

RTTUZYUW RHOIAAA3007 3341515-UUUU--RHSSUU.

ZNR UUUUU

R 291515Z NOV 12 ZYB

FM COMNAVRESFOR NORFOLK VA

TO NAVRESFOR

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INFO COMNAVRESFOR NORFOLK VA

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NAVRESFOR 035/12

MSGID/GENADMIN/COMNAVRESFOR NORFOLK VA//

SUBJ/RESERVE COMPONENT FORCE CHANGES AND MANNING ACTIONS//

RMKS/1. THIS IS THE FIRST IN A SERIES OF MESSAGES TO ADDRESS FORTHCOMING AND NECESSARY MANNING ACTIONS THAT WILL AFFECT OUR RESERVE FORCE SAILORS PREDOMINATELY SERVING IN EXPEDITIONARY RATINGS AND UNITS. THESE ACTIONS ARE NECESSARY TO ADDRESS A SIGNIFICANT REDUCTION AND RESTRUCTURING OF NAVY RESERVE UNITS, SPECIFICALLY WITHIN THE NAVY EXPEDITIONARY COMBAT COMMAND (NECC) CLAIMANCY.

2. THE NEWLY RELEASED CYCLE 091 RESERVE ADVANCEMENT QUOTAS REFLECT THE IMPACT OF ONGOING AND PLANNED MANNING ACTIONS ACROSS THE FORCE. THE NAVY SELECTED RESERVE (SELRES) ENLISTED BILLET BASE IS PROGRAMMED TO DECLINE BY APPROXIMATELY 6,000 BY SEPTEMBER 2015, AT WHICH TIME IT WILL BEGIN TO GROW AGAIN. THE MAKEUP OF THE RATINGS WHICH WILL BE ADDED IS BEING FINALIZED, BUT WILL BE DEPENDENT ON NAVY-WIDE REQUIREMENTS. IN THE INTERIM, AS SHOWN BY THE RECENT ADVANCEMENT RESULTS, ENLISTED PROMOTION OPPORTUNITIES WILL FALL BELOW HISTORIC LEVELS IN ALMOST ALL RATES DUE TO BOTH THE RECENT DISESTABLISHMENT OF THREE FLEET LOGISTICS SUPPORT SQUADRONS, WHICH EXACERBATED OVERMANNED AVIATION RATES, AND THE FORTHCOMING NECC FORCE STRUCTURE CHANGES DESCRIBED BELOW.

3. A REDUCTION IN DEMAND FOR NAVY EXPEDITIONARY SUPPORT WILL RESULT IN A REDUCTION ACROSS THE ACTIVE COMPONENT AND RESERVE COMPONENT (RC) EXPEDITIONARY FORCE. SPECIFICALLY, NECC EXPECTS TO DISESTABLISH 45 PERCENT OF NAVY RESERVE CONSTRUCTION FORCES BETWEEN FY13 AND THE END OF FY14. SEABEE RATINGS WILL BE SIGNIFICANTLY IMPACTED. NON-SEABEE RATES WHICH WILL EXPERIENCE THE MOST SIGNIFICANT IMPACT ARE: AO, BM, CS, EM, GM, LS, AND MA. THESE RATES WILL ENCOUNTER BILLET LOSSES OF 10 TO 20 PERCENT, RESULTING IN OVERMANNING. WE EXPECT MANNING PERCENTAGES TO STABILIZE FOR THESE RATINGS IN THE NEXT 3-5 YEARS.

4. THESE CHANGES WILL BE ADDRESSED WITHIN TWO GUIDING PRINCIPLES: A. AVOIDING FORCED ATTRITION; AND B. FAIR ASSIGNMENT POLICY CONSISTENT WITH FORCE-WIDE PERSONNEL POLICIES (E.G., HIGH YEAR TENURE, SENIOR ENLISTED CONTINUATION BOARD, ETC.).

A. AVOIDING FORCED ATTRITION: DURING THIS PERIOD OF TRANSITION, SELRES ENLISTMENT CONTRACTS WILL BE HONORED. ALL PERSONNEL AFFECTED BY FORCE REDUCTIONS WILL BE REASSIGNED TO OTHER UNITS. OVERMANNING WILL BE MANAGED THROUGH NORMAL ATTRITION, REDUCED ACCESSIONS AND RATING CONVERSIONS THROUGH FLEETRIDE. SAILORS ARE ENCOURAGED TO APPLY FOR RATING CONVERSION AS ADVANCEMENT OPPORTUNITIES WITHIN OVERMANNED RATINGS ARE EXPECTED TO BE LIMITED FOR AT LEAST 3-5 YEARS.

B. FAIR ASSIGNMENT POLICY: NORMAL SELRES BILLET ASSIGNMENT POLICIES WILL APPLY DURING THESE FORCE REDUCTIONS. PERSONNEL DISPLACED FROM

THEIR BILLET DUE TO FORCE REDUCTIONS MAY APPLY FOR A NEW BILLET VIA THE CAREER MANAGEMENT SYSTEM-INTERACTIVE DETAILING (CMS-ID) SYSTEM. ALL PERSONNEL WILL CONTINUE IN A PAY STATUS AND WILL BE ABLE TO DRILL AND PERFORM ANNUAL TRAINING (AT). PERSONNEL NOT IMMEDIATELY ASSIGNED A BILLET WILL BE PLACED IN AN "IN ASSIGNMENT PROCESSING" (IAP) STATUS TO AN APPROPRIATE UNIT AT THEIR LOCAL NAVY OPERATIONAL SUPPORT CENTER. AS ALWAYS, WE ARE COMMITTED TO SUPPORTING OUR SAILORS THROUGH THIS PROCESS.

C. SEABEE ASSIGNMENTS: FOLLOW-ON MESSAGES WITH DETAILED INFORMATION REGARDING SEABEE ASSIGNMENT PROCESSES AND PROCEDURES WILL BE PUBLISHED VIA NAVY MESSAGE IN JANUARY 2013. THE LARGE SCALE IMPACT OF THE NAVAL MOBILE CONSTRUCTION BATTALION FORCE REDUCTIONS AND THE RESTRUCTURING OF BILLETS INTO LOCAL DETACHMENTS WILL RESULT IN A FORCE-WIDE REASSIGNMENT OF ALL SELRES NAVAL CONSTRUCTION FORCE (NCF) BILLETS. ALL SELRES NCF SEABEE BILLETS ACROSS THE FORCE WILL BE VACATED DURING FY13. ONCE REORGANIZATION IS COMPLETE, THE REMAINING BILLETS WILL BE ADVERTISED AND PERSONNEL ASSIGNED USING CMS-ID. RC SEABEES WHO ARE NOT INITIALLY ASSIGNED TO A BILLET WILL BE PLACED IN AN IAP STATUS UNTIL VACANT BILLETS BECOME AVAILABLE. ALL EFFORTS WILL BE MADE TO ALLOW RC SEABEES THE OPPORTUNITY TO SERVE WITH A SEABEE UNIT; HOWEVER, IN SOME CASES, INDIVIDUALS MAY BE CROSS ASSIGNED FROM NON-SEABEE UNITS OR PLACED IAP IN NON-SEABEE UNITS. IN THESE CASES RC SEABEE LEADERSHIP WILL WORK TO MAXIMIZE TRAINING AVAILABILITY. ALL RC SEABEES WILL HAVE EQUAL ACCESS TO THE APPROPRIATE RATE TRAINING, HOWEVER, THIS MAY REQUIRE INDIVIDUALS TO TRAVEL TO SEABEE TRAINING SITES.

5. HONORING SELRES CONTRACTS DEMONSTRATES A COMMITMENT TO THOSE WHO HAVE PROVIDED CRITICAL SUPPORT TO THE NATION AND THE NAVY OVER THE PAST DECADE. THE IMPACTS OF THESE FISCALLY AND OPERATIONALLY DRIVEN STRUCTURAL FORCE REDUCTIONS ARE CHALLENGING AND THE ENTIRE CHAIN OF COMMAND IS COMMITTED TO PROVIDING ACCURATE, TIMELY, AND COMPLETE INFORMATION TO HELP SAILORS MANAGE THEIR CAREERS. TO THE MAXIMUM EXTENT POSSIBLE, PERSONNEL INVENTORY REDUCTIONS WILL BE ACHIEVED THROUGH VOLUNTARY AND NATURAL ACTIONS TO INCLUDE:

A. VOLUNTARY RATE CONVERSIONS UTILIZING FLEET RATING IDENTIFICATION ENGINE (FLEETRIDE) FOR SELRES.

B. REDUCED ACCESSIONS.

C. NORMAL ATTRITION.

6. FLEETRIDE FOR SELRES IS A WEB-ENABLED CAREER COUNSELING SUPPORT TOOL THAT SCREENS AND GUIDES THE RIGHT SAILORS TO THE RIGHT JOBS. FLEETRIDE ASSISTS CAREER COUNSELORS, ENLISTED COMMUNITY MANAGERS AND SAILORS WITH RECLASSIFICATION AND CAREER GUIDANCE BY PROVIDING THE BEST MATCH OF A SAILOR'S QUALIFICATIONS AND INTERESTS TO MEET NAVY REQUIREMENTS FOR RATING CONVERSION. FLEETRIDE ALLOWS AUTHORIZED USERS TO VIEW AND UPDATE ALL SAILOR ATTRIBUTE DATA/RATING ELIGIBILITY CRITERIA AND QUALIFY THE SAILOR BASED ON THEIR ELIGIBILITY FOR ALL RATINGS.

7. SAILORS WHO QUALIFY FOR A NEW RATING IN FLEETRIDE MAY SUBMIT A CONVERSION PACKAGE FOR THE DESIRED RATING TO PERS-8 IAW MILPERSMAN 1440-010. A PRINTED COPY OF THE SAILOR'S QUALIFIED JOBS LISTING OBTAINED FROM FLEETRIDE MUST BE INCLUDED IN THE PACKAGE. SAILORS SHOULD REVIEW MILPERSMAN 1306-618 FOR LINE SCORE WAIVER INFORMATION.

IN THE NEAR FUTURE, SAILORS WILL BE ABLE TO APPLY FOR RATING CONVERSION IN FLEETRIDE.

8. FREQUENTLY ASKED QUESTIONS REGARDING FLEETRIDE FOR SELRES ARE POSTED ON THE NAVPERSCOM WEBSITE: [HTTP://WWW.PUBLIC.NAVY.MIL/BUPERS-NPC/CAREER/CAREERCOUNSELING](http://www.public.navy.mil/bupers-npc/career/careercounseling), CLICK-ON FLEETRIDE (SELRES), CLICK-ON SELRES FLEET RIDE FAQs. ADDITIONAL ASSISTANCE CAN BE OBTAINED FROM THE FLEET RIDE HELPDESK AT COMM: (901) 874-2102 (DSN 882) OR FLEETRIDE_HELP_DESK(AT)NAVY.MIL.

9. WHILE ADDITIONAL INFORMATION WILL BE FORTHCOMING VIA COMMANDER, NAVY RESERVE FORCES COMMAND, ACTIONS FOR SAILORS TO TAKE NOW INCLUDE:

A. QUALIFY (REGISTER) IN FLEETRIDE WITH THE ASSISTANCE OF YOUR CAREER COUNSELOR.

B. EVALUATE OPPORTUNITIES AVAILABLE IN YOUR CURRENT RATE AS WELL AS IN OTHER RATES IN WHICH YOU QUALIFY FOR CONVERSION. REVIEW ADVANCEMENT POTENTIAL, BILLET AVAILABILITY NEAR HOME OF RECORD, AND PERSONAL/PROFESSIONAL DESIRES.

C. CONSIDER RE-TAKING THE ARMED FORCES CLASSIFICATION TEST TO INCREASE THE NUMBER OF RATINGS FOR WHICH YOU QUALIFY.

D. AS DESIRED, SUBMIT RATE CHANGE REQUEST TO PERS-8 IAW MILPERSMAN 1440-010.

E. REGISTER IN CMS-ID AND SUBMIT APPLICATION FOR ASSIGNMENT TO BILLET ANY MONTH YOU ARE IAP.

10. FORCE REDUCTIONS ARE PART OF THE FISCAL AND OPERATIONAL CHALLENGES OUR NAVY IS CONFRONTING. IT IS INCUMBENT ON EACH SAILOR TO CONSIDER FUTURE CAREER OPPORTUNITIES AND OPTIONS FOR CONVERSION GIVEN THE AVAILABILITY OF BILLETS WITHIN THEIR RATING AND GEOGRAPHIC AREA. NAVY RESERVE LEADERSHIP IS COMMITTED TO SUPPORTING OUR SAILORS AND AFFORDING ALL PERSONNEL THE OPPORTUNITY TO SERVE.

RELEASED BY VADM R. R. BRAUN, CHIEF OF NAVY RESERVE.//

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