



NPC FORCM WEEKLY 23-27 July 2012



Career progression, community management, personnel matters, and general information from the desk of the Navy Personnel Command, Force Master Chief, FORCM Jon Port

CHANGES IN ENLISTED DISTRIBUTION TO IMPROVE SEA DUTY MANNING

Top priority is to adequately man and train deployed units to meet all mission requirements. Over the next few months, we will implement changes to existing distribution policies, procedures, and systems to specifically address gaps currently filled on short notice with Sailors diverted or cross-decked from other units. Forthcoming efforts include changes to the Career Management System Interactive Detailing (CMS/ID) process, revisions to detailing business rules for Sailors with critical skills in high demand to return to sea early from shore duty, and an update to the VSDP. CMS/ID presently uses a combination of red and green zone requisitions to advertise available billets. The red zone reflects the highest priority fleet billets which are filled each month. Green zone requisitions are not required to be filled each month leading to unpredictability in future manning and, in some cases, causing short notice manning actions. Beginning with the August 2012 CMS/ID cycle, **a single set of sea and shore billets**, as established by manning control authorities, will be advertised and filled each cycle. Sailors entering into their CMS/ID negotiation window retain the ability to apply for jobs from the current slate of billets advertised in their rating/paygrade. Sailors should submit five applications for advertised jobs to ensure their desires are taken into account. **Failure to provide an input may result in assignment of a Sailor to a job without the Sailor's desires considered.** Sailors should provide input each month during the negotiation process on CMS/ID or via e-mail/phone to their detailer. Input via the command career counselor on the Sailor's behalf is also acceptable. **Since all billets advertised on CMS/ID will be filled each month, detailers may be required to select a Sailor who has not applied for the assignment or is early in their negotiation window.** 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. Sailors nearing the end of their negotiation window will generally be chosen to fill assignments they did not apply for over Sailors who are at the start of their negotiation window. **Keys to success regarding these changes are command leadership involvement** including proactive communication of these changes, aggressive and thorough career development boards and command management of enlisted distribution verification reports.

LIMITED DIRECTED DETAILING FOR ENLISTED SAILORS

The Limited Directed Detailing Program will allow the reassignment of Sailors on shore duty that have critical skills required by our imminent deployers to sea duty. This action is expected to impact between 200 and 400 Sailors Navy wide. Sailors who have completed a minimum of 24 months on shore duty at the time of order execution may be contacted by their detailer and directed to a sea duty assignment prior to their Projected Rotation Date (PRD). **Direct detailed Sailors will be financially compensated in a lump sum, calculated according to months of shore duty curtailed.** Limited directed detailing will be accomplished as follows: To minimize the number of direct detailed Sailors, detailers will fill as many of the critical jobs as possible by fully utilizing the authorized transfer window that includes moving Sailors three months prior to, or four months beyond, their PRD month. **This is the normal authorized detailing window,** it is not considered directed detailing and will not result in additional financial compensation. Detailers will compile a list of shore duty Sailors based on Shore Duty Commencement Date. Sailors that have been on shore duty the longest will generally be utilized first and geographic stability will be maintained whenever possible. Sailors that already possess a required NEC will be chosen unless training is available and can be completed prior to the required reporting date. **No shore commands or specific jobs are exempt from limited directed detailing.**

Once a Sailor is identified to fill a critical job that requires shore duty curtailment, both the losing command and the Sailor will be contacted by PERS-40. PERS-4 will be the flag review authority for any command requesting flag review. High Year Tenure (HYT) waivers for purposes of completing deployments will be approved and PRD will be set to the Prescribed Sea Tour (PST) based on the Sailor's Sea Shore Flow requirement. Upon receipt of orders, financial compensation will be paid in the form of a lump sum payment. Sailors who are unable to execute their orders will have their financial compensation recouped. Decisions affecting the careers and lives of our Sailors and their families are not taken lightly. Our aim is to cause the least amount of disruption to the careers of our Sailors and their families, while sustaining Fleet manning and ensuring our Navy remains mission ready across the broad spectrum of maritime operations. Limited Directed Detailing is meant to be an interim policy to improve Fleet manning and readiness by filling the critical gaps we are experiencing at sea with the right Sailors. We will continue to evaluate this policy, adjust as necessary, and refine longer term solutions that will help properly man the Navy at sea and on shore.

VOLUNTARY SEA DUTY PROGRAM UPDATE TWO

In order to open the voluntary sea duty program incentive to additional senior enlisted leaders and to reduce the demand placed on the Chief Petty Officer early return to sea program, an additional VSDP incentive is now being offered. **HYT waivers (E7-E9)** depending on rating, sea duty manning and the impact to future advancements are **now being offered.** HYT waivers will be considered on a case-by-case basis for senior enlisted sailors volunteering to curtail shore duty and return to sea, extend at-sea, or accept back-to-back sea duty orders. Length of HYT waivers must meet retainability requirements for the minimum amount of active service OBLISERV a member must have upon arrival at a new duty station after a PCS transfer, both in CONUS and OCONUS. **Once sailors negotiate and accept orders or extend at sea, subsequent requests to transfer to the fleet reserve before the HYT waiver expires will be disapproved.** Senior enlisted leaders are reminded that choice of geographic location is an additional incentive offered by VSDP as outlined in refs NAVADMIN 226/12 and NAVADMIN 043/12. Additionally, if eligible, sea duty incentive pay (SDIP) can be collected in conjunction with VSDP. VSDP requests will **not be approved** for sailors holding a **nuclear NEC (33xx).**

These changes will help ensure critical senior enlisted leadership is where it is most needed!

THIS WEEK IN NAVY HISTORY

July 23rd 1958: USS Nautilus (SSN 571) departed Pearl Harbor for first submerged transit of North Pole.
July 24th 1944: Following 43 days of naval gunfire and air bombardment, Naval Task Force landed Marines on Tinian.
July 25th 1866: Rank of Admiral created. David G. Farragut is appointed the first Admiral in the U.S. Navy.
July 26th 1948: President Harry S. Truman orders desegregation of the Armed Services <<http://www.history.navy.mil/faqs/faq59-17.htm>>.
July 27th 1953: Korean War armistice signed at Panmunjom, Korea and Korean cease-fire went into effect at 2200.

QUOTE OF THE WEEK

If we cannot end now our differences, at least we can help make the world safe for diversity.

~ President John F. Kennedy