three years of PRIMS to include PRT and BCA data.

5) Recent, standard full-length photograph with a three-quarter view, in a short-sleeved uniform. Digitally reproduced photographs are acceptable and recommended, however, if the photograph will be electronically transferred, ensure that it is in JPEG or similar format. Do not forward a scanned or photocopied picture.

For submission of packages or for any questions please contact HMC Christian Flohr at christian.flohr@navy.mil.

‘C’ SCHOOLS

***Currently accepting packages for FY18. School quotas for FY18 will be filled on first come first served basis. Packages can be submitted for Sailors with PRD through September 2018.

All requirements, per CANTRAC, for each school must be met, no waivers. It is highly recommended the CCC utilize the CANTRAC online to verify requirements as many requirements have changed. If a junior Sailor needs a CWAY quota; they need to apply for C School and if selected arrangements will be made for quota approval. Ensure the Sailor's last name and NEC they are applying for is in the email subject line.

If a Sailor inquires about submitting for C School and have been selected for orders; they will NOT be approved for C School. The Sailor will track to orders in which they are selected.

If a Sailor is within the 9 month negotiation window and has NOT been selected for orders or written orders at Navy's needs; the package will be accepted if submitted immediately. Contact the C-School Detailer to review the Sailor's file and if qualified and needed he will work with the Sailor’s detailer to get them released to C-Schools.

The following are HM C-Schools that are currently open for FY18 applications:

8401 8482
8402 8493
8408 8506
8410 8541
8416 8752
8425 8753
8427 8765
8432
8452
8466

One common mistake we are seeing on applications is the CO not marking "recommended/not recommended" block on the 1306/7 and Sailors not signing the 1306/7. Please review all applications for signatures and accuracy prior to submitting. The CCC’s must have their contact information on the 1306/7 as we will deal directly with the CCC.
The ‘C’ School e-mail address pers-407cschoolpackages@navy.mil is for all applications. Please do not send an application to a detailer’s personal e-mail address unless prior agreement has been authorized. When applying for 8427/8403/8493/8494 ‘C’ schools, refer to MILPERSMAN 1306/983, not the CANTRAC for submission requirements. If you Google “MILPERSMAN 1306-983” you will see there is an addendum; this addendum is the updated Physical Screening Test form. Any other type of screening form will not be accepted. This instruction also states who is authorized to complete the screening; these are the ONLY authorized screeners. As a reminder, to be a Dive IDC (8494) or Recon IDC (8403) you must do a tour as an 8493/8427 first.

**URGENT need for SUB IDC (NEC 8402)**

Submarine Independent Duty Corpsman (8402). Training a basic Hospital Corpsman to be a successful “Submarine Doc” takes time, a few good instructors, and there is not an instance during an IDCs tour that he can escape the grasp of responsibility. Students attend Basic Enlisted Submarine School followed by training in Radiation Health, Medical Administration, Gas Free Engineering / Atmosphere Control, Clinical Medicine, and clinical rotations.

The course is very challenging due to the high standards required to ensure a graduate can function independently in a high stress environment. Medical and administrative knowledge and skills required to administer all aspects of the medical mission aboard an operational submarine. This is perhaps the most difficult and demanding assignment in the Navy. There are many benefits to becoming a Submarine Independent Duty Corpsman, involving both career enhancements and monetary benefits. Historically, Sub IDCs have experienced great advancement rates. Monetary benefits include but are not limited to reenlistment bonuses, submarine pay and independent a whole lot of work on the part of the student. Second Class Petty Officer Corpsmen with the drive and determination are eligible to apply for the 58-week course of instruction conducted at the Naval Undersea Medical Institute (NUMI) in Groton, CT.

All submarine IDC applications must have a Page 13 for Submarine Volunteer included. You can find the exact wording for this Page 13, along with the required ASVAB score calculations, in MILPERSMAN 1306-402. Please note that ALL applications for 8402 must be sent to either SUBPAC Force Medical or SUBLANT Force Medical contingent on which side of the Mississippi River you are located. Once the SUB PE is reviewed by them, they will send the application to PERS-407 for processing. Please do not send these applications directly to the detailer. The addresses are as follow:

SUBPAC: HMCM(SS/FMF/SW) Michael Bagley: michael.bagley@navy.mil
SUBLANT: HMCM(SS/SW/AW/FMF) Dennis Dowrey: dennis.dowrey@navy.mil

***Reminder - the transfer month is the month PRIOR to the month the class begins. Ensure there is an earliest available date for transfer on the 1306/7 if the Sailor is authorized to transfer early (if not on DOD tour).***

**HM 8401 Search and Rescue (SAR) Medical Technician**

Trained 8406 or HM0000/8404 looking for an exciting job, check this out! SAR Corpsman perform aircrew and emergency medical care functions in support of SAR, MEDEVAC and CASEVAC missions for the Navy and Marine Corps team. You’ll receive Navy Aircrew, Survival, Evasion, Resistance and Escape (SERO), Flight Medicine and aero-medical evacuation, ACLS, ATLS, and advanced emergency medicine training. In addition your earn NEC 8406 Aerospace Medical Technician.

This training is tough! You’ll need excellent swimming skills, a HIGH FITNESS LEVEL, and a sharp mind to make it... You must volunteer for flight duty and meet all the physical screening requirements. If you think you have what it takes, contact your Command Career Counselor for more information.

Attention all 8752s… Plan your next tour as an 8753 or 8765

Special note on Dental Laboratory Basic (8752) and Advanced (8753): NEC 8452 is currently over manned while advanced dental NEC (8753) is undermanned. The expectation is that an 8752 will complete one tour as an 8752 then return for 8753 training in route their next tour. We are continuing to fill 8752 training seats in order to provide a healthy
base and a few exceptional 8752 students will be selected while in training to go directly to 8753 training. Movement through the progressive level of technical training will lead to healthy community manning and provide more options for Sailors, both during and after their Navy career.

HIGH DEMAND still required for Diving Medical Technicians (8493)
Submit your ‘C’ school package to pers-407cschoolpkgs@navy.mil IAW MILPERSMAN 1306-983. Work within a small community of highly specialized skilled personnel from Fleet Diving to NSW, Underwater Construction, Salvage, EOD and NECC

***Urgent need for Special Amphibious Reconnaissance Corpsman***
Do you have what it takes to be a member of this elite group?
SARC (NEC 8427) is critically undermanned and in need of strong applicants.

Their Mission: Provide medical and operational services for Fleet Marine Force Reconnaissance personnel engaged in direct action and reconnaissance operations; perform paramedic skills, basic life support, minor surgical procedures and other routine and emergency medical health care procedures as required. For more information about the SARC, please login to Navy Knowledge Online (www.nko.navy.mil) and type in keyword “Recon Corpsman.” Check out the motivating video featuring interviews with SARC describing the type of work they perform as members of the Marine Corps Special Operation Command (MARSOC) and Fleet Marine Force Amphibious Reconnaissance Teams.

The Perks...You get to attend best combat and trauma training schools the Navy and Marine Corps have to offer. Selective Reenlistment Bonus available for Zone A at 3.0; First term Corpsman may be eligible for STAR (including advancement to HM2 upon completion). Special Duty Assignment pay is authorized for many of the jobs from $75-$225 a month in addition to Dive and Jump pay. In all a SARC may earn $200,000 more than a HM 0000 shipmate over 10 years of service. Leads to a career as SARC Independent Duty Corpsman.

NOTES:
1) NEC is awarded upon completion of all of the following courses: 1) USMC Basic Reconnaissance, 2) USMC Combatant Diver, 3) Army Basic Airborne School, 4) USMC Special Amphibious Reconnaissance Corpsman Diving Medicine, 5) Special Operations Combat Medical (SOCM).
2) Billet pay grades E3-E6. Not open to women.
WHAT DOES MY PLACEMENT COORDINATOR DO FOR MY COMMAND?

- Primary POC for CO’s, XO’s, CMC’s and Personnel Officers, Manpower and Activity Manning Managers
- Command representative in detailing process, Manning Control Authority (MCA) agent
- Submit CMS-ID input to MCAs for directed fills based on manpower analysis and/or command input
- Manage manpower programs and Billet Based Distribution (BBD) system
- Coordinate/complete manning actions (COMPTOUR, CROSSDECK, DIVERT, PAYSUB concurrence, etc.)
- Monitor deployment readiness via EMIRs / PERSMARs
- Enlisted Distribution and Verification Process (EDVP) assistance


**BBD best benefits your command when personnel are properly aligned.**

The Enlisted Distribution and Verification Process (EDVP) is the most valuable tool a command has for tracking manning posture. This process, conducted utilizing Billet Based Distribution (BBD), must be conducted and corrections submitted routinely in accordance with the Enlisted Distribution and Verification Process User’s tutorial. When managed correctly, this process can save time and help to prevent prolonged billet gaps. Identifying a manning problem or NEC deficiency (e.g., a prospective gain is not getting required training enroute) only one to two months before it occurs does not afford NPC and the Normal Distribution process enough time to react and identify a relief/solution. The Normal Distribution system is not structured as a “quick fix” system. Early identification of problem areas is paramount. Command leadership must have a detailed understanding of the distribution process, particularly as the command approaches Pre-Deployment Manning Report (PERSMAR) cycle (for sea duty commands), if maximum benefit is to be achieved and concerns adequately addressed.

The top three personnel management errors revolve around prospective gains, prospective losses, and distribution NECs (DNECs). Training on how to correct these and other errors is available on the NPC website.

1. **Carefully review orders of prospective gains.**
   a. Ensure the needed enroute training is provided, keeping in mind that NPC can only fund training for required NECs – nice to have/other training (e.g. some Senior Enlisted Academy quotas, Firefighting, VBSS, etc) is the responsibility of the gaining command.
   b. If a DNEC change is required for a prospective gain, the decision must be made immediately and communicated to your Placement Coordinator. Order modifications (ORDMODs) are not practical when the individual has started his/her training track and will often result in diverts and gapped billets.
   c. Contact the last duty station if a prospective gain fails to report on time. These individuals count against the gaining commands manning, whether physically onboard or not.

2. ** Routinely review status of prospective losses.**
   a. Verify Projected Rotation Dates (PRDs). Requisitions for replacements are generated based on a member’s PRD (or estimated date of loss to Navy, EDLN, if it is before the PRD) so it must be accurate.
   b. Assess reenlistment intentions of personnel early and request an adjustment of a member’s PRD to match his/her EAOS at the first indication the member is not planning to reenlist. Additionally, any Career Waypoint (C-WAY) approved quotas should be returned to BUPERS-32 in a timely manner.
   c. Expired losses generally occur when a member’s transfer is not processed correctly. Ensure expired losses are corrected as soon as possible as they continue to count against the losing command’s manning.

HAILS AND FAREWELLS

Welcome HMC Archival Almirol and wishing Fair winds and following seas to HMC Maria Drew.

GOOD TO KNOW...

- You can review our Rating’s overall health analysis by NEC by visiting our NPC webpage at http://www.public.navy.mil/bupers-npc/enlisted/placement/Pages/407-Rating-Health.aspx (select “Cancel” from the pop-up window). This is a great tool to review prior to the submission of any NAVPERS 12216 Navy Enlisted Classification (NEC) Change Request.

- Calling all 8452’s: Are you certified by the American Registry of Radiologic Technologist and interested in widening your training? Submit for 8447 Ultrasound Technologist! Contact your detailer at (901)874-3813.

- Looking to diversify your job opportunities in CMS-ID? General Duty HMs may apply for 8409 Aerospace Physiology Technician billets providing instruction to aviation and non-aviation personnel in aeromedical aspects of flight, in-flight visual problems, emergency egress systems and water survival techniques while performing the duties of an inside instructor/observer on hypobaric chamber flights. Contact your detailer for more information.

- Help the Detailers match the right Sailor in the right job at your Command. You can compare, rank and comment on applicants for your advertised billets during the Command Comments Phase on CMS-ID by best or least qualified to support the Command’s mission.

- All billets advertised on CMS-ID will be filled each month. Detailers will attempt to fill all billets using a Sailor’s desired selections first; however, fleet readiness requirements will ultimately be the guiding factor in the Sailor’s assignment.

HM INVENTORY

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<th>Rating</th>
<th>HMCM</th>
<th>HMCN</th>
<th>HM1</th>
<th>HMC</th>
<th>HN</th>
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<td>238</td>
<td>642</td>
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General Data

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TTP/H & Student

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Pregnancies & LUMOY

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PERS-4013RS

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<th>HM C</th>
<th>HM N</th>
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BA & Special Program (SP)/BA @ CUR

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<th>HM C</th>
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SHORE DUTY — CUR (BA/POB) by Paygrade

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SEA DUTY — CUR (BA/POB) by Paygrade

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<td>696</td>
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* Sailors in EXCESS and UNFUNDED billets on SHORE do not include those on 0054 tour.

G000 (HM)

PERS 4013- HM RATING SPECIALIST
Your NAVMAC Points of Contact:
HMCS Steven Andrews
steven.k.andrews2@navy.mil
COMM: (901)874-6264
HMCS Cory D. Anglin
cory.anglin@navy.mil
COMM: (901)874-6237

NEOCS PROCESS CHART

**NEC REVISION OR DELETION**
- Proposal forwarded to ECM and Primary & Technical Advisors, including commands (e.g., NETC, BUMED) responsible for training activities.
- Originator works directly with dissenting member(s) to resolve issues.
- Issues resolved?
  - Yes: Executive Secretary approves. Changes are printed in the NEC Manual.
  - No: Proposal sent to EXCOM for arbitration.
- Approved?
  - Yes: Proposal is forwarded to DCNO (MPTE) (N1) for final arbitration or approval by SECNAV, as appropriate.
  - No: Proposal terminated or returned for amendment or future consideration.

**NEC ESTABLISHMENT**
- Proposal forwarded to NEOCS Board for review.
- Proposal sent to EXCOM for arbitration.
- Issues resolved?
  - Yes: Proposed is forwarded to DCNO (MPTE) (N1) for final arbitration or approval by SECNAV, as appropriate.
  - No: Proposal terminated or returned for amendment or future consideration.

**RATING STRUCTURE CHANGE**
- Proposal forwarded to NEOCS Board for review. NETPDTG and MCPON added as Board members.
- Proposal sent to EXCOM for arbitration.
- Issues resolved?
  - Yes: Proposal is forwarded to OPNAV (N13) and DCNO (MPTE) (N1) for approval by SECNAV, as appropriate.
  - No: Proposal terminated or returned for amendment or future consideration.

**NETCINST 1510.1 COMPLIANCE**
- Flag-level Sponsor/Concept Brief

**NAVMAC INTERNAL REVIEW**
- Proposal forwarded to NEOCS Board for review.
- Proposal sent to EXCOM for arbitration.
- Issues resolved?
  - Yes: Proposal is forwarded to DCNO (MPTE) (N1) for final arbitration or approval by SECNAV, as appropriate.
  - No: Proposal terminated or returned for amendment or future consideration.

* Specific research (e.g., commonality studies for rating merger proposals) and procedural checklist requirements are promulgated in Volume II of reference (b).
Greetings from your Community Managers!

Points to Ponder…

The HM (AC) rating is currently manned at 96.6%. Manning between 98% and 102% is considered balanced, which is where we want to be.

- Considering the current manning constraints, convert-out options are suspended for the active component.

HM (FTS) is manned at 106.1%. Convert-out options are based YG/rank to augment the HM (AC) only. Convert-in options from the Reserve or Active Component are suspended.

HYT Waivers: IAW MILPERSMAN 1160-120, dated 5 October 2015;

HYT Waiver Ineligibility: HYT Waivers must be justified by needs of the Navy. Requests based primarily on factors of personal convenience for the member will not be approved and should not be submitted.

Examples of HYT waiver request that may be approved:
- In support of one for one billet requirements at a deployed or soon-to-deploy unit.
- Possess a critically undermanned NEC.
- Selection for training in a critically undermanned NEC.

NEC Archive Requests: IAW MILPERSMAN 1221-021, dated December 2013;

Submit NAVPERS 1221/6 with endorsement of the Commanding Officer of Officer in Charge to NAVPERSCOM (PERS-4013DS).

Send all requests via encrypted e-mail to MILL_NEC_REQUEST@navy.mil.