

Sailor Gram

News you can use from Navy Total Force

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Perform To Serve (PTS)

The Perform to Serve system is a vital part of our Navy's total force strategy. PTS provides an opportunity to keep our best and brightest Sailors in the Navy in order to meet future fleet and manpower requirements. Perform to Serve acts as a force-stabilization tool by leveling rating manning from overmanned to undermanned. It serves as a quality screening tool by controlling reenlistments for all Zone "A", Zone "B" and Zone "C" Sailors.

Perform to Serve helps the Navy shape the force for current and future needs:

- Perform to Serve is now required for all E-3 to E-6 Sailors with less than 14 years of service.
- An approved Perform to Serve ‘reservation’ is required prior to a Sailor reenlisting, extending, or negotiating orders that necessitate additional OBLISERV requirements.
- Counsel Sailors to select secondary ratings. Sailors who do not obtain a quota in PTS for their current rate, greatly increase their odds of being retained in the Navy when they select second and third options.
- Perform to Serve allows the Navy to evaluate Sailors and screen those Sailors for continued service.
- See NAVADMIN [161/09](#), [017/09](#).
- The Career Opportunities Matrix ([CARMAT](#)) is posted on www.npc.navy.mil and shows monthly conversion quotas (formerly called Career Reenlistment Objectives or CREO). NAVADMIN [024/10](#) covers the details.

In the Perform to Serve system, Sailors are evaluated and ranked based on the following:

- Performance. Top-performing Sailors with critical NECs remain the premier factors in continued service.
- The CO’s recommendation for retention/advancement.
- PNA (passed not advanced) on the most recent advancement exam.

Things you need to know:

Perform to Serve with Selected Reserve (SELRES) option has been added to the PTS system to:

- Allow an Active Component Sailor to apply for both Active Component and Reserve Component opportunities.
- Gives Active Component Sailors the option of choosing Active or Reserve service even after an in-rate determination.

Did you know?

- Perform to Serve is a force-stabilization tool that matches Sailors’ skills to the needs of the Navy.
- A Selected Reserve Option was added to Perform to Serve to retain high-performing Sailors in the Naval service.
- Sailors in critical NECs with documented high performance weigh heavily in the PTS evaluation.
- To best serve Sailors, ensure PTS deadlines are met.
- Mentor Sailors about Perform to Serve’s role in their careers during Sailor Career Development Boards.

Facts & Figures:

- A Sailor can submit a reenlistment request up to 15 months prior to his or her EAOS.
- To assist Sailors wanting to convert, Navy enlisted classifications (NEC) data is available on the Career Opportunity Matrix (CARMAT), formerly CREO, at www.npc.navy.mil
- Zone “B” PTS was implemented 01 Feb 2009.
- Zone “C” PTS was implemented 01 June 2009.
- The SELRES option came online 01 Oct 2009.
- Sailors receive a maximum of six looks in PTS.