



# RHUMB LINES

*Straight Lines to Navigate By*



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## Perform to Serve / FleetRIDE Integration

*"In order to provide stable and predictable manning to the fleet, E-3 to E-6 Sailors with less than 14 years of service must use the Perform to Serve (PTS) program. PTS best enables us to match requirements with the best Sailors based on experience, skill sets, and seniority. It is vital to the success of our Sailors and the success of the program that senior leadership and our Navy counselors truly understand PTS."*

**-Rear Adm. Don Quinn, Commander Navy Personnel Command**

[NAVADMIN 352/10](#) announced the merger of [Perform To Serve](#) (PTS) with Fleet Rating Identification Engine (Fleet RIDE), which provides a unified application processing system for Sailor career management based on fleet feedback. The [PTS program](#) is a vital part of the Navy's Total Force strategy, providing an opportunity for the best and brightest Sailors to meet current and future fleet manpower requirements.

### Matching Sailor to Rating

- With this merger, [Navy career counselors](#) can determine which ratings best fit individual Sailors, and then seamlessly apply for conversion, all in one system.
- Leadership and career counselors must focus on moving high-performing, ASVAB-qualified Sailors from over-manned to under-manned ratings to better meet Navy manning needs.
- This process allows Sailors to take advantage of better odds of advancing, possible re-enlistment bonuses, more formal training, college credit, and the opportunity to 'Stay Navy' in tough economic times.

### Quotas are Awarded Based on Multiple Measurements

- Performance. Top-performing Sailors with critical skills remain the premier candidates for continued service.
- Commanding Officers' recommendations for retention and/or advancement are required.
- The last five graded evaluations must be entered into the PTS application, allowing a cumulative average to be applied in the PTS algorithm. Accurate performance evaluation documentation on each Sailor is essential.
- ASVAB scores/Armed Forces Qualification Tests determine eligibility for choice ratings. Sailors can and should [retake the ASVAB](#) to improve their scores and open up the field of rates for which they qualify in PTS.

### Force Shaping Tool

- An approved Perform to Serve 'reservation' is required prior to a Sailor reenlisting, extending, or negotiating orders requiring additional [obligated service](#).
- To maximize the number of 'looks' for each individual, Sailors must ensure all PTS deadlines are met. Sailors should talk to their career counselors and begin the process 15 months from their end of active obligated service.
- The PTS Selected Reserve SELRES option allows an active component Sailor to apply for either active component or Reserve component opportunities. Sailors must pick either USN/FTS or SELRES to apply.
- If a rating is closed, conversion is encouraged. However, PTS/FleetRIDE only allows Sailors to apply for ratings in which they are qualified.

### Key Messages

- The PTS program is a vital part of the Navy's Total Force strategy, providing an opportunity for the best and brightest Sailors to meet current and future fleet manpower requirements.
- Top-performing Sailors with critical skills remain the premier candidates for continued service.
- This process lets Sailors take advantage the opportunity to 'Stay Navy' in tough economic times.

### Facts & Figures

- In the first month with the new system, more than 13,000 applications were submitted. Previously, about 9,000 were received each month.
- PTS applicants now only compete with other Sailors in their Year Group, instead of by zone.
- Career development boards are required at regular intervals to ensure Sailors stay on schedule. Refer to [OPNAVINST 1040.11C](#) for more information.