What PERS-4 Does

Needs of the Navy

Rate/Rank
NEC
Fill Date

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

Negotiation range to develop career enhancing options

Determine the right Sailor for the job

Desires of the Sailor

Experience
Promotion
Location
Family

Balancing the Desires of the Sailor and Needs of the Navy
Enlisted Sea Duty

Fit and Fill Gaps

Assessment

- Fit gaps decreased by 173 since October
- Fill gaps decreased by 660 since October

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<tbody>
<tr>
<td>Fill Gaps at Sea</td>
<td>7,322</td>
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BA: 141,384
COB: 134,264

Data source: COGNOS(Filtered): 20 NOV 18
Initiatives to Keep the Fleet Ready

- Extension of enlistment to complete PST for 1st term personnel (NAVADMIN 004/17) (Canceled by NAVADMIN 307/17)
  - Additional 2,150 sea years
- **Modifications to HYT for E4-E6 (NAVADMIN 143/17)**
  - E6: 20 ➞ 22 Years
  - E5: 14 ➞ 16 Years
  - E4: 8 ➞ 10 Years
- **Modification to HYT for E3 (NAVADMIN 290/17)**
  - E3: 5 ➞ 6 Years
- **Increased HYT Waiver Opportunities for E7-E9 (NAVADMIN 192/18)**
- **Optimizing E7-E9 Assignments (NAVADMIN 192/17)**
- **Changes to CMS-ID Cycle (NAVADMIN 231/17)**
  - Cancels NAVADMIN 226/12 – Changes in the enlisted distribution to improve sea duty manning
  - Cancels NAVADMIN 058/14 – Sailor Early Return to Sea
- **Voluntary Sea Duty Program (MILPERSMAN 1306-141)**
  - >1,100 Sailor-Years of sea time gained since 2012
Initiatives to Keep the Fleet Ready

- Early Separation Policy NAVADMIN Cancellations (NAVADMIN 288/17)
  - Cancels NAVADMIN 103/14 – Enlisted Early Transition Program
  - Cancels NAVADMIN 182/16 – Time-in-Grade and Next-Lower-Grade Waivers

- NAVADMIN 154/18 (Early Release to Further Education)
  - As CO’s/CDR’s, still have authority to grant up to 90 days early out IAW MPM 1910-108 if member is leaving Navy to further their education
    - Clarification due to NAVADMIN 288/17 cancelling early separation

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

- Alignment of Enlistment Contracts with Duty Station Tour Lengths (NAVADMIN 307/17)

- Changes to first-term assignment policy and incentive programs for deployed Naval Force 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
  - Only who take orders to shore duty, can bundle with follow-on sea duty in Lemoore
  - If accepted, Detailer makes note in record of guarantee
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**

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

**PLACEMENT**

**Continuous Process**

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

**Sailor Application**

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

**PERS 4013**

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

**MCA**

- Establishes Priorities
- Supported by:
  - TYCOM
  - ISIC
  - UNIT
If not selected for orders via CMS/ID, needs of the Navy orders are issued.

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 the 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 NEC’s 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

*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
- 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 or advancement
- Tailored Compensation
  - Monetary and non-monetary incentives
  - Compensates personnel who take high valued jobs
- Contracted Tours
  - OBLISERV for required tour length
- Advance to Position

Growing to Win!
The Detailing Marketplace

▪ The detailing process today is a marketplace, but lacks the flexibility and satisfaction that we’d hope, for both commands and Sailors.

▪ AG Marketplace Wargame – Used third party (not CMS-ID) software and incentives to understand how Sailors and commands would behave
  • At least one rate will be operating outside of CMS-ID, in a NEW IT system by the end of 2019

▪ Advance to Position – Places emphasis on service in higher paygrades for advancement
  • Pilot in 2018 (19 advanced)
  • Working COAs for 2019
  • NAVADMIN by April

▪ Billet Descriptions – Sailors should know what is expected in the job they are applying for
  • Coming to CMS-ID in mid-2019 and a requirement for follow-on software

All these efforts get us out of the restrictions of current CMS-ID
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 and readiness in accordance with Secretary of Defense guidance
  - To ensure a Sailor’s deployability status is 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 (my.navy.mil)
MyNavy Portal

Deployment & Mobilization

New to the Navy
A & C Schools, First Command

Advancement & Promotion
Exams, Selection Boards

Assignment, Leave, & Travel
Detailing, Orders, PCS, Check-in

Career Planning
Career Development Boards, CWAY, Reenlistment

Deployment & Mobilization
Preparation, Pays, IA, Return & Reunion

Pay & Benefits
Compensation, Entitlements

Performance
Evals, FITREPs, Physical Fitness Assessment

Sailor & Family Support
Information, Help, Assistance

Retirement & Separation
Eligibility, Processes, Transition

Training, Education, & Qualifications
Schools, Courses, Degrees, Certs & Quals
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 (IMR)
  - View and verify IMR accurately indicates your ability to deploy.
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.

Name:
UIC:
Report Date:

IMR Status: Fully Medically Ready
Welcome
Welcome, PS2 Gote, to the United States Navy’s Detailing Marketplace (DM). Here you can search open billets within your rating, as well as explore ratings into which you may cross-rate. If this is your first time using this tool, check out the DM Tutorial. If you’re ready to begin click below!

Verify Information

Start Search
View Favorites
**Navy Detailing Marketplace**

### Options
- Active
- Reserve
- Mil to Mil
- Unaccompanied Orders
- Special Pay
- Special Duties
- Include Billets Outside of Rate
- Easy
- Moderate
- Difficult

### Begin Search
Enter keywords to search. Select options to narrow your results.

**Keyword Search:**
PS

Searching on Keywords: **PS**

### Search Results
Show 25 entries

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<th>Details</th>
<th>Select</th>
<th>Assignment</th>
<th>UIC</th>
<th>TUM</th>
<th>Region</th>
<th>Rotation</th>
<th>Rate/Rank</th>
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