High retention prompts officer selective early retirement board

By Chief of Naval Personnel Public Affairs

To help offset high retention and low attrition among active duty captains and commanders in the unrestricted line communities, the Navy will conduct a selective early retirement (SER) board in July 2011.

"In order to balance the force and ensure sufficient senior officers are available at the right time in their careers to serve in critical billets in the fleet, we will conduct a selective early retirement board for active duty captains and commanders in the unrestricted line (URL)," said Vice Adm. Mark Ferguson, chief of naval personnel. "The board will look closely at leadership, integrity and proven and sustained superior performance in critical billets."

The SER board will consider the records of all active duty URL captains with at least four years time-in-grade as of July 1, 2011, and commanders who have twice failed for promotion to O-6. Captains and commanders whose name is on a list of officers recommended for promotion will not be reviewed for early retirement. Furthermore, staff and restricted line officers will not be considered by the SER board.

Officers who wish to be exempted from consideration by the SER board may submit a voluntary retirement request no later than April 1, 2011, with a requested retirement date of Sept. 1, 2012, or earlier. Once the voluntary retirement request is approved, the officer will be removed for consideration by the board. For those officers selected for early retirement, they must, by law, retire no later than the first day of the seventh month following secretary of the Navy approval of the board recommendations. The target date for this approval is Sept. 1, 2011.

Current projections indicate the SER board will select approximately 100 captains and 100 commanders for early retirement. These numbers may be adjusted based on the volume of voluntary retirement requests received prior to the board.

A separate NAVADMIN (Naval Administrative Message) identifying the senior and junior in-zone officers eligible will be released 30 days prior to the convening of the July 2011 SER board.

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U.S. Navy photo by Cmdr. Bill Paisley

To listen to a podcast regarding the officer SER boards, visit http://www.navy.mil/media/audio/cnp/CNP%20Selective%20Early%20Retirement%20Podcast.mp3.

To learn more about this board, visit http://www.npc.navy.mil/NR/rdonlyres/549098BE-C476-4C1B-90F5-C60AFB0205B3/0/NAV11006.txt.

Reenlistment rules help better identify top-performing Sailors

By MC1(AW) LaTunya Howard,
Navy Personnel Command Public Affairs

New algorithms were developed for the Perform-to-Serve/Fleet Rating Identification Engine (PTS/Fleet RIDE) system to better identify top-performing Sailors.

The two new algorithms benefit Sailors by including factors that distinguish them from their peers.

"These algorithms were built from fleet input," said Joe Kelly, PTS program manager. "One is specifically for in-rate applications, and the other is for rating-conversion requests. Both algorithms were created with specific factors that better align the application with the Sailor's desires."

The algorithm ranks Sailors using the following performance indicators in order of priority:

• Highest Pay Grade – Senior pay grades will rank highest in the system.

• Selected-Not Yet Advanced – Frocked Sailors rank higher than those not yet picked for advancement.

• Average Ranking of Five Most Recent Evaluations – Early Promote, Must Promote, and Promotable have numeric values of 5, 4, and 3, respectively. This is used instead of calculating trait averages.

• Critical Navy Enlisted Classification (NEC) – Critical NECs rank higher than non-critical NECs (The conversion algorithm substitutes Fleet RIDE scores for critical NECs).

• Fleet RIDE/Rank Score – Provides an indicator of potential success in the rating requested; largely based on a Sailor's ASVAB score (This applies to a conversion algorithm only).

• Physical Fitness Assessment (PFA) Results – PFAs are calculated based on the number of failures within the past four-year period. Only physically fit Sailors can reenlist.

• Proximity to End-of-Obligated-Service (EAOS) – Sailors closer to their EAOS rank higher in PTS. This indicator would be the tie-breaker between otherwise equally qualified Sailors.

Sailors from the reactor department reenlist in the forecastle of the aircraft carrier *USS George Washington* (CVN 73). New reenlistment rules were developed for the Perform-to-Serve/Fleet Rating Identification Engine system to better identify top-performing Sailors.

U.S. Navy photo by MCSA Rachel N. Clayton

The new PTS/Fleet RIDE system includes the enlisted community managers (ECM) in the selection process by giving them the ability to review the algorithm results for content and accuracy. The Head ECM can then review all approved and denied quotas, forwarded from the ECMs, to ensure their list complies with end-strength goals set forth by the chief of naval personnel, resulting in better program oversight and management.

Another improvement in PTS is the shift to year group management, vice zones. For example, a hospital corpsman with four years of service no longer has to compete against a corpsman with six years.

"We are constantly reviewing our processes to develop modifications that will provide the fleet with the best system to evaluate our Sailors for continued service," said Mike Dawson, enlisted community manager deputy.

For more PTS/Fleet RIDE algorithm information, read Naval Administrative Message NAVADMIN 352/10 or contact the Navy Personnel Command Customer Service Center at 1-866-U-ASK-NPC or by e-mail to CSCMailbox@navy.mil.

The editor asks:

"***Did you know***, in a climate where Sailors may face separation due to high-year tenure or Perform-to-Serve/Fleet Rating Identification Engine, Navy leadership is reminding Sailors in 2011 that Operation Blue to Green could keep them serving?

"According to the Army's Operation Blue to Green website, the program allows highly qualified Sailors the opportunity to continue in military service, maintain benefits and gain new training.

"Benefits of transitioning to the Army via Blue to Green include:

• E-1 through E-5 retain their grade and date of rank.

• Rates that convert into an Army military occupational specialty (MOS) will only need to attend basic combat training.

• Retraining into another MOS may be possible.

"To qualify, Sailors must be physically fit, meet the Army's height and weight standards, have a minimum of three years time in service and have an approved Request for Conditional Release (DD Form 368).

"For more information, speak with your career counselor, review SECNAVINST 1000.7F, MILPERSMAN 1300-081 and the Army's Operation Blue to Green website at http://www.goarmy.com/benefits/additional-incentives/blue-to-green.html."