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A Historical Review of the Navy's Enlisted Personnel Distribution Process Leading to MyNavy HR

July 14, 2023

William D. Hatch II, Senior Lecturer

Acquisition Research Program

Naval Postgraduate School

Prepared for the Naval Postgraduate School, Monterey, CA 93943.

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Abstract

This research is a historical account of Navy's enlisted personnel distribution and career management system. Its origins are principally based on conscription policies in preparation for a major theatre war. This has resulted in a labor-intensive system that has been modified only in the margins by numerous information technology add-ons and manual policy injections since the disbandment of the Cold War draft and inception of the volunteer force. Although it has been over forty years since the volunteer force was implemented, the policies and processes have not changed at the same rate when compared to the advancements in lethality and capability of executing assigned missions in support of the National Defense Strategy. The Navy is operating under a significantly different personnel demographic than the conscription force. We must evaluate the conscription manning and assignment process and how it supports a workforce of volunteers with a significantly larger married workforce, stronger economy, effectively full employment, and other factors. Specifically, there have been only marginal attempts at best to wipe the slate clean. Never has a zero-base volunteer force distribution process been designed and implemented. The notion of a "marketplace" process of assigning Sailors may address a clean slate process. The new process should address the Navy's evolving occupational jobs and career needs, while also meeting the desires, preferences, and aspirations of individual Sailors. This research identifies the allocation, placement, and distribution process prior to MyNavy HR.

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List of Acronyms and Abbreviations

ACA	Assignment Control Authority
AG	Aerographer
AVAILS	Availability Report
BA	Billets Authorized
BBD	Billet Based Distribution
BSC	Billet Sequence Code
CMS-ID	Career Management System-Interactive Detailing
CONUS	Continental United States
O-CONUS	Outside Continental United States
DoD	Department of Defense
DRRS-N	Defense Requirements Reporting System-Navy
EB	Enlisted Bonus
EAIS	Enlisted Assignment Information System
EAOS	Expiration of Active Obligated Service
EDPROG	Enlisted Distribution Projection
EDVP	Enlisted Distribution Verification Process
EMF	Enlisted Master File
EMIR	Enlisted Manning Inquiry Reports
EPA	Enlisted Program Authorization
EPRES	Enlisted Personnel Requisition System
FYDP	Future Years Defense Plan
HYT	High Year Tenure
IA	Individuals Account
LIMDU	Limited Duty
MCA	Manning Control Authority
MILPERSMAN	Military Personnel Manual
MPN	Military Personnel Navy
NPC	Naval Personnel Command
NAVPERSCOM	Navy Personnel Command
NEC	Navy Enlisted Classification
NES	Navy Enlisted System
NSIPS	Navy Single Integrated Personnel System
NTSP	Navy Training Systems Plan
OBLISERV	Obligated Service
OCCSTDS	Occupational Standards
OCONUS	Outside Continental United States
OPM	Orders Posting Module
PCS	Permanent Change of Station

PERSMAR	Personnel Manning Assistance Reports
REQ	Requisition
PRD	Projected Rotation Date
PST	Prescribed Sea Tour
SDAP	Special Duty Assignment Pay
SDIP	Sea Duty Incentive Pay
SRB	Selective Reenlistment Bonus
TFMMS	Total Force Manpower Management System
TUM	Take Up Month
TOS	Time On Station
TMU	Transient Monitoring Unit
UIC	Unit Identification Code

Introduction

"Navy first, Sailors always," was the mantra of a Chief of Naval Personnel quite some time back.

Navy Distribution Process

The Navy's current enlisted assignment and career management system is a combination of conscription and voluntary force processes, technology, and policy. As a first step in attempting to make a major course change in how the distribution, assignment and placement processes operates, the Navy is researching the notion of a modified process titled "Marketplace." The marketplace process needs to be capable of meeting the Navy's manpower requirements and career needs while also meeting the desires, preferences, and aspirations of individual Sailors. Some central planning and controls will probably be required to balance Navy jobs and a Sailor's career needs. The desire is to match Sailors to jobs through a more decentralized negotiation and communications environment like the processes at work in a private sector marketplace. The Naval Postgraduate School (NPS) has conducted extensive past research on the enlisted assignment process within the Navy, across the other services, and in the private sector. This research will update that work as appropriate and provide courses of action in support of the development of a market-based assignment process.

This research is funded by the Chief of Naval Personnel's yearly allotment to NPS for research in Manpower, Personnel, Training, and Education. It will use qualitative analysis to identify elements in the Navy's assignment and placement processes that would support such a marketplace. The goal is to identify key decision elements to improve the assignment and placement of enlisted personnel in support of Total Force management and to maintain the Navy's maritime superiority.

Research Tasks

1. Review and analyze the enlisted assignment and reenlistment systems, the incentive process supporting them, and the marketplace concept as currently proposed by the Marketplace Working Group.
2. Identify key decision elements critical to the assignment process.

Methodology

The methodology will be essentially qualitative and based on information provided by PERS-4, the Marketplace Working Group, and an analysis of various Title 10 U.S.C., DoD, DoN, and open-source publications. It also involves participation in at least one NPC Marketplace and Aerographer (AG) assignment officer working group.

Chapter 1 provides the introduction, identification of research questions, and approach to analysis. Chapter 2 is a literature review, and Chapter 3 is a description of three processes that comprise the current distribution process. Chapter 4 is an analysis and Chapter 5 contains a summary, conclusions, recommendations, and suggestions for further research.

Assumptions And Limitations

The research focuses on Sailors and assignment officers making decisions on second terms of enlistment or greater. Specifically, paygrades E-5 to E-7. Therefore, it will not cover Sailors who are leaving boot camp and in route to first tour or rate training. It examines second tour and beyond Sailors.

The research will be analyzed through the lens of the Aerographer (AG) rating. The AG rating is assumed to have an average rating inventory of 1035 enlisted personnel with a sea-shore rotation pattern of 36 months ashore and 36 months at sea. It also assumes an inventory of 900 distributable Sailors and 135 Sailors in the individuals account, aka non-distributable Sailors.

Background

Current Mandate

The Navy has mandated that all Sailors' Expiration of Active Obligated Service (EAOS) and Projected Rotation Date (PRD) match.[1] "There are currently more than 61,000 Sailors whose EAOS is prior to their duty station tour length aka PRD. This misalignment causes unexpected gaps in manning, creating a demand signal for personnel reassignment, which may be unnecessary if the Sailor intends to obligate service," says Captain Vincent Segars, director, military Community Management.[2]

While retention is a voluntary decision, the options available to Sailors are generally few and the reenlistment process is currently decoupled from the initial assignment process. The assignment process often involves involuntary actions by the Sailor, as the Navy attempts to match a diverse set of Navy occupational jobs with differing levels of difficulty and attractiveness to Sailors with a variety of preferences, backgrounds, and abilities.

These elements are further influenced by the state of the economy. Specifically, the increasing difficulty of enticing young men and women to join the Navy becomes problematic. Just one of the problems is how to maintain or improve retention in critical jobs once a Sailor's EAOS is met in an effectively full employment economic environment.

To address the Navy's needs, the current assignment matching process must be strongly directed by Navy community managers and detailers utilizing a few elements of what might be found in a "marketplace" environment. The environment should provide greater flexibility, negotiation, and voluntary choice. If the Navy were

[1] Military.com, 5FEB2018

[2] All Hands, Navy Announces Alignment of End of Active Obligated Service with Projected Rotation Date, Navy.mil/ah_online/ftrStory.asp?id=10389329DEC2017

to adhere to Sailor preferences more strictly under the current system, many important Navy jobs would go unfilled and the matching of Sailor experience/skills with required jobs would not align with career paths or Sailor preferences. The intent of a market process capable of meeting Navy job requirements and career needs while also meeting the desires, preferences, and aspirations of individual Sailors should be examined.

Some central planning and controls will probably be required to balance Sailor careers to Navy needs. The goal of a new process would be to match Sailors to jobs through a more decentralized negotiation and communication medium like the processes at work in a private sector marketplace. A more market-based process would have the following key features:

- Buyer/seller negotiation—more opportunities for Sailors and commands to work out terms and conditions directly or indirectly for jobs and enlistment contracts
- Multiple/flexible options—a greatly expanded set of options and opportunities available to Sailors and commands
- Changing prices and incentives—Commands and Sailors can negotiate a wide range of monetary and non-monetary incentives as part of the assignment package to ensure that all jobs can be filled by the most qualified Sailors
- Voluntary choice—probably the key element of a marketplace, brought about by the flexible incentives, options, and negotiations between Sailors and commands

Community Management

The community manager is responsible for "cradle-to-grave" monitoring and management of the health and welfare of the Navy's respective communities. They ensure that cognizant ratings meet recruit goals and maintain required manpower, and that the inventory is optimally distributed throughout the enlisted paygrades as required by valid billets.[3] Many of the duties of the community manager are:

- High Year Tenure (HYT)

[3] www.public.navy.mil/bupers-npc/enlisted/community/Pages/default.aspx

- Develop recruiting requirements
- Establish A and C school requirements
- Work with warfare sponsors to ensure valid, executable billet requirements
- Set advancement quotas
- Set Career Waypoints-Reenlistment, PACT Designation, Conversion and Transition between Components quotas
- Establish and monitor sea/shore flow
- Establish and monitor career development
- Set Selective Reenlistment Bonus (SRB), Special Duty Assignment Pay (SDAP), Sea Duty Incentive pay (SDIP), and Enlisted Bonus (EB) levels
- Ensure rating Occupational Standards (OCCSTDS) are valid and current
- Ensure Navy Enlisted Classification Code (NEC) system is effective in training and detailing people to fill special skill billets
- Review Navy Training Systems Plans (NTSPs) and manning documents for new or modernized systems to assess their impact on the enlisted structure, training pipeline, and manpower distribution
- Analyze impact of proposed policy changes on a community

Community managers must work closely with the appropriation in the current (execution) year, budget year, and five years out as part of the Future Year Defense Plan (FYDP) shown in Figure 1.

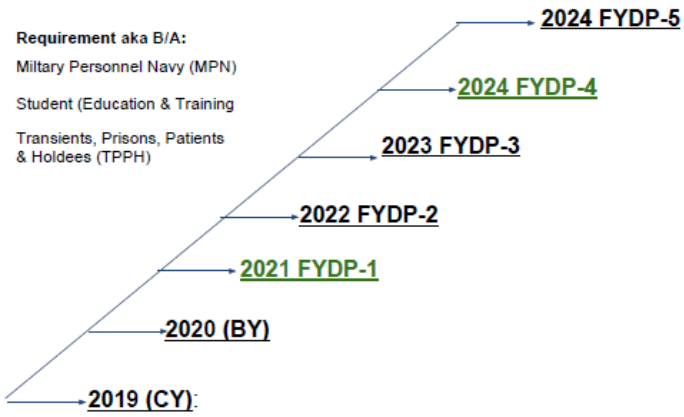

Figure 1. Enlisted Personnel Authorizations (EPA) Projections

Enlisted Distribution and Verification Process (EDVP)

The EDVP is directed by BUPERSINST 1080.54 which formats procedures for performing the enlisted distribution and verification process. This process is a recent change from the process related to the enlisted distribution verification report (EDVR). The EDVP is managed by commands in conjunction with Navy Personnel Command (NAVPERSCOM). Sailors will be aligned to billets in the following order:[4]

1. Aligned based on the billet and Sailor's paygrade. If there are multiple Sailors, the Sailor with the longest time until their PRD remaining is aligned first.
2. Aligned based on the billet pay band and the Sailor's pay band (supervisor, journeyman, and apprentice).
3. If no billets are available within the pay band, Sailors are then aligned to lower billet pay band requirements.
4. If there are no lower pay band billets available, then the Sailor is aligned to excess.

[4] BBD FAQs www.public.navy.mil/bupers-npc/enlisted/cmsid/Pages/default2.aspx

Navy Distribution Process

The Distribution Triad

The distribution process has three components: (1) allocation, (2) placement/manning, and (3) assignment. A generalized diagram of the Navy Distribution Triad is shown in Figure 2.[5]

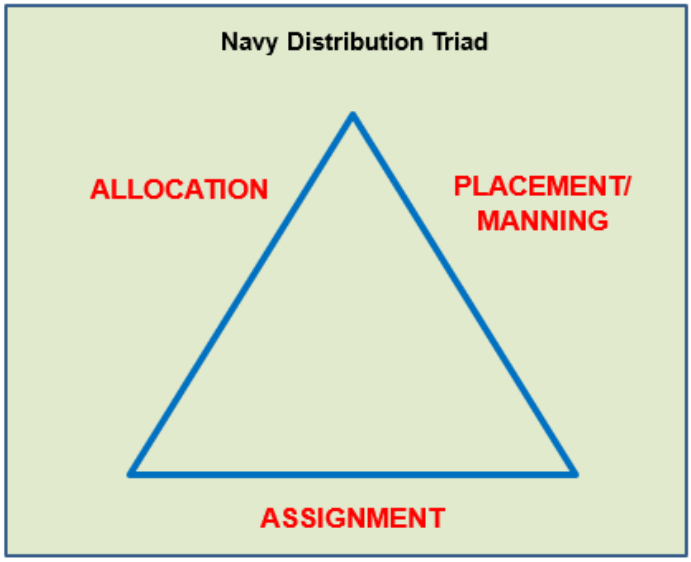

Figure 2. Distribution Triad

Allocation

The portion of the distributable inventory shared among the four manning control authorities. The four manning control authorities (MSAs) are Atlantic and Pacific fleet (Fleet Forces Command manages both), Bureau of Personnel and the Reserve Force. Allocation Control occurs in PERS-452 and initially distributes billets by CNO priority one and two to each of the four Manning Control Authorities as shown in figure 3:

1) Atlantic (MCA-L)
2) Pacific (MCA-P) combined known as MCA-F
3) BUPERS (MCA-B)
4) Reserve Forces (MCA-R)

[5] MN2111, Course Workbook, Naval Postgraduate School, Hatch, W.D, October 2018

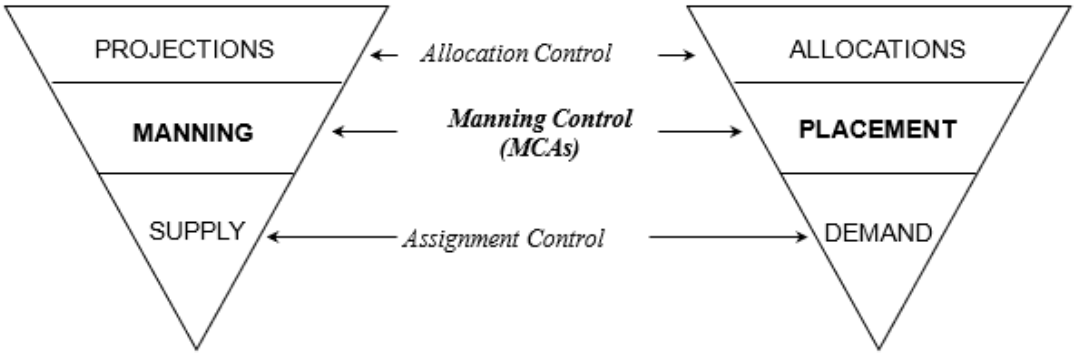

Figure 3. Distribution MCA Major Functions

The "Manning Control" function is comprised of "Manning" (Quantity, Quality/Priority) and Placement (communicating vacancies to the assignment control authorities within PERS-40. Each MCA sets requisition priorities by slightly different means. Take-up month (TUM); (current month through projected five months) CNO priority one and two activities will be at the top of the requisition; the requisition is further defined by the TUM, employment, and employment month; CNO priority one (P-9) over CNO priority two with current TUM. The various ways MCAs set priority are shown in Figure 4.

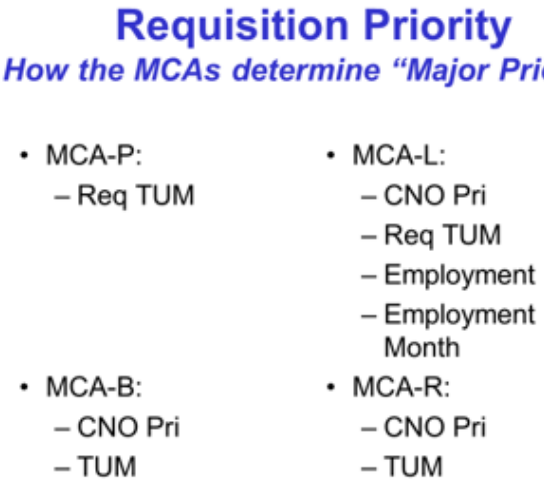

Figure 4. MCA Priorities

Placement/Manning

PERS-452 is the command advocate by UICs in the placement process and the Manning Control Authorities' (MCAs) agent. The individual unit's advocate for the

validation of enlisted personnel gains in support of readiness. It represents a multitude commands' with in each future occupational need and identifies personnel inventory that will eventually be assigned by Unit Identification Code (UIC). It is managed by four criteria:

1. Monitor deployment readiness by UIC.

   Process Enlisted Manning Inquiry Reports (EMIRs) and Personnel Manning Assistance Reports (PERSMARs) submitted by the fleet. Reference COMFLTFORCOM/COMNAVPERSCOMINST 1300.1 series. Purpose: To enhance the enlisted personnel readiness of deploying surface and aviation units, and to keep the operational and administrative commanders advised of manning shortfalls and actions being taken to resolve them.
2. Review Career Management System-Interactive detailing CMS-ID/BBD and provide guidance and support in command's conduct of the EDVP.
3. Work with commands to ensure NPC receives the most accurate enlisted demand signal possible.6

Assignment

Advocates for a Sailor's best interests by needs of the Navy, career milestones, and personal preferences commonly called "detailing."

Enlisted rating detailers are charged with the equitable distribution of Sailors to commands based on billets authorized (BA) and the Navy Manning Plan (NMP) via the Career Management System-Interactive Detailing (CMS-ID).

Projected Rotation Date (PRD)

PRD Guidelines

Navy PRDs are established and determined based upon the following guidelines[7]:

- Continental United States (CONUS) — month member reports to new duty station.
- Outside continental United States — month member departs CONUS.
- Sea Duty — based on full Prescribed Sea Tour (PST) and sea-shore flow enlisted career path.

[6] www.public.navy.mil/bupers-npc/enlisted/placement/Pages/default2.aspx

PRDS That More Closely Affect Sailors and Activities

- Distribution rates and Navy enlisted classification
- Spouse co-location tours, which are typically aligned with members going to sea duty

DoD Area Tours

PRD is determined without regard to obligated service (OBLISERV), except for overseas tours. PRDs will be established to reflect an accompanied tour for members with primary family members, or all other tours for members who select an unaccompanied tour. *Time on Station (TOS*) is similar to but not the same as PRD. TOS is the minimum amount of time a member is required to spend in the same geographic area in the continental United States (CONUS).[8] TOS requirement for all assignments within or from CONUS is 36 months or as applicable (unaccompanied or accompanied). This may be satisfied by one or more tours in the same geographic location. If two Sailors in CONUS meet the assignment requirements, the Sailor with the longest TOS will be considered for reassignment.[9] TOS is designed to enhance operational readiness by stabilizing units, reducing PCS costs, and improving quality of life by increasing the quality personal stability or family stability or both.[10]

End Of Active Obligated Service (EAOS)

EAOS is the date a Navy member completes the military service required by an enlistment contract, referred to as expiration of term of service by the DoD.[11]

Knowledge Management and Information Process

The processes are identified one through nine and shown in Figure 5.

[8] MILPERSMAN 1306/106, CH-21, 8JAN2008

[9] DoDI 1315.18, Procedures for Military Personnel Assignments, Encl. 3, OCT 2015.

[10] OPNAVINST 1300.15B, 19NOV2018

[11] OPNAVINST 1300.15B, 19NOV2018

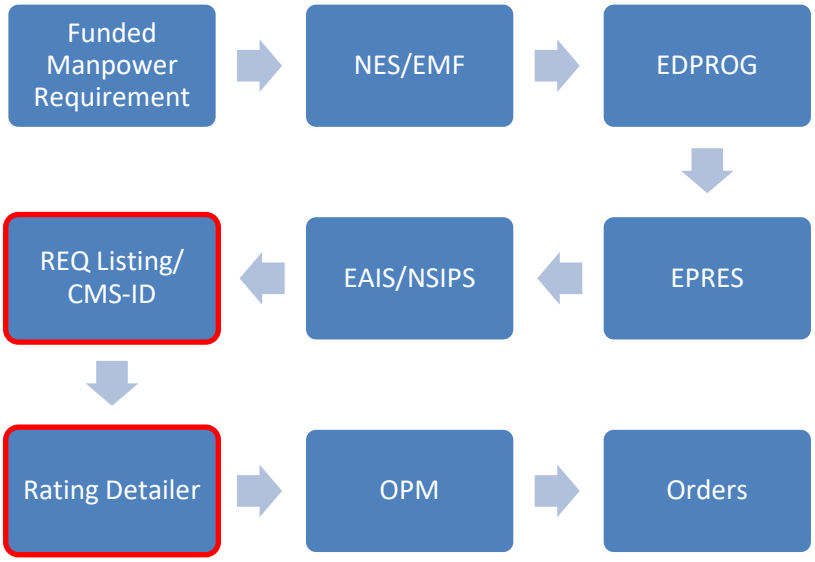

Figure 5. Enlisted Distribution Process

Funded Manpower Requirements

Funded Manpower Requirements are the foundation of how the Navy develops an occupationally based inventory of personnel.

There are three components to funded manpower requirements, commonly called Billets Authorized (B/A):

- A qualitative validated occupationally based workload, aka requirement by paygrade and rating
- Military Personnel Navy (MPN) applied to the requirement
- Congressionally approved end strength applied to the requirement

Navy Enlisted System (NES)/Enlisted Master File (EMF)

The Navy Enlisted System (NES), also known as the Enlisted Master File (EMF), is the anthropolinguistic history or knowledge management repository of a service member's recorded administrative history from entering to departing the Navy.

Enlisted Distribution Projection System (EDPROG)

PERS-45 uses the Enlisted Distribution Projection System to generate allocation guidance. EDPROG measures current strength vs. current billets and projected strength vs. projected billets. The results are passed to enlisted placement management within PERS-4

Enlisted Personnel Requisition System (EPRES)

If an activity's projected manning in a particular rating and pay grade is less than authorized, a projected shortage will exist, and a requisition will be generated within EPRES. Detailers use EPRES to pass requisition information to the Requisition Posting Module (RPM) with the Enlistment Assignment Information System (EAIS).

Enlisted Assignment Information System (EAIS)/Navy Single Integrated Personnel System (NSIPS)

Navy commands and specific departments within Navy Personnel Command (NAVPERSCOM) are responsible for promptly and accurately submitting an availability report, referred to as AVAILs. AVAILS represent personnel who are available for assignment or reassignment. AVAILs are submitted using the Navy Standard Integrated Processing System (NSIPS). There are two types of AVAIL reports:

- **Immediate:** Used for Sailors who are immediately available, or who will be available for orders in 21 days or less (e.g., type duty disqualifications, school non-graduates, former officers, accessions, brig or disciplinary releases, and students having less than 21 days from course graduation who have not already been issued orders). AVAILs for pregnant Sailors and Sailors in a medical release status, including those going to or from limited duty (LIMDU) status, are also considered "immediate" AVAILs.
- **Non-immediate:** Used for Sailors who will be available in 22 days or more (e.g., planned deactivation, decommissioning, homeport changes of command, humanitarian tour releases, graduation from recruit training, and graduation from courses 22 days or more when orders have not already been issued to the member for follow-on assignment).

REQ Listing/Career Management System-Interactive Detailing (CMS-ID) Process

The requisition listing (REQ) and CMS-ID is designed and used by Sailors, Command Career Counselors and command personnel. The web-based system allows Sailors to view available jobs and make their own applications or apply through their Command Career Counselor.[12] CMS-ID/BBD has an automatic alignment process which will align Sailors to billets based on several factors:

- Rating
- Paygrade

[12] www.public.navy.mil/bupers-npc/enlisted/cmsid/Pages/default2.aspx

- All NECs

An initial baseline of alignments is coordinated with the command Activity Manning Manager (AMM).[13]

Rating Detailer

Enlisted Detailers are charged with the equitable distribution of Sailors to commands based on Billets Authorized (BA) and the Navy Manning Plan (NMP) via the Career Management System Interactive Detailing (CMS-ID).[14] This causes detailers to only send Sailors to valid B/As.

Orders Posting Module (OPM)

Once all the decisions and considerations are made, the detailer uses the OPM within EAIS to issue the transfer directive (orders).

Orders

Deliver Sailors to new duty stations by a multitude of means as they transition from one command to the next. Specifically, orders identify the Billet Sequence Code (BSC), which is the demand or spaced to the unit's manpower. They also identify the Projected Rotation Date and End of Active-Duty Service (EAOS). On an as-required basis, orders provide authorization to conduct Permanent Change of Station (PCS) move, in route schools' other transitions and expensed as necessary to the next duty station. A generalized diagram of how these distribution systems work together as a process is shown in Figure 5.

Chapter Summary

This chapter identified the status quo priorities as set by Navy policy. Essentially, the placement and assignment officers are advocates for commands and Sailors respectfully. The portion of the process that creates "Fit" and quality of life is the negotiation between Req Listing/CMS-ID and the Rating detailer.

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[13] BUPERSINST 1080.54 18JUL2016

[14] www.public.navy.mil/bupers-npc/enlisted/detailing/Pages/default2.aspx

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Analysis

Aerographer Mate Occupational Standards

The Aerographer rating was chosen to model the marketplace. The rating has an inventory of about 1050 with a sea-shore rotation pattern of 36 months ashore and 36 months at-sea. The stability of these factors was seen as a good base case to examine policy and develop a model. The Aerographer rating badge is shown in Figure 6.

Figure 6. Aerographer Rating Badge

Navy Occupational Standards of Aerographers Mates (AG) collect, measure, and analyze the elements of the physical environment (land/sea/air/space) and land/sea interface; synthesize a vast array of oceanographic, hydrographic, celestial, and meteorological data and in situ observations and measurements to produce forecasts and warnings in support of safety of flight, navigation, and naval/joint operations and missions; demonstrate expertise in METOC equipment and systems, Geospatial Information and Services (GIS), and tactical decision aids; combine knowledge of the operating environment with a thorough understanding of warfighting capabilities to assess and predict environmental impacts to friendly and enemy platforms, sensors, and weapon systems; develop actionable recommendations regarding tactics, techniques, and procedures that fully exploit environmental parameters, mitigate risk, and enable decision superiority across all warfighting areas and strategic and enabling capabilities; operate unmanned systems, small boats and expeditionary survey vehicles to collect meteorological, hydrographic and oceanographic data; and distribute data internally and externally to platforms and operational activities via communication devices, web-centric

architecture, or on-scene in direct support of afloat units, fleet/joint staffs, or combatant/operational commanders.15

The community has one direct Navy Enlisted Classification (NEC) code, found in Appendix A. A recent change to Navy Enlisted Classification (NEC) codes by NAVPERS has created a new numbering system. The legacy NEC is 7412 and the new NEC is J00A Meteorological and Oceanographic (METOC) Forecaster found in Appendices A and B.16

AG Community Manager

Community Management

It is incumbent on the community manager in conjunction with the rating detailer to ensure Billets Authorizations (BA) are maintained to provide equity to establish a foundation for a healthy sea-shore rotation and the AG community's current and projected careers management needs. The AG's sea-shore rotation model of 36 months at sea followed by 36 months ashore is to maintain schools and travel time supported by an Individual's Account (IA) that targets approximately 15 percent of the assignment's total population. The AG community manager is accountable for the total amount of BA. The AG community has approximately 1035 B/A inclusive of IA supports a 36- and 36-month sea- shore rotation is shown in Figure 7.[17]

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[15] NAVPERS 18068F, Manual of Navy Enlisted Manpower and Personnel Classifications and Occupational Standards, JAN 2019.

[16] NAVPERS 18068F, Vol. II, Navy Enlisted Classifications (NECs), January 2019

[17] Hatch, W.D., MN2111, Course Workbook, Naval Postgraduate School, October 2018

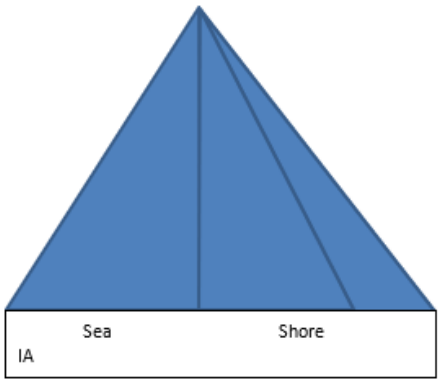

Figure 7. AG Community Management Model

Key Elements

The analysis portion of the research identifies but is not limited to the following key elements of the distribution triad used to make assignments.[18] These directly support the variables in moving to a marketplace assignment model. Specific considerations that identify and support the modeling of a marketplace distribution process are identified in figure 7:

1. Needs of the Navy
2. Career needs of the individual
3. Desires of the individual19

Needs of the Navy

This is the primary consideration in each Sailor's assignment and is taken into consideration prior to all other factors. The work is identified by occupational standards known as the requirement, i.e., rate, paygrade, and NEC. Included with the work is the larger Navy prioritization of when the work needs to be accomplished. These needs are met by filling a valid billet requirement (BA) with the best Sailor available. The BA is advertised on CMS-ID and loaded as needs of the Navy assignments via the cognizant Manning Control Authority (MCA). Advertised billets on CMS-ID are screened by the placement coordinator (who represents the command) and published in CMS-ID for the detailer to fill. The definition in accordance with Navy policy, each "alignment" should best

[18] www.public.navy.mil/bupers-npc/enlisted/detailing/Pages/default2.aspx

reflect the work that each Sailor has been assigned.

Career Needs of the Individual

Detailers are mindful of selections in CMS-ID to ensure each applicant's career experience is taken into consideration. How a Sailor accumulates the necessary milestones to meet the knowledge, skills, and abilities of the task statements of Appendix A. These different decision points include re-utilizing NECs, weighing different types to duty stations (developing a broad-based Sailor), as well as choosing the right Sailor based on evaluation recommendations. Selecting Sailors using this criterion helps to develop Sailors capable of performing in key operational and non-operational environments.

Desires of the Individual

While every detailer strives to select the job, unit, and geographic location a Sailor prefers in CMS-ID, the needs of the Navy and desires of the Sailor don't always align. The desires of the individual, although listed third, are extremely important. In this area, the morale of the Sailor and, in many instances, the family, are affected.

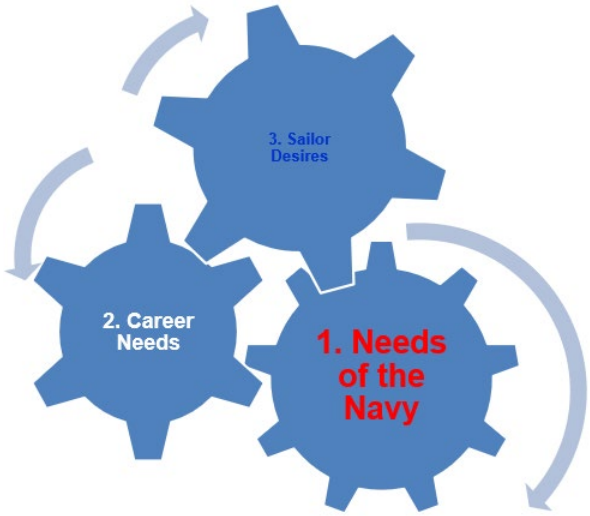

Figure 8. Priority of Key Elements

Addressing the Problem

Detailers fill assignment requirements in essentially the same manner as during the days of conscription. Individual assignments are based primarily on the professional

military qualifications required to productively perform the duties of the billet.[20] The assignment and placement processes and culture may not be consistent with today's volunteer force of which some are identified in figure 9.

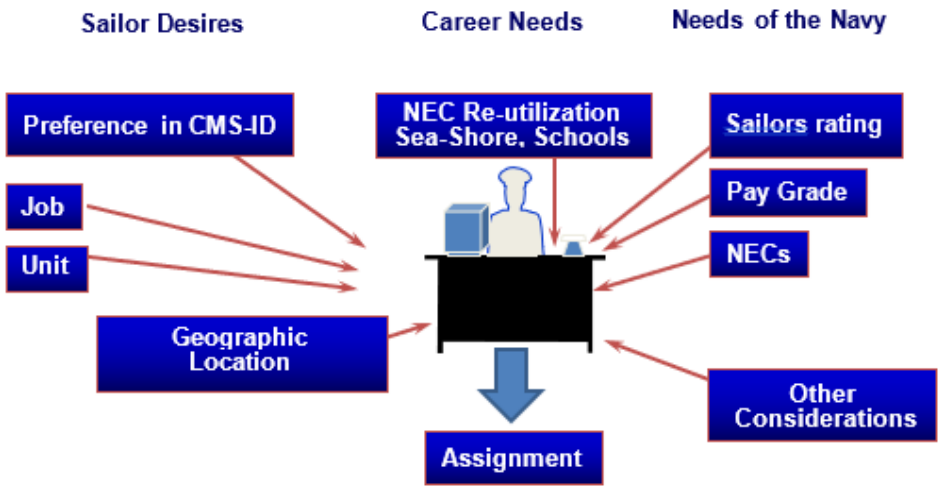

Figure 9. Assignment Officer (detailer)

Requisition listing and Career Management System-Interactive Detailing (CMS-ID) are designed and used by Sailors, Command Career Counselors, and command personnel. The web-based system allows Sailors to view available jobs and make their own applications or apply through their Command Career Counselor.

The individual account (IA) consists of students, trainees, transients, and holdees. The transients, holdees, patients, and prisoners' pipeline is managed by the Transient Monitoring Unit (TMU) and also includes temporary limited duty (LIMDU) and pregnant Sailors detached from sea duty and assigned to a special shore duty tour. The student portion of the IA account is further defined as education and training.

The portion of the process that combines identified "key elements" that need to be considered for assignments is shown in Figure 10.

[20] OPNAVINST 1300.15B, NOV 2018

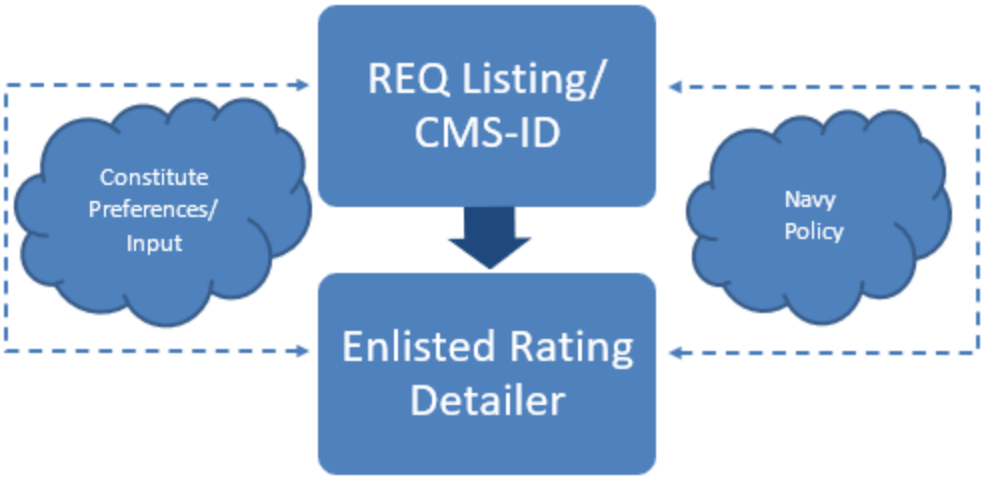

Figure 10. Key Elements in Process

The term of enlistment or reenlistment in the active component (AC) will be for a term of 2, 3, 4, 5, 6, or 8 years. No enlisted member is entitled to be reenlisted for a period that would expire before the end of his current enlistment.[21] Specific criteria set for Sailors E-5 and above to reenlist are shown in Table 1.[22]

Table 1. Criteria for Preferred Reenlistment

Reenlistment Point	Pay grades	Qualifying Criteria
Less than 8 years of service YOS)-AC/FTS personnel 12 YOS-RC personnel	E-3 and below	RE-R1 not applicable.
	E-4	Pass E-5 advancement exam. Have overall trait average 2.5 or above.
	E-5 and above	Overall trait average of 3.0 or above. No performance mark below 2.0 in any trait.
8 to 20 YOS-AC/FTS personnel	E-4 and below	RE-R1 not applicable.
	E-5	RE-R1 not applicable for AC or FTS E-5's being separated due to HYT.

10 U.S.C., 505, Chapter 31, Enlistments, "Regular components: qualifications, term, grade," amendment 2008.

[22] MILPERSMAN 1160-030, 28MAR2017

12 to 20 YOS-RC personnel, except FTS)	E-5 and above	Overall trait average of 3.0 or above. No performance mark below 2.0 in any trait.
Beyond 20 YOS	E-6 and below	RE-R1 not applicable. E-6 RC personnel, (except FTS) are authorized to 22 YOS.
	E-7 and above	No performance mark below 2.0 in any trait during 48 months immediately preceding reenlistment or EAOS/EOS.

Occupationally Based Standards for AG Rating

The career patterns and occupational standards found in Appendices A and B are at the core of AG manpower aka required work of the Navy. These standards are regularly evaluated and updated. They play a role in career development and promotion. Each concentric ring represents a body of knowledge. The body of knowledge is developed by means of experience, studying rate training manuals and taking examinations to be promoted. The body of knowledge necessary to move up in the AG career path represents the growth in a Sailor's body of knowledge. The body of knowledge represents the knowledge, skills, and abilities (KSA) a Sailor acquires while studying for exams, standing watches, preparing briefings, etc. These KSAs are referred to as occupational standards by paygrade in the Navy. Knowledge, skills, abilities, and occupational standards are exemplified by means of Figure 11 and Appendices A and B.

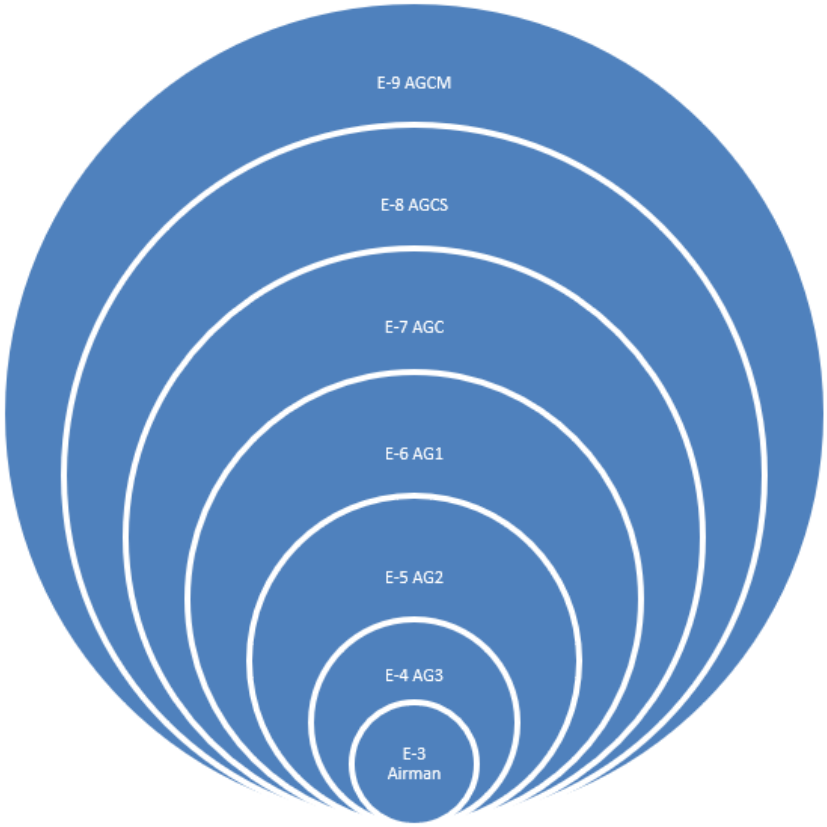

Figure 11. Key Elements in Process

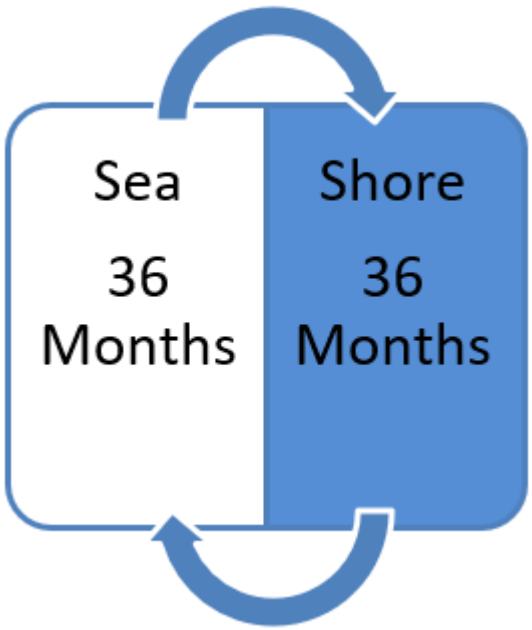

Figure 12. Optimal Sea/Shore Rotation

Chapter Summary

The AG community was used as a notional community to examine key decision elements due to its sea/shore rotation pattern of 36 months at sea followed by 36 months as shown in figure 12. CNO directed optimal sea/shore rotation targets. When this sea/shore rotation pattern is modeled alongside a four-year active enlistment and four-year reserve contract, the Navy and Sailor's EAOS and PRD rarely match from the first tour of duty.

This chapter identified the three key elements of the distribution process. A Sailor's first opportunity to reenlist is generally at the E-5 and above level.

The Navy prioritizes assignment policy by means of the MILPERSMAN using three key elements: (1) needs of the Navy, (2) career needs of the individual, and (3) desires of the individual. The reenlistment of a Sailor establishes a new EAOS which can be written for two to eight years. When modeled, these elements can be biased toward the Navy or the Sailor depending on the health of the community. When considering flexibility, the Navy should be able to align EAOS and PRD at this time to fully implement an enlisted detailing and retention marketplace.

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Summary, Conclusions and Recommendations

Summary

This research identified the priority order of the Navy's key elements in making assignment decisions. A substantial portion of enlisted contracts are written for four years of active duty. Research from title 10 U.S.C. states the services can mandate two to ten years on a contract. The end of active obligated service starts when a Sailor signs an enlistment contract, whether initial or beyond, i.e., reenlistment contract. In no way is contracted time related to projected rotation date. Projected rotation date is associated with when a Sailor leaves school and is attached to continental United States service or applies once a Sailor is stationed outside the continental United States unrelated to a school. Therefore, the relationship between projected rotation date and end of active obligated service are arbitrary from one another.

Conclusions and Recommendations

Review and analyze the enlisted assignment and reenlistment systems, the incentive process supporting them, and the marketplace concept as currently proposed by the Marketplace Working Group.

Conclusion

The research identified the difficulty in developing a marketplace for non-prior service Sailors due to the extreme differences in PRDs as set by policies and the various lengths of "A" and "C" schools. The policy dictates that PRD for CONUS Sailors is determined by school graduation date for Sailors departing O-CONUS; the departure from CONUS starts the PRD counter. The research finds that incentives such as SRB, SDIP, and some other retention incentives should not be affected for first term reenlistments. Many of the YOS paygrade promotions occur at or near reenlistment.[23]

1300.1 Series

[23] COMFLTFORCOM/COMNAVPERSCOMINST

PURPOSE: To enhance the enlisted personnel readiness of deploying surface and aviation units, and to keep the operational and administrative commanders advised of manning shortfalls and actions being taken to resolve them. Incentives can be either monetary or non-monetary. Non-monetary incentives could be tailored at reenlistment to better meet Sailor preferences and Navy manpower requirements.

Recommendation

Personnel Command should only conduct initial trials on first reenlistments. This will preclude issues with PRD and EAOS alignment in the first tour. Second enlistment contracts are better suited to align PRD and EAOS, simplifying the alignment. As part of first term reenlistments, Sailors whose careers would benefit or require a specific "C" school could be granted a promotion based on minimum YOS and class graduation standing.

Identify Key Decision Elements Critical to the Assignment Process

Conclusion

The key decision elements critical in a marketplace occur between requisition listing/CMS-ID and Enlisted Rating Detailer processes. The three primary elements in the assignment process in order are: (1) needs of the Navy, (2) career needs of the individual, and (3) desires of the individual. These three elements can be biased in a variety of ways. Bias can be the standard Navy bias, or it can be biased toward the Sailor. Why biased toward Sailor? Sailor bias could be used for retention and monetary and non-monetary incentive purposes. Whether a Sailor is being assigned CONUS or O-CONUS is a key element in establishing a Sailor's PRD.

Recommendation

Navy Personnel command should continue weighting assignments by Sailor preference. This is supportive of great retention in the volunteer force but must be balanced with Navy needs.

Further Research

1. Continue with policy analysis to determine if any further business rules must be adjusted to support the marketplace assignment system across other enlisted rating occupations.

2. Examine the effect that PRD has on a community manager's sea-shore rotation model.
3. Research necessary business rules that support the health of a specific community and role of the community manager in a more decentralized marketplace.

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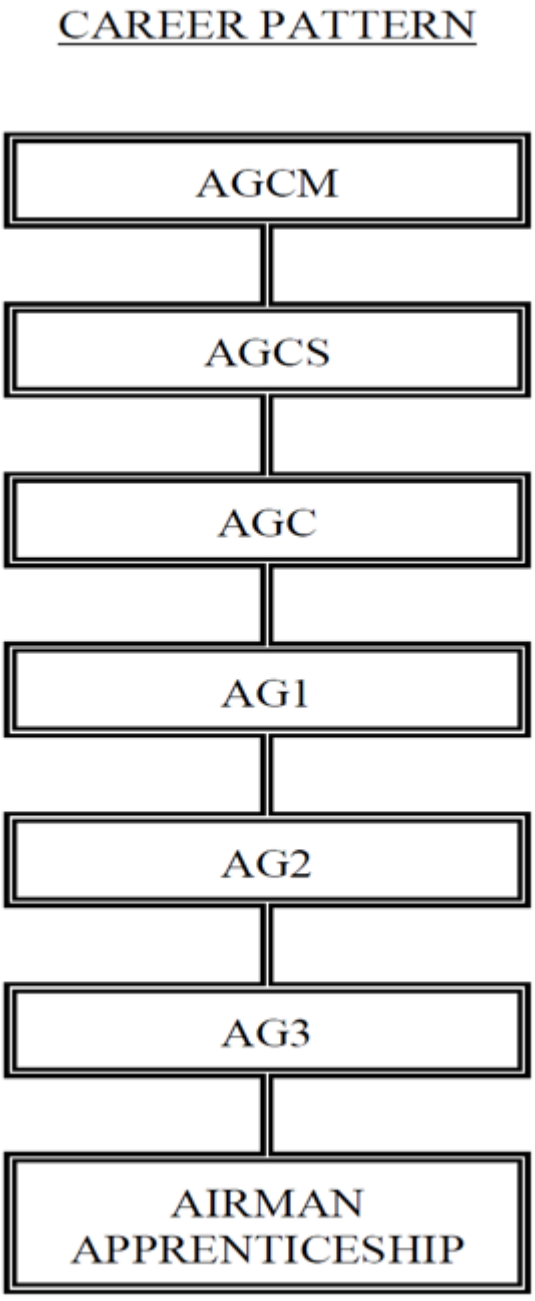
Appendix A:


CAREER PATTERN
AGCM
AGCS
AGC
AG1
AG2
AG3
AIRMAN APPRENTICESHIP

Occupational Standards

Job Title	Job Code
Meteorological and Oceanographic (METOC) Analyst	**001695**

Job Family	NOC	Short Title (30 Characters)	Title (14 characters)
Life, Physical, and Social Science	TBD	METOC ANALYST	METOC ANALYST

Pay Plan	Career Field	Other Relationships and Rules
Enlisted	AG	Not Applicable

Job Description

Meteorological and Oceanographic (METOC) Analysts observe, measure, and collect atmospheric and oceanographic data, phenomena, and parameters that affect platforms, sensors, and weapon systems performance; interpret numerical prediction models and provide limited analysis of operationally significant weather data (e.g., cloud cover, freezing level, fronts and pressure centers, significant weather, and hazards to flight); conduct routine analysis of hydrographic features and elements on nautical/navigation charts and prepare routine forecasts of METOC conditions on Synoptic, Meso, and Micro scales in low risk operating areas; utilize tactical decision aids to generate graphical depictions of atmospheric refractive conditions and acoustic properties of the ocean; operate unmanned systems, small boats and expeditionary survey vehicles to collect meteorological, hydrographic and oceanographic data; process side-scan, multi-beam, and single-beam sonar imageries; brief current METOC conditions in support of Warfare Operations (e.g., Anti-Submarine Warfare (ASW), Mine Warfare (MIW), Strike Warfare (STW), Navy Special Warfare (NSW)); operate classified/unclassified software and systems; and communicate METOC information internally and externally to platforms and operational activities.

DoD Relationship		O*NET Relationship		
Group Title	*DoD Code*	*Occupation Title*	*SOC Code*	*Job Family*
Weather, General	142000	Atmospheric and Space Scientists	19-2021.00	Life, Physical, and Social Science

Skills	Abilities
Science	*Information Ordering*
Critical Thinking	*Deductive Reasoning*
Speaking	*Oral Expression*
Operation and Control	*Written Expression*
Operations Analysis	*Flexibility of Closure*
Quality Control Analysis	*Speech Clarity*
Management of Material Resources	*Spatial Orientation*
Reading Comprehension	*Written Comprehension*
Writing	*Category Flexibility*
Coordination	*Problem Sensitivity*

Assimilation, Application, and Prediction

Paygrade	Task Type	Task Statements
E4	CORE	Conduct briefs of satellite derived meteorological features and elements
		CHARACTERIZATION AND ANALYSIS
E4	CORE	Analyze atmospheric refractive conditions
E4	CORE	Analyze bathythermograph data
E4	CORE	Analyze hydrographic data
E4	CORE	Analyze open ocean wave conditions (e.g., average and significant wave heights, lengths, and periods)
E4	CORE	Analyze sea ice conditions
E4	CORE	Analyze sea surface conditions (e.g., current direction and speed, ocean fronts and eddies, and sea surface temperature)
E5	CORE	Forecast movement and intensity changes in surface pressure systems and features
E5	CORE	Forecast oceanographic near shore conditions (e.g., littoral currents, speeds, and direction, temperatures, surf, etc.)
E5	CORE	Forecast precipitation types, intensities, and durations
E5	CORE	Forecast sea surface conditions (e.g., sea states, current direction and speed, ocean fronts and eddies, sea surface temperature, etc.)
E5	CORE	Forecast severe weather (e.g., tornados, thunderstorms, hail, etc.)
E5	CORE	Forecast sky conditions (e.g., cloud types, amounts, layer heights, etc.)
E5	CORE	Forecast sound propagation (e.g., sonic layer depth, sound channels, best depth, etc.)
E5	CORE	Forecast surface air temperatures (e.g., ambient air, dew point, heat stress, wind chill, etc.)
E5	CORE	Forecast synoptic-scale meteorological features and elements (e.g., pressure systems, frontal boundaries, cloud cover, precipitation, etc.)
E5	CORE	Forecast tropical cyclone development, movement, and intensity changes
E5	CORE	Forecast visibility obstructions (e.g., fog, rain, haze, smoke, etc.)
E5	CORE	Forecast wind conditions (e.g., direction, speed, character, shifts, etc.)
E5	CORE	Forecast wind shear and turbulence (e.g., types, intensities, levels, and locations)
		CHARACTERIZATION AND ANALYSIS
E5	CORE	Analyze meteorological features and elements on constant pressure charts
E5	CORE	Analyze meteorological features and elements on satellite imageries
E5	CORE	Analyze meteorological features and elements on surface weather charts
E5	CORE	Analyze meteorological features and elements on upper air data
E5	CORE	Analyze ocean bottom characteristics (e.g., topography, sediment, etc.)

Meteorological, Oceanographic, and Hydrographic Data

Paygrade	Task Type	Task Statements
E4	NON-CORE	Collect hydrographic data
E4	NON-CORE	Collect ocean bottom data using Unmanned Underwater Vehicles (UUV)
E4	NON-CORE	Collect satellite imagery using shipboard or shore-based satellite data terminal (e.g., SMQ-11 and FMQ-17)
E5	NON-CORE	Conduct launch and recovery of Unmanned Underwater Vehicles (UUV)
E4	NON-CORE	Perform small craft operations (e.g., Expeditionary Survey Vehicle (ESV), Combat Rubber Raiding Craft (CRRC), etc.)

METOC Administration, Training, and Quality Control

Paygrade	Task Type	Task Statements
E4	CORE	Archive Meteorological and Oceanographic (METOC) data
E7	CORE	Compose Meteorological and Oceanographic (METOC) messages (e.g., Operational Task Report (OPTASK) Meteorological and Oceanographic (METOC), ANNEX H, Meteorological and Oceanographic (METOC) Letter of Instruction (LOI), etc.)
E6	CORE	Compose post-deployment Meteorological and Oceanographic (METOC) reports (e.g., lessons learned, operational impacts, equipment performance)
E6	NON-CORE	Compose tsunami reports
E5	CORE	Conduct Meteorological and Oceanographic (METOC) forecast and quality control checks
E5	NON-CORE	Develop Meteorological and Oceanographic (METOC) information for Daily Intentions Message System (DIMS)
E4	CORE	Disseminate Meteorological and Oceanographic (METOC) forecasts and products
E4	NON-CORE	Inspect Meteorological and Oceanographic (METOC) equipment
E5	NON-CORE	Issue emergency notification warnings
E4	CORE	Maintain Meteorological and Oceanographic (METOC) administrative files
E4	CORE	Maintain Meteorological and Oceanographic (METOC) publications and databases
E4	CORE	Maintain Tactical Decision Aid (TDA) sensor databases (e.g., Target Acquisition Weapons Software (TAWS), Advanced Refractive Effects Prediction System (AREPS), Personal Computer Interactive Multi-Sensor Analysis Trainer (PCIMAT), etc.)
E4	CORE	Verify deployable Meteorological and Oceanographic (METOC) equipment readiness

Safety of Flight, Navigation, and Infrastructure

Paygrade	Task Type	Task Statements
E4	CORE	Analyze radar data in support of flight operations (e.g., convective and non-convective meteorological features significant to aircraft operations and safety, etc.)
E4	CORE	Assess aviation operations Meteorological and Oceanographic (METOC) support requirements

E5	CORE	Assess maritime operations Meteorological and Oceanographic (METOC) support requirements
E6	CORE	Compose tropical cyclone Conditions of Readiness (COR) recommendations and messages
E5	CORE	Conduct aviation operations forecast and recommendation briefs (e.g., Tactical Recovery of Aircraft and Personnel (TRAP), parachute operations, in-flight refueling, etc.)
E4	CORE	Conduct flight weather conditions and recommendations briefs
E4	CORE	Conduct sea ice conditions and forecasts briefs
E4	CORE	Conduct Terminal Aerodrome Forecast (TAF) briefs
E5	CORE	Develop afloat cyclic operations forecasts and products
E5	CORE	Develop aviation operations forecasts and recommendations (e.g., Tactical Recovery of Aircraft and Personnel (TRAP), parachute operations, in-flight refueling, etc.)
E5	CORE	Develop in route Routine Weather (WEAX) forecasts and recommendations (e.g., task force, task group, submarine, ice, graphical, etc.)
E4	CORE	Develop Horizontal Weather Depictions (HWD) (e.g., cloud cover, freezing level, fronts and pressure centers, significant weather, hazards to flight)
E5	NON-CORE	Develop International Submarine Escape and Rescue Liaison Office (ISMERLO) forecasts and recommendations
E5	CORE	Develop local area forecasts and products
E5	CORE	Develop Terminal Aerodrome Forecasts (TAF)
E5	CORE	Evaluate forecasted environmental conditions in the event of an aircraft mishap
E5	CORE	Forecast flight weather take-off, in route, and terminal conditions and recommendations
E5	CORE	Forecast ice accretion conditions at-sea
E6	CORE	Provide mitigation strategies to avoid hazardous environmental conditions
E5	CORE	Update flight weather forecasts and products

Tactical/Operational Assessments and Recommendations

Paygrade	Task Type	Task Statements
	NON-CORE	Analyze Meteorological and Oceanographic (METOC) impacts on Unmanned Underwater Vehicles (UUV)
E5	NON-CORE	Brief ballistic wind forecasts and recommendations
E6	NON-CORE	Brief chaff dispersion forecasts and recommendations
E5	CORE	Brief Chemical, Biological, Radiological, and Nuclear Explosive (CBRNE) forecasts and recommendations
E5	CORE	Brief communications forecasts, impacts, and recommendations
E4	CORE	Brief current local weather conditions, advisories, and warnings
E5	CORE	Brief forecasted atmospheric refractive conditions
E5	CORE	Brief oceanographic acoustic prediction assessments and recommendations
E5	CORE	Calculate evasion and detection depths
E5	NON-CORE	Conduct briefs of Non-combative Evacuation Operation (NEO) forecasts and recommendations

E5	CORE	Conduct forecasted Meteorological and Oceanographic (METOC) conditions briefs in support of warfare operations (e.g., Undersea Warfare (USW), Mine Warfare (MIW), Strike Warfare (STW), Intelligence, Surveillance, and Reconnaissance (ISR), etc.)
E4	NON-CORE	Conduct Meteorological and Oceanographic (METOC) training
E5	CORE	Conduct Operating Area (OPAREA) forecasts, impacts, and recommendations briefs (e.g., port operations, gas and oil platform, inner harbor, etc.)
E5	NON-CORE	Conduct riverine imagery briefs
E5	CORE	Conduct Search and Rescue (SAR) forecasts and recommendations briefs
E5	CORE	Conduct surf forecasts and recommendations briefs
E5	CORE	Conduct target area forecasts and recommendations briefs
E4	CORE	Create oceanographic acoustic prediction products
E5	CORE	Develop amphibious warfare operations forecasts and recommendations
E5	CORE	Develop at-sea operations forecasts, impacts, and recommendations
E5	CORE	Develop aviation strike operations forecasts and recommendations
E5	NON-CORE	Develop ballistic wind forecasts and recommendations
E5	NON-CORE	Develop chaff dispersion forecasts and recommendations
E5	CORE	Develop Chemical, Biological, Radiological, and Nuclear Explosive (CBRNE) forecasts and recommendations
E5	CORE	Develop communications forecasts, impacts, and recommendations
E5	CORE	Develop electromagnetic wave propagation predictions
E5	CORE	Develop expeditionary forecasts and recommendations
E5	NON-CORE	Develop Extended Echo Ranging (EER) forecasts and recommendations
E5	NON-CORE	Develop ground operating area forecasts and recommendations (e.g., civil affairs, direct action mission, ground operations, etc.)
E4	NON-CORE	Develop hydrographic mission planning briefs
E6	NON-CORE	Develop hydrographic mission planning recommendations
E5	NON-CORE	Develop Intelligence, Surveillance, and Reconnaissance (ISR) forecasts and recommendations
E5	CORE	Develop Meteorological and Oceanographic (METOC) pre-deployment briefs
E5	NON-CORE	Develop Mine Warfare (MIW) forecasts, summaries, and recommendations (e.g., plans, bottom characteristics, etc.)
E4	NON-CORE	Develop mosaic mapped imageries
E5	NON-CORE	Develop Non-combative Evacuation Operation (NEO) forecasts and recommendations
E5	CORE	Develop Operating Area (OPAREA) forecasts, impacts and recommendations platform, inner harbor, etc.)

Job Title **Job Code**

Master Meteorological and Oceanographic (METOC) Forecaster 001640

Job Family	NOC	Short Title (30 Characters)	Short Title (14 Characters)
Life, Physical, and Social Science	TBD	MASTER METOC FORECASTER	MSTRMETOCFORC

Pay Plan	Career Field	Other Relationships and Rules
Enlisted	AG	NEC 7412

Job Description

Master Meteorological and Oceanographic (METOC) Forecasters apply a significant range of fundamental scientific principles and complex techniques across a wide and often unpredictable variety of contexts; demonstrate substantial personal autonomy and

responsibility in the generation of METOC products and operational recommendations; establish METOC support requirements to provide the most relevant products for operational and mission success; evaluate numerical model performance to quantify the accuracy and reliability of future performance in high risk operating areas; analyze hydrographic features and elements on nautical/navigation charts and the physical and biological properties of the oceans and forecast METOC conditions on Synoptic, Meso, and Micro scales in complex environments; validate side-scan, multi-beam, and single-beam sonar imageries; develop tactical recommendations based on forecasted atmospheric refractive conditions and acoustic properties of the ocean generated by tactical decision aid output; coordinate continuity of support with other METOC activities; integrate impacts of the physical environment into warfighter mission plans; manage METOC quality control and environmental impact metrics programs; ensure operational success through effective leadership of personnel, training, re-training and management of METOC assets; comply with international and governmental regulations, local procedures, and established priorities; and develop solutions to meet METOC equipment acquisition and training programs

DoD Relationship		**O*NET Relationship**		
Group Title	*DoD Code*	*Occupation Title*	*SOC Code*	*Job Family*
Weather, General	142000	Atmospheric and Space Scientists	19-2021.00	Life, Physical, and Social Science

Skills	**Abilities**
Science	*Oral Expression*
Critical Thinking	*Deductive Reasoning*
Complex Problem-Solving	*Information Ordering*
Coordination	*Inductive Reasoning*
Speaking	*Written Expression*
Management of Material Resources	*Speech Clarity*
Systems Evaluation	*Problem Sensitivity*
Quality Control Analysis	*Oral Comprehension*
Management of Personnel Resources	*Perceptual Speed*
Judgment and Decision-Making	*Speed of Closure*

Assimilation, Application, and Prediction

Paygrade	**Task Type**	**Task Statements**
E4	CORE	Conduct briefs of satellite derived meteorological features and elements
E7	CORE	Evaluate advanced physics-based effects (e.g., dynamics, kinematics, thermodynamics, etc.)
E5	CORE	Evaluate numerical model performance
E5	CORE	Forecast electromagnetic wave propagation
E5	CORE	Forecast severe weather (e.g., tornados, thunderstorms, hail, etc.)
E5	CORE	Forecast tropical cyclone development, movement, and intensity changes

E7	CORE	Quantify operational risks utilizing stochastic model output
E7	CORE	Synthesize performance trends of multiple numerical models
E6	CORE	Validate severe weather advisories, watches, and warnings (e.g., tornadoes, thunderstorms, and hail)
		CHARACTERIZATION AND ANALYSIS
E4	CORE	Analyze atmospheric refractive conditions
E5	CORE	Analyze meteorological features and elements on constant pressure charts
E5	NON-CORE	Analyze oceanographic features and elements on satellite imageries
E4	CORE	Brief basic Meteorological and Oceanographic (METOC) elements and features on climatological products and information
E5	NON-CORE	Brief graphical depictions of hydrographic properties of the ocean
E4	NON-CORE	Brief hydrographic features and elements on nautical/navigation charts
E4	CORE	Brief meteorological features and elements on surface weather charts
E7	CORE	Conduct advanced remote sensing analyses
E4	CORE	Conduct satellite derived oceanographic features and element briefs
E6	CORE	Enhance meteorological features and elements in multi-channel satellite derived imageries
E7	CORE	Evaluate stochastic model outputs
E4	NON-CORE	Generate graphical depictions of hydrographic properties of the ocean
E7	NON-CORE	Validate change detection analysis results
E7	NON-CORE	Validate hydrographic features and elements on nautical/navigation charts
E7	NON-CORE	Validate multibeam sonar imageries
E7	NON-CORE	Validate side-scan sonar imageries
E7	NON-CORE	Validate single beam sonar imageries

METOC Administration, Training, and Quality Control Meteorological, Oceanographic, And Hydrographic Data

Paygrade	Task Type	Task Statements
E7	NON-CORE	Advise command leadership on status of manpower and infrastructure requirements
E7	NON-CORE	Arrange travel and logistics for deployable Meteorological and Oceanographic (METOC) teams
E7	CORE	Compose Meteorological and Oceanographic (METOC) situation reports
E6	CORE	Compose post-deployment Meteorological and Oceanographic (METOC) reports (e.g., lessons learned, operational impacts)
E6	NON-CORE	Compose tsunami reports
E7	NON-CORE	Coordinate required support with oceanography subject matter experts (e.g., acoustics, bathymetry, and hydrography)
E4	CORE	Disseminate Meteorological and Oceanographic (METOC) forecasts and products
E7	CORE	Establish Meteorological and Oceanographic (METOC) support requirements for allied and coalition forces
E7	CORE	Evaluate ship's surface weather observation programs

Safety of Flight, Navigation, And Infrastructure

Paygrade	Task Type	Task Statements
E6	CORE	Analyze radar data in support of resource protection (e.g., severe weather potential, precipitation type and intensity, storm tracking surveillance, etc.)
E5	CORE	Assess operational risks due to hazardous environmental conditions
E7	CORE	Assign level of risk associated with severe weather
E6	CORE	Compose tropical cyclone Conditions of Readiness (COR) recommendations and messages
E7	CORE	Conduct tropical cyclone aircraft sortie recommendations briefs
E7	CORE	Conduct tropical cyclone ship evasion and sortie recommendations briefs
E7	NON-CORE	Coordinate International Submarine Escape and Rescue Liaison Office (ISMERLO) support requirements
E5	NON-CORE	Develop International Submarine Escape and Rescue Liaison Office (ISMERLO) forecasts and recommendations
E7	CORE	Develop Optimum Track Ship Routing (OTSR) surveillance advisories and recommendations
E7	CORE	Develop tropical cyclone aircraft sortie recommendations
E7	CORE	Develop tropical cyclone ship evasion and sortie recommendations
E7	CORE	Maintain continuity of support with other Meteorology and Oceanography (METOC) activities
E7	CORE	Manage aviation safety Meteorological and Oceanographic (METOC) support requirements
E7	CORE	Risk management outcomes and recommendations (e.g., offensive, and defensive).
E7	CORE	Liaise with Defense Threat Reduction Agency (DTRA) to support Chemical, Biological, Radiological, and Nuclear Explosive (CBRNE) events
E6	CORE	Provide Meteorological and Oceanographic (METOC) impact recommendations for warfare mission plans
E7	CORE	Provide recommendations for sensor and weapon employment and laydown
Paygrade	**Task Type**	**Task Statements**
E4	CORE	Advise Chain of Command (COC) of environmental conditions impacting operations
E7	CORE	Analyze Meteorological and Oceanographic (METOC) environmental data requests
E5	CORE	Assess astronomical data (e.g., solar, lunar, and tidal)
E7	CORE	Assess environmental impacts to the Electro-Magnetic Spectrum (EMS)
E4	CORE	Brief current local weather conditions, advisories, and warnings
E7	NON-CORE	Brief impacts of clutter density data to mission timelines
E5	CORE	Calculate evasion and detection depths
E5	NON-CORE	Conduct briefs of Non-combative Evacuation Operation (NEO) forecasts and recommendations
E6	CORE	Conduct Meteorological and Oceanographic (METOC) support capabilities briefs
E4	NON-CORE	Conduct Meteorological and Oceanographic (METOC) training
E5	CORE	Conduct surf forecasts and recommendations briefs
E6	CORE	Conduct tactical Meteorological and Oceanographic (METOC) recommendations briefs in support of warfare operations (e.g., Undersea Warfare (USW), Mine Warfare (MIW), Strike Warfare (STW), Intelligence, Surveillance, and Reconnaissance (ISR), etc.)
E5	CORE	Conduct target area forecasts and recommendations briefs

E6	NON-CORE	Develop hydrographic mission planning recommendations
E5	NON-CORE	Develop Non-combative Evacuation Operation (NEO) forecasts and recommendations
E5	CORE	Develop surf forecasts and recommendations
E7	CORE	Develop tactical oceanographic acoustic prediction assessments and recommendations
E5	CORE	Develop tactical recommendations based on Tactical Decision Aid (TDA) output (e.g., Target Acquisition Weapons Software (TAWS), Advanced Refractive Effects Prediction System (AREPS), etc.)
E5	CORE	Develop target area forecasts and recommendations
E6	CORE	Establish Meteorological and Oceanographic (METOC) support requirements for warfare operations (e.g., Mine Warfare (MIW), Anti-Submarine Warfare (ASW), Strike Warfare (STW), etc.)
E5	CORE	Evaluate impact of upwelling on operations
E7	CORE	Exploit bathythermograph data
E7	CORE	Exploit climatological data for long-range mission planning

Appendix B:

JXXX - Information Warfare (Meteorology/Oceanography) Community & Career Field

J00A - Meteorological and Oceanographic (METOC) Forecaster

Conducts a broad range of METOC forecasting activities to be performed in a wide variety of contexts in the generation of METOC products and operational recommendations. Assesses the impact of the elements of the physical environment (Land/Sea/Air/Space) and land/sea interface on both friendly and enemy platforms, sensors and weapon system performance, safety of flight and navigation, and naval/joint operations and missions. Evaluates numerical model performance to quantify the accuracy and reliability of future performance. Analyzes hydrographic features and elements on nautical/navigation charts and forecasts METOC conditions on Synoptic, Meso, and Micro scales. Analyzes side-scan, multi-beam, and single-beam sonar imageries. Collects and analyzes ocean bottom data using unmanned underwater vehicles. Creates climatological studies supporting Naval Warfare Planning. Produces forecasts and warnings. Characterizes the operating environment and recommends courses of action to enhance the warfighters' ability to exploit the physical environment for successful mission accomplishment. Briefs forecasted METOC conditions in support of Warfare Operations (e.g., Anti-Submarine Warfare (ASW), Mine Warfare (MIW), Strike Warfare (STW), Navy Special Warfare (NSW)). Distributes data internally and externally to aircraft, ships, and shore activities via communication devices/web-centric architecture.

Source Rating: AG

Course: Mandatory

Sequence Code: 3

Component NEC:

Primary Advisor: OPNAV N960

Billet Paygrades: E4-E6

CIN: C-420-2011

ESTB Date: REV Date: 3/1/18

Related NEC:

Technical Advisor: NAVMETOC

Personnel Paygrades: E4-E

6CDP: 390P

NR Ind: A

Legacy NEC Code: 7412

ECM: BUPERS-32

NOTE: NEC may be granted to Selected Reserve personnel by COMNAVMETOCCOM, upon completion of applicable training courses as determined by COMNAVMETOCCOM

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