Detailing and Placement

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Senior Enlisted Leader
Navy Personnel Command
Career Management (PERS-4)
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What PERS-4 Does

Detailser works with Sailor and command through CMS-ID to view the range of options.

Needs of the Navy

- Determine the right Sailor for the job

Desires of the Sailor

- Rate/Rank
- NEC
- Fill Date
- Rate/Rank
- NEC
- Fill Date

Negotiation range to develop career enhancing options

Experience
Promotion
Location
Family

Balancing the Desires of the Sailor and Needs of the Navy
The Work We Need Sailors to Do
Initiatives to Keep the Fleet Ready

- **Extension of enlistment to complete 1st sea tour (NAVADMIN 307/17)**
  - Additional 2,150 sea years

- **Modifications to High Year Tenure (NAVADMINs 143/17, 290/17, 192/18)**
  - E6: 20 → 22 Years
  - E5: 14 → 16 Years
  - E4: 8 → 10 Years
  - E3: 5 → 6 Years
  - Increased HYT Waiver Opportunities for E7-E9

- **Optimizing E7-E9 Assignments (NAVADMIN 192/17)**

- **Changes to CMS-ID Cycle (NAVADMIN 231/17)**
  - Changes in the enlisted distribution to improve sea duty manning

- **Voluntary Sea Duty Program (MILPERSMAN 1306-141)**
  - Additional 1100+ sea years since 2012

Opportunities Created to Continue to Serve at Sea
Initiatives to Keep the Fleet Ready

- **Early Separation Policy NAVADMIN Cancellations (NAVADMIN 288/17)**
  - Canceled Enlisted Early Transition Program
  - Canceled Time-in-Grade and Next-Lower-Grade Waivers

- **Early Release to Further Education (NAVADMIN 154/18)**
  - Cancels early separation, but COs still have authority to grant up to 90 days early out IAW MPM 1910-108 if member is leaving Navy to further their education

- **Physical Readiness Program Policy Change (NAVADMIN 304/17)**

- **Align Enlistment Contracts to Duty Station Tour Lengths (NAVADMIN 307/17)**

- **Change first-term assignment policy and incentive programs for forward deployed naval forces enlisted Sailors on sea duty in Japan, Guam, and Spain (NAVADMIN 042/18)**
Initiatives to Keep the Fleet Ready

- Forward Deployed Naval Force Tour Lengths for First-Term Sea Duty Tours in Japan, Guam, and Spain (NAVADMIN 107/18)

- Professional Apprenticeship Career Track (PACT) program changes (NAVADMIN 118/18)

- Sailor Early Return to Sea (SERTS) (NAVADMIN 156/18)

- NAS Lemoore bundling orders specific to AO and AME
  - Those taking orders to shore duty can bundle with follow-on sea duty in Lemoore
  - If accepted, Detailer makes note in record of guarantee

- Advance to Vacancy Program
  - Journeyman Pilot for RTC and Recruiting duty
  - Follow-on effort for E8/E9
Enlisted Distribution System

Sailor Preparation: Review record at 15-18 months prior to PRD to ensure data is accurate, update preferences & apply for C-WAY via CCC

ASSIGNMENTS

CMS-ID

PERS 4013
- Monitors Enlisted Personnel
- Generates Prioritized Requisitions
- Represents MCAs
- Command Advocate

Sailor Application
- View available reqs and apply
- CCC reviews CMS/ID w/ Sailor and assists with CMS/ID Negotiations

Continuous Process

MCA
- Establishes Priorities
- Supported by:
  - TYCOM
  - ISIC
  - UNIT

Placement

Detailer Selection
- Make selections
- Release orders
- Negotiate special cases

1 WEEK
12-7 MONTHS

5 DAYS
14 DAYS

CMD Comments and ranking!
If not selected for orders via CMS/ID, needs of the Navy orders are issued

Sailor Detailed as Needs of the Navy

Sailor in negotiation window

Sailor is about to enter negotiation window

Communication with your Detailer is Key!
How Career Counselors Can Help

- **Conduct Career Development Boards NLT 15 months prior to PRD/EAOS**
  - Allows time for Sailor to submit a request to extend
  - Provides the Sailor with tools and information to make timely career decisions

- **Review Billet-Based Distribution Alignments**
  - Ensure Sailors are matched to billets accurately in CMS-ID
  - Accurately reflect NECs held and used

- **Learn and use CMS-ID**
  - Know what billets for your command are being advertised on CMS-ID
  - Rank applicants applying to your command during CMS-ID cycle

- **Command Career Counselor**
  - Sailors should engage them prior to entering key windows (C-WAY, detailing)
  - CCC proactively ensures Sailors are educated and armed

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**A Proactive Career Counselor is Key to the Process**
Initiatives In Development

- **Customer Service Experience**
- **IT Transformation**
  - Reduces personnel IT systems from 55 to 1
  - Tiered customer service with modernized delivery (MNCC)
- **Detailing Marketplace**
  - Improves detailing process with direct interaction between the Sailor and the gaining command
  - Rating modernization increases opportunity by allowing out of rate applications
  - Incentivizes challenging jobs with money, advancement, geographic choices, etc.
- **Tailored Compensation**
  - Monetary and non-monetary incentives
  - Compensates personnel who take high valued jobs
- **Contracted Tours**
  - OBLISERV for required tour length
- **Advance to Vacancy**

Growing to Win!
Deployability Overview

- The Navy is an expeditionary service
  - Deployments and overseas service is a core mission
  - Navy career progression builds on the experience and skills gained at sea
  - Because the world is unpredictable, it is our responsibility as a Service and as Sailors to maintain our readiness for deployment

- What Percentage of Active Duty Sailors are Non-Deployable (training and transit excepted)?
Deployability Overview

- What Percentage of Active Duty Sailors are Non-Deployable (training and transit excepted)?

96.3% of Active Duty Sailors are Deployable
Deployability Assessment and Assignment Program

- **Why is the Navy doing this?**
  - To maintain Service lethality & readiness (Secretary of Defense guidance)
  - To ensure Sailor deployability status accurately and quickly identified, and assessed and the Sailor is provided care to return them to full duty if possible

- **Who is impacted?**
  - All Sailors are expected to be deployable, regardless of current duty type (operational or non-operational)

- **Who will be separated?**
  - Sailors who are non-deployable for greater than 12 consecutive months (other than pregnant and post-partum Sailors) will be processed for administrative separation or referred to the Integrated Disability Evaluation System

- **Are there exceptions?**
  - Except for pregnancy, this policy applies to all Sailors. However, affected Sailors may request retention

*The Program is Design to Improve Force Lethality*
How You Can Maintain Deployability

- Stay current on your medical, dental and physical readiness
- Follow-up on any conditions or appointments that limit deployability
- Ensure your command is aware of your deployability status
- Ensure your records are maintained correctly
- Check your Individual Medical Readiness on MyNavy Portal

Be Proactive in Maintaining Readiness
This My Navy Portal Career & Life Event (CLE) has not yet been developed.

Looking forward, subject matter experts and Sailors will work together to design interactive, task-based functionality to be delivered in future MNP releases. Looking forward, users can expect information and resources supporting pre- and post-deployment activities for the following:

- Fleet operational deployment
- Individual Augmentee assignment
- Reserve Mobilization

Looking for?

Navy Reserve Homeport

- View The Helm of the Navy Reserve.

USNR Mobilization

- View information about mobilization opportunities and activities.

NAVPER 1300/22, Pre-Deployment/Expeditionary Screening Checklist

- NAVPERS 1300/22 is required for all personnel mobilizing for deployment, evaluating readiness through suitability screening, command review, and the completion of the pre-deployment checklist. The initial section of this form must be completed within 30 days of receiving orders.

Deployment Readiness

- Prepare for deployment, handle the challenges that arise during deployment, and successfully adjust during the return and reintegration phase.

Hardship Duty Pay Tempo (HDP-T)

- Review your deployments and the MILPERSMAN for possible HDP-T pay - located on PERSTEMPO within BOL.

Individual Medical Readiness (IMR)

- View and verify IMR accurately indicates your ability to deploy.

Deployment Health Assessments

- Start your Deployment Health Assessments - Pre-Deployment Health Assessment (Pre-DHA), Post-Deployment Health Assessment (PDHA), and Post-Deployment Health Reassessment (PDHRA) - at the Navy’s Electronic Deployment Health Assessment (EDHA) website.

Periodic Health Assessment (PHA)

- Begin your annual PHA online at the Navy's ePHIA website.
Individual Medical Readiness Status

BOL Application Menu

- Advancements/Selection Boards
- Application (FORMAN) Status
- ARPR/ASOSH Online
- CCA/FITREP/Eval Reports
- CO/XO/CMC Advancement/Selection Board Verification
- Configuration Management
- FTS Redesignation
- Individual Medical Readiness (IMR) Status
- Military Locator System
- Naval Register
- NavPers Legacy and PERSTEMPO
- Navy Personnel Command Document Services
- Navy-Marine Corps Mobilization Processing System (NMCMPS) - View IA/ADSW orders
- ODC, OSR, PSR, ESR
- Official Military Personnel File (OMPF) - My Record
- PRIMS
- PTDR
- Request Record on CD
- Selection Board Member/Recorder Training
- Selective Reenlistment Bonus
Welcome to the Medical Readiness Reporting System (MRRS).

IMR (Individual Medical Readiness) is an integral component of force health protection and indicates a Sailor's or Marine's ability to deploy rapidly. IMR is also a direct reflection of a unit's capability to fulfill its mission. Tracking of IMR benefits the service member and unit by ensuring service members are protected against infectious and endemic diseases, can safely receive prophylaxis and treatments, have required medical equipment, and are in a state of dental readiness. Please contact medical to schedule an appointment to resolve any deficiencies you may have.

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IMR Status: Fully Medically Ready
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