Information Systems Technician (IT) Distribution

For The

USN-USMC Spectrum Mgmt Conference

ITCS(SW) Walker, John (Jay)
Enlisted Detailer

DISTRIBUTION A: Approved for public release (Email confirmation with briefer on 12 Mar 2010).
Information Systems Technician (IT) Distribution

Navy Personnel Command, 51720 Integrity Dr, Millington, TN, 38055

Approved for public release; distribution unlimited

31st Annual USN-USMC Spectrum Management Conference, 1-5 Mar 2010, San Diego, CA

Same as Report (SAR)
Assigning Cryptologic Technicians (CT), Information Systems Technicians (IT), and Intelligence Specialists (IS) to the Fleet!
Your IT Detailing Team

Branch Head
CDR Bill Ekblad
(901) 874-3821
william.ekblad@navy.mil

Rating Assignment Officer (RAO)
CWO3 Gonzales
(901) 874-3841
robert.j.gonzales@navy.mil

IT RATING LEAD
ITCM Donlevy
(901) 874-3792
maria.donlevy@navy.mil

ITCS Hovik
(901) 874-3793
Eric.hovik@navy.mil

ITCS Walker
(901) 874-3736
John.walker1@navy.mil

ITCS Wallace – (901) 874-3464 - martin.wallace1@navy.mil
ITC Hoffman – (901) 874-3785 - aurelio.hoffman@navy.mil

ITC Reynolds – (901) 874-3785 - jason.t.reynolds@navy.mil
ITC Gaines – (901) 874-2634 - Jason.Gaines@navy.mil
Navy Enterprise Structure

Navy Enterprise Structure owns the organizational alignment and processes for delivering ready forces for tasking at lowest possible cost.

Five (5) Warfare Enterprises, led by TYCOMs, have the responsibility for improving output/cost. Providers and resource sponsors embedded in governance.

Providers focus on delivering future capabilities and future readiness to Warfare Enterprises within the FRE at optimal cost.

- MPT&E
- NAVSEA/PEOs/SP
- NAVAIR/PEOs
- SPAWAR/PEOs
- NAVFAC
- NAVSUP
- ONR
- CNIC
- BUMED
- Other N-Codes
- DNS
NNFE - Naval NETWAR FORCEnet Enterprise
Enterprise-Wide Approach to the Business of C5I and Information Operations

Mission
Lead the execution of FORCEnet and optimize the employment of Information Operations (IO), Signals Intelligence (SIGINT), and Space Capabilities. Develop, deliver and sustain end-to-end Doctrine, Organization, Training, Material, Leadership, Personnel and Facilities (DOTMLPF) capabilities for secure, interoperable, and integrated sensors, weapons and networks to Naval Forces across the range of warfighting.

Vision
A Warfighting Enterprise that effectively delivers warfighting and business information capabilities and systems, Tactics, Techniques and Procedures (TTP), and people to Naval, Joint and Coalition Forces to win in all phases of warfare.

Our Scope
The Naval NETWAR/FORCEnet Enterprise will measure, improve and sustain the delivery of Command and Control, Communications, Computer (C4) solutions ashore and afloat, through overarching governance and implementation of cost-wise strategies, while drawing Space, Business Information Technology (IT), and expeditionary into the main Command and Control product line. Combat Systems, Information Operations and Space Operations will be aligned under NNFE.
Navy Detailing Basics

- Distributable Inventory
- CMS – Application Process
- CMS – Selection Criteria
- Detailing “Realities”
Distributable Inventory

• Personnel available to fill billets

• From the detailers perspective, it amounts to total inventory minus:
  – Approved Fleet Reserve
  – CMC, approved LDO/CWO selection
  – Officer Selection Programs (STA-21/OCS)
  – LIMDU
  – Transient, Patients, Prisoners & Hold (TPP&H)
  – HUMS
CMS cycle is monthly.

Cycle broken down to allow for:

- Sailor applications  (approx 2-3 weeks)
- Command input       (approx 1 week)
- Detailer selection  (approx 3 days)
- System “grades” suitability of each applicant

(ie. Who is best fit for billet IRT preferences, moving costs, and skills)
CMS - Selection Criteria

- Selections are made based on:
  - Sailor’s desires
  - promotion needs (diversification)
  - special needs & home basing
  - eligibility/qualifications
  - needs of the Navy
  - budget limitations

- Must choose a billet NLT 6 months prior to PRD – Needs of the Navy.
Detailing “Realities”

- Detailers can transfer members -3/+4 months of PRD
- “One-up; one-down” policy
- No over-tours on shore duty
- Billet priorities are set by CNO & MCA
- Even hard-copy orders are not a guarantee
  - Sea duty screening failures
  - Failure to obliserve
  - Unplanned losses
What Detailers Can’t Do

- Change manning allowances (BA and/or NMP)
- Make assignments to non-existent requirements
- Break Time on Station or DoD Area Tour lengths
- Change Sea / Shore Flow requirements
- Make Paygrade Substitutions without EPMAC Approval
- Make Humanitarian Assignments

* WAIVERS CAN BE REQUESTED FROM BUPERS OR THE MCA (AS APPROPRIATE)
IT Rating Overview

INU5/OUTUS Rotation
First Sea = 48 Mos  First Shore = 36 Mos
Second Sea = 48 Mos Second Shore = 36 Mos
36/36 Mos rotation

• DIST BA/INV: E5-E9  7108/5310=75%  E3-E9  10003/7361=74%

• State of the Rating: Undermanned. CTO/IT merger in 2006 has been fairly successful and improved career management and assignment options for both ratings.

• Rating Concerns: Filling NNWC overseas shore billets while sustaining GSA and other Fleet billets. Top Secret /SCI security clearance issues remain a challenge for NNWC OCONUS 1YR assignments.
Issues

• Budgetary constraints are here to stay
• GSA IAs
• ITs and Special Programs
What We Tell Our ITs:

• IT Rating is **NOT** being disestablished or separated.
  
  • Fleet billets are still vital to career progression and all IT NECs are critical in manning these billets.
  
  • The challenge will be to identify/establish valid shore billets to support career enhancing sea/shore flow.
## IT NECs

- Only valid IT NEC’s as of this date:

<table>
<thead>
<tr>
<th>NEC</th>
<th>Description</th>
<th>NEC</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>2301</td>
<td>Spectrum Mgmt</td>
<td>2735</td>
<td>J-Netcore</td>
</tr>
<tr>
<td>2302</td>
<td>JTF Spectrum Mgmt</td>
<td>2775</td>
<td>ISSM</td>
</tr>
<tr>
<td>2303</td>
<td>DSCS SATCOM Op</td>
<td>2779</td>
<td>ISSM</td>
</tr>
<tr>
<td>2375</td>
<td>TSCOMM Op</td>
<td>2780</td>
<td>NSVT</td>
</tr>
<tr>
<td>2376</td>
<td>VERDIN/ISABPS Op</td>
<td>2781</td>
<td>ANA</td>
</tr>
<tr>
<td>2377</td>
<td>TST Pipeline</td>
<td>2782</td>
<td>DMS Operator</td>
</tr>
<tr>
<td>2709</td>
<td>TBMCS SYS Admin</td>
<td>8201</td>
<td>Aircrewman</td>
</tr>
<tr>
<td>2710</td>
<td>GCCS-M 4.0 Admin</td>
<td>9502</td>
<td>Basic Inst Training</td>
</tr>
<tr>
<td>2720</td>
<td>GCCS-M Admin</td>
<td>8201 &amp; 9502 are specialized.</td>
<td></td>
</tr>
<tr>
<td>2730</td>
<td>NTCSS-II Mgr</td>
<td>8201 &amp; 9502 are specialized.</td>
<td></td>
</tr>
</tbody>
</table>
## IT Sea vs. Shore Duty

IT’s under “Sea / Shore Flow”:

<table>
<thead>
<tr>
<th>Sea</th>
<th>48 months</th>
<th>Shore</th>
<th>36 months</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sea 1</td>
<td></td>
<td>Shore 1</td>
<td>36 months</td>
</tr>
<tr>
<td>Sea 2</td>
<td>48 months</td>
<td>Shore 2</td>
<td>36 months</td>
</tr>
<tr>
<td>Sea 3</td>
<td>36 months</td>
<td>Shore 3</td>
<td>36 months</td>
</tr>
<tr>
<td>Sea 4</td>
<td>36 months</td>
<td>Shore 4</td>
<td>36 months</td>
</tr>
</tbody>
</table>
IT Manning

• **Current Manning:**
  - As of February 2010

  • Total - 98.5%
  • Sea - 95.9%
  • Shore - 96.3%
  • IA - 77.3%
Spectrum Mgmt

• The Navy Currently has two NEC’s that cover Spectrum Mgmt.
  – 2301
  – 2302
• CDP 121E - Challenges
  ➢ Currently have 3 convening's per year
  ➢ Course is 103 days in duration
  ➢ $3811 TDI per student
  ➢ Each convening has 5 seats
  ➢ Only one training facility
## Current Manning

<table>
<thead>
<tr>
<th></th>
<th>BILLETs</th>
<th>STRENGTH</th>
<th>INVENTORY</th>
</tr>
</thead>
<tbody>
<tr>
<td>E-9</td>
<td>1</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>E-8</td>
<td>12</td>
<td>15</td>
<td>18</td>
</tr>
<tr>
<td>E-7</td>
<td>21</td>
<td>15</td>
<td>24</td>
</tr>
<tr>
<td>E7-E9 TOTAL</td>
<td>34</td>
<td>34</td>
<td>46</td>
</tr>
<tr>
<td>E-6</td>
<td>26</td>
<td>17</td>
<td>18</td>
</tr>
<tr>
<td>E-5</td>
<td>2</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>E5-E6 TOTAL</td>
<td>28</td>
<td>19</td>
<td>19</td>
</tr>
<tr>
<td>E5-E9 TOTAL</td>
<td>62</td>
<td>53</td>
<td>65</td>
</tr>
<tr>
<td>E-4</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>E-3</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>E3-E4 TOTAL</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>E4-E9 TOTAL</td>
<td>62</td>
<td>53</td>
<td>65</td>
</tr>
<tr>
<td>E3-E9 TOTAL</td>
<td>62</td>
<td>53</td>
<td>65</td>
</tr>
</tbody>
</table>
2301 Manning

- Currently there is a total of 65
- ~ 30 are on their last tour due to HYT
  - Dependent on multiple factors
  - Last tour was computed as next 36 months
  - 45 potential seats IF all were filled – Gain of 15
  - Potential Manning Changes – PHIBRON’s, etc
• CDP 02RT – Challenges

- Currently have 4 convening's per year
- Course is 17 days in duration
- $629 TDI per student
- Each convening has 3 seats
- Only one training facility
- 2301 is a pre-req (Total TDI $4440)
• **Current Manning**

<table>
<thead>
<tr>
<th></th>
<th>BILLETS</th>
<th>STRENGTH</th>
<th>INVENTORY</th>
</tr>
</thead>
<tbody>
<tr>
<td>E-9</td>
<td>15</td>
<td></td>
<td></td>
</tr>
<tr>
<td>E-8</td>
<td>1</td>
<td></td>
<td>4</td>
</tr>
<tr>
<td>E-7</td>
<td>3</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>E7-E9 TOTAL</td>
<td>19</td>
<td>1</td>
<td>5</td>
</tr>
<tr>
<td>E-6</td>
<td>1</td>
<td>1</td>
<td>6</td>
</tr>
<tr>
<td>E-5</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>E5-E6 TOTAL</td>
<td>1</td>
<td>1</td>
<td>6</td>
</tr>
<tr>
<td>E5-E9 TOTAL</td>
<td>20</td>
<td>2</td>
<td>11</td>
</tr>
<tr>
<td>E-4</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>E-3</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>E3-E4 TOTAL</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>E4-E9 TOTAL</td>
<td>20</td>
<td>2</td>
<td>11</td>
</tr>
<tr>
<td>E3-E9 TOTAL</td>
<td>20</td>
<td>2</td>
<td>11</td>
</tr>
</tbody>
</table>
2302 Manning

• Currently there is a total of 11
• ~ 6 are on their last tour due to HYT
  ➢ Dependent on multiple factors
  ➢ Last tour was computed as next 36 months
  ➢ 36 potential seats IF all were filled – Gain of 30
    o Pre-Req’s
    o ROI
    o TDI
  ➢ Potential Manning Changes fleet wide
Summary

• Currently there is very little margin between inventory and authorized billets
  – Doesn’t allow for interest in special programs and out of rate career development due to critical need for frequency mgmt personnel

• Near Term
  – Funding for TDI cost
  – Filling every seat with qualified candidates

• Long Term
  – Manning changes
Questions?