Navy expands Perform to Serve program to second-term Sailors

By Navy Personnel Command Public Affairs

The Chief of Naval Personnel announced plans Jan. 20, to expand the Navy's Perform to Serve (PTS) program from first-term Sailors, to all E-6 and below with 10 years or less of service.

"The Perform to Serve program is a vital element of our Navy's total force strategy providing an opportunity to keep our best and brightest Sailors in order to meet future fleet and manpower requirements," said Chief of Naval Personnel Vice Adm. Mark Ferguson. "The program that empowers our Sailors to perform to serve is now being expanded to include both Zone A and Zone B Sailors."

PTS is a centralized reservation system that helps the Navy manage reenlistments of Sailors with less than six years of service, or Zone A. While most Sailors are permitted to reenlist in their current rate, Sailors in overmanned ratings may be offered reenlistment in an undermanned rating and Sailors with a poor performance history may not be granted permission to reenlist. According to NAVADMIN 017/09 PTS expanded Feb.1 to include Zone B, which is Sailors with six to 10 years of service.

Additionally, beginning Feb. 1 all Sailors with an approved PTS application must sign a page 13 within 30 days of message receipt to accept or decline their PTS reservation.

Sailors take the oath of reenlistment, administered by Chief of Naval Operations (CNO) Adm. Gary Roughead. CNO announced plans Jan. 20, to expand the Navy's Perform to Serve (PTS) program from first-term Sailors, to all E-6 and below with 10 years or less of service.

U.S. Navy file photo by MC2 Joshua Karsten

According to statistics from the Center for Career Development, in 2008 almost 90 percent of Sailors who applied for PTS remained in their current rating.

Controlling the number of Sailors in specific ratings provides better advancement opportunities for Sailors, while helping the Navy manage manpower requirements.

"When we started PTS in 2003, there were a lot of Sailors whose promotion opportunities were severely degraded because their rating was overmanned," said Senior Chief Personnel Specialist Ron Miller, PTS Branch, Enlisted Community Management Branch, Navy Personnel Command (NPC). "PTS has helped the Navy to balance its ratings and where there is more balance, there are better promotion opportunities."

Sailors should consult their career counselors about 15 months before their end of active obligated service (EAOS) to fill out the paperwork to have the command submit a PTS application, regardless of their intentions to re-enlist.

Sailors can read NAVADMIN 017/09 available at the NPC Web site for complete details.

For more information regarding Perform to Serve, the submission process, application format or other PTS issues, please visit the Navy Personnel Command Web site or contact NPC's Customer Service Center by calling 1-866-827-5672.

Navy establishes continuation boards to retain top performers

By Navy Personnel Command Public Affairs

The Chief of Naval Personnel (CNP) announced the establishment of senior enlisted continuation boards Jan. 24 as a means to help shape the force.

"In an effort to stabilize and shape the force, ensure continued advancement opportunity and retain our top performers, a continuation board for enlisted Sailors with over 20 years of active service will be held for active and FTS (full time support)," said Chief of Naval Personnel Vice Adm. Mark Ferguson. "The board will be focused on retaining our top performers serving in our most demanding billets while also ensuring continued advancement opportunity."

The annual board, along with several other force-shaping measures, has been introduced as the Navy strives to meet its congressionally mandated end strength of 329,000 active duty Sailors.

"Our intention is to stabilize our personnel end strength at 329,000 from our current level of 331,000," said Ferguson.

According to the message, the fiscal year (FY) 2010 E7-E9 Senior Enlisted Continuation Board convenes Sept. 21 at NPC. Members not selected for continuation will transfer to the fleet reserve or retire no later than June 30, 2010.

The board will review records of active-duty and FTS E7 through E9 personnel with at least 20 years of active service and three years time-in-rate as of Sept. 1, 2009.

Exemptions to the FY-10 Senior Enlisted Continuation Board include Sailors with approved fleet Reserve/retirement dates effective on or before June 30, 2010, those with high-year tenure dates on or before June 30, 2010, frocked personnel, those selected for advancement in FY-10 boards, personnel selected for command senior chief/master chief programs from the FY-10 board, personnel with orders to or serving in the first two years of an overseas or Department of Defense area tours at the time of the board convening date and Safe Harbor participants. Additionally, personnel holding a nuclear, SEAL (special warfare boat operator, special warfare operator), explosive ordnance disposal technician or diver enlisted classification code, plus fleet, force and command master chiefs are exempt from the board.

Each eligible member is responsible for ensuring their record is correct and up to date with latest evaluations, awards and other appropriate information. Candidates may communicate with the continuation board by submitting a board package. Selection board packages provide candidates the opportunity to submit any missing documents from the sections of their records that are viewed by the continuation boards. Packages must be post marked not later than Aug. 17, 2009. Packages submitted to the E7 through E9 advancement selection boards will not be presented to the continuation board. Further guidance on submitting a board package can be found in the NAVADMIN.

Commanding officers with personnel not selected for continuation will be notified so they may personally and confidentially notify the members.

The Chief of Naval Personnel announced the establishment of senior enlisted continuation boards Jan. 24 in an effort to stabilze and shape the force, ensure continued advancement opportunity and retain top performers.

U.S. Navy file photo