

MA Enlisted Community Brief Oct 2023

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Line Up



- Enlisted Community Management
- Conversions
- High Year Tenure
- CWAY Quotas / Flagged Records
- Fleet Reserve Requests / Retirements
- SRB
- Questions / Discussion



What the ECM does for the Community

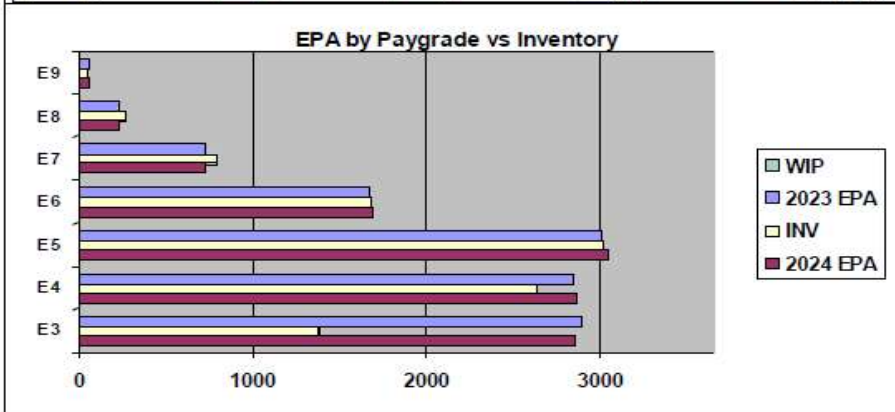
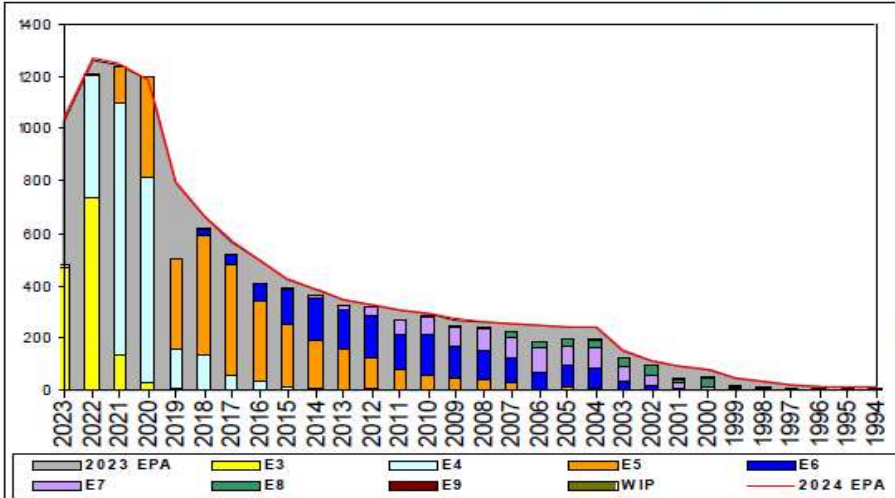


- **Accession planning**
 - Quality, quantity, policy
- **Conversions (AC and RC2AC)**
 - Career Waypoints conversions (RC2AC)
 - Lateral conversions (In/Out)
 - Forced conversions
 - Conditional release (Army, Officer)
- **Training**
 - Initial ('A') school quota requirements
 - Advanced/career ('C') and ("F") schools quota requirements (3 years out)
 - NEC vetting, approvals
- **Review and approve billet changes for impacts on community health**
 - Sea/Shore flow and Tour lengths
 - Career progression
 - Manning
- **Information dissemination**
 - Community page, Briefs
- **Force structure management**
 - Advancement Planning
 - Career paths, LADR
 - Retention / Retirements
 - Separations (early, hardship)
 - CWAY Quotas
 - TRP (Targeted Re-entry Program)
- **Incentives**
 - Enlistment bonuses (EB)
 - Special duty assignment pay (SDAP)
 - Selective reenlistment bonuses (SRB)
- **Miscellaneous**
 - NAVET / OSVET,
 - ASVABs Waivers, ECPs
 - PACT, Fleet Engagement Team

Assess, monitor, inform, develop, review impacts



Master-At-Arms - B640



	E1-3	E4	E5	E6	E7	E8	E9	TOTAL
% INV to FY23 EPA	48%	93%	100%	101%	109%	114%	86%	86%
EPA (FY23)	2884	2839	3005	1660	722	231	51	11392
INVENTORY	1378	2630	3015	1673	790	263	44	9793
EPA (FY24)	2850	2867	3038	1685	721	237	50	11448
% INV to FY24 EPA	48%	92%	99%	99%	110%	111%	88%	86%
INV +WIP / FY23 EPA	48%							86%
INVENTORY	1381	3	← E-3 and Below WIP					9796
INV +WIP / FY24 EPA	48%							86%

Sea Shore Flow		
TOUR	SEA	SHORE
1ST	36	36
2ND	36	36
3RD	36	36
4TH	36	36
5TH	36	36
6TH	36	36
7TH	36	36

FORCE STRUCTURE MANNING TO BA										
PG	SEA	INV	BA	SHORE	INV	BA	SEA+SHORE	TOTAL INV	TOTAL BA	
E1-3	50.9%	554	1088	43.5%	448	1031	47.3%	1002	2119	
E4	114.6%	1203	1050	79.8%	1350	1691	93.1%	2553	2741	
E5	115.5%	1050	909	88.2%	1756	1990	96.8%	2806	2899	
E6	97.3%	513	527	96.1%	1026	1068	96.5%	1539	1595	
E7	119.0%	295	248	103.5%	467	451	109.0%	762	699	
E8	98.0%	98	100	125.0%	155	124	112.9%	253	224	
E9	80.0%	12	15	93.9%	31	33	89.6%	43	48	
Total	94.6%	3725	3937	81.9%	5233	6388	86.8%	8958	10325	

ADV OPP. (Cycles 257/258/259)							
Pay Grade	E1-3	E4	E5	E6	E7	E8	E9
All-Navy	TIR	50.4%	27.0%	14.0%	28.8%	16.8%	21.0%
MA	TIR	44.5%	17.2%	9.2%	25.6%	15.7%	9.8%

Zone Info	ZONE A	ZONE B	ZONE C	ZONE D	ZONE E	ALL ZONES
FY23 Manning:	85.0%	90.0%	95.0%	85.0%	67.0%	86.0%
FYTD RENL Rate:	62.3%	56.9%	80.3%	95.8%	32.4%	64.4%
FY24 Manning:	84.0%	90.0%	95.0%	84.0%	66.0%	85.5%

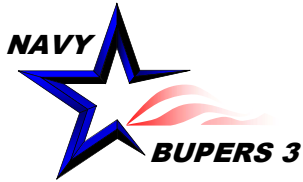
NOTES

* Reenlistment Bonus Update * Eff. Oct. 3, 2023:
 NEC: 0000 - \$30k, ALL Zones
 NEC: P06A - \$30k Zone B, \$45k Zone C

MA rating is undermanned. Retention initiatives to improve Community Health:

- Currently no convert-out or early-out opportunities
- Now accepting RC to AC in rate conversion for E-1 to E-6 under 10 years
- Convert in opportunity for most YGs
- PACT Sailors are welcomed into the community
- CWAY quota for Sailors who wish to reenlist (Contact ECM)
- HYT NAVADMIN 288/22, or case-by-case via 1306/7 IAW MILPERSMAN 1160-120, Sailors must be aligned with valid billet/pending PCS orders
- Fleet Reserve Requests must align to PRD and/or soft EAOS, dated for the last day of the month

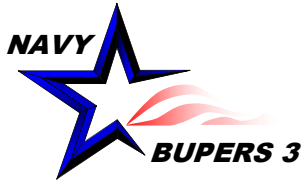
Contact MA ECM: MA_ECM.FCT@NAVY.MIL, (901) 874-2975 or (901) 874-2080



Convert-out



- No current opportunities
- ECM Approval
- Manning% – Overall and Paygrade - Replacements



Convert-in



- Package requirements IAW MILPERSMAN 1440-010
- Released by Current ECM (PRD/SEAOS)



Forced Conversion



MILPERSMAN 1440-011

1. Chapter 2 lists reasons for Forced Conversions. Listed are some examples MA's could be converted for:
 - a. Ch2 Para. g Permanent revocation or denial of security clearance (DCAF)
 - b. Ch2 Para. h Prohibited access to firearms.
 - c. Ch2 Para. I Medical condition which permanently renders member incapable of performing duties.



Forced Conversion (Con't)

Chapter 3: Forced Conversion Change of Rating Requests. Forced conversions must not be used in lieu of disciplinary or medical procedures, or to relieve the command of a substandard performer. Only submit forced conversion requests for Sailors who are recommended for retention, have potential for future Navy service, are capable and qualified to serve in requested ratings, and are not subject to administrative separation (ADSEP) proceedings.

- a. Commands must submit forced conversion packages within 10 working days after disqualifying factors from current rating have been identified.**
- b. For the purpose of forced conversion, the member's signature/concurrence is not required on the NAVPERS 1306/7 Enlisted Personnel Action Request. If member refuses to sign, annotate the refusal to sign on NAVPERS 1306/7 and submit without delay.**
- c. Commanding officers (CO) must ensure Sailors meet eligibility requirements and possess the potential to succeed, relevant to pay-grade.**
- d. Members who do not stipulate requested rating choices in the forced conversion package will be processed by NAVPERSCOM and BUPERS into a rating based on "Needs of the Navy." "Needs of the Navy" refers to any open rating in which a member is accepted for conversion. The enlisted community manager determines "Needs of the Navy."**



High Year Tenure



- Modifications to Enlisted High Year Tenure
- MILPERSMAN 1160-120
- NAVADMIN 143/17
- NAVAMIN 288/22



NAVADMIN 143/17



- NAVADMIN 143/17 announced the modifications to Enlisted high year tenure for active and full time support personnel.
- Effective 1 August 2017, HYT policy is amended to reflect new LOS gates for pay grades E4 through E6 for Active Component (AC) and Full Time Support (FTS) Sailors. Updated HYT LOS gates are as follows:

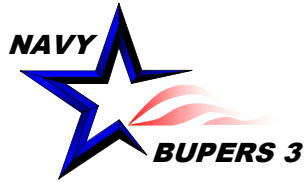
E4 (AC and FTS)	10 years (vice 8 years)
E5 (AC and FTS)	16 years (vice 14 years)
E6 (AC and FTS)	22 years (vice 20 years)



NAVADMIN 288/22



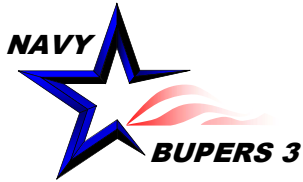
- EDLN / HYT Gate dates 1 MAR 2023 thru 30 SEP 2024
- New HYT Gate will be at PRD/EDD of negotiated PCS orders
- Affects advancements
- Pilot Program



Career Waypoints



- Flagged Records = 1306/7
- AIR CWAY Resets



Retirements / FLTRESREQ



- NSIPS (Submit/Letter)
- PRD/SEAOS
- 1st - Retirement / Last day - FR
- MILPERSMAN 1830-040 (20)
- MILPERSMAN 1810-010 (30)
- Plan your career.....



SRB



- “0000” / All MA
 - Zone A: \$30K @ 1.5
 - Zone B: \$30K @ 1.0
 - Zone C: \$30K @ 1.0

- “P06A” / MWD Kennel Master
 - Zone B: \$30K @ 1.0
 - Zone C: \$45K @ 2.0



Key Resources



- 1-866-U-ASK-NPC (1-866-827-5672), or email: askmncc@navy.mil
- NPC Website: <https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Enlisted/Security/>
- Enlisted Community Manager (BUPERS 329)
- MILPERSMAN