

# Billet Based Distribution (BBD)

## *Modernizing and improving efficiency of enlisted distribution*

The Billet Based Distribution (BBD) initiative is focused on enabling the Navy to better manage force structure and readiness by more accurately matching Sailors and their unique skill sets to individual billets. The metric supporting this process is called "Fit" across the Navy. Additionally, BBD upgrades software programs used in enlisted distribution and provide accurate and timely manning information in a Web-based environment to fleet personnel managers. The foundation of the technical solution is the Career Management System – Interactive Detailing (CMS-ID).

BBD provides Navy personnel billet assignments to meet the Global Force Management Data Initiative (GFM DI) and Defense Readiness Reporting System–Navy (DRRS-N) requirements for Active Component (AC) enlisted and Full Time Support (FTS) personnel and billets.

## **Why is BBD Needed?**

Current requisition generation and distribution processes use an inventory-based system that does not fully reflect the billet level needs of Navy commands or accurately identify the Sailor's current assigned position. This hinders the ability to accurately measure or ensure personnel readiness, leaving gaps in the skills-to-position requirements, referred to as the "Fit."

The BBD solution allows resource managers, distribution stakeholders and leadership to effectively manage "Fit" by aligning personnel to positions and make better informed personnel distribution decisions to improve efficiency. BBD's real-time strategy results in better fleet readiness indicators.

## **Capabilities and Benefits**

BBD replaces the current inventory-based requisition generation process with automated functionality that is requirements-driven, inventory-balanced, and position-based. BBD allows commands and distribution personnel to more reliably assess a vacant position's impact on readiness. Ultimately, BBD promotes improved readiness across the fleet.

Some key capabilities and benefits include:

- The alignment of every enlisted Sailor, who is available for distribution, to a Navy position
- A distribution system that has the tools and accurate demand signal needed to maximize Rating and Navy Enlistment Classification (NEC) "Fit"
- The capability to more efficiently use the Permanent Change of Station (PCS) and Temporary Duty under Instruction (TDI) resources available
- The capability to have a more accurate Integrated Production Plan (IPP)
- The foundation for a more efficient and optimized Sailor assignment process.

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### Expected Business Outcomes

Implementation of BBD results in several high-level business outcomes, each of which is summarized below as a specific program objective:

- Establish Sailor-to-position alignment for enlisted Sailors, who can be distributed to a billet
- Assign enlisted Sailors to positions based on the requirements of the position
- Maximize “Fit” given available resources
- Establish accurate measures of “Fit”, based on Sailor-to-position alignment, at the command level
- Catalog the complete career history of every Sailor by authoritative job title
- Deliver capability to perform improved personnel and training resource allocation decisions
- Deliver capability to perform real-time analysis of personnel loss/fill options
- Retire or modernize legacy manpower distribution systems
- Retire the legacy Enlisted Distribution Verification Report (EDVR) and replace with a real-time, Web-based, personnel management tool that allows a more accurate fleet enlisted personnel demand signal to Navy Personnel Command (NPC)
- Create potential cost savings following implementation, stakeholder buy-in, and initial alignment.

### The Way Forward

**Phase 1a (implemented April 2013)** – Initial automated alignment of Sailors to billets

- Assignment of Sailors currently onboard to a unique command billet best aligned with their skill set (NECs).

**Phase 1b (implemented February 2016)** – BBD capability in requisition generation and Sailor assignment process in CMS-ID. Functionality includes:

- Inventory projection
- Vacancy projection
- Manual alignment override capability
- Requisition prioritization.

**Phase 1c** – Fleet sustainment capability.

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