



## Navy Reserve Component Force Changes and Manning Actions Frequently Asked Questions

### **Q1. What are the Cycle 091 Results?**

A1. Advancement opportunities for this cycle are:

- E-4: 38% (a 12% decrease)
- E-5: 11% (a 1% decrease)
- E-6: 8% (a 3% decrease)

### **Q2. Why are all advancement opportunities down?**

A2. For Reserve Sailors, a combination of billet reductions in Navy Reserve Expeditionary Forces and Fleet logistics Support Squadrons resulted in overmanning and a decline in Cycle 091 advancement opportunities.

- Over the next three years, approximately 6,000 navy Reserve Expeditionary Force billets will be affected.
- However, leadership determined that no forced attrition will be required as a result of the billet reduction.
- All Sailors affected by these billet reductions will be reassigned to other units.
- Everyone will continue in a pay status and will be able to drill and perform annual training.

### **Q4. Why were the number of Fleet Logistics Support Squadrons reduced?**

A4. Three VR squadrons were disestablished during 2012 as a result of Naval Aviation Enterprise efficiency actions.

- The cost to operate and maintain aging C-9B aircraft had become prohibitive compared to the cost to operate newer, more efficient C-40A aircraft assigned to other VR squadrons
- Over 500 billets were cut.
- The affected Sailors were reassigned to other units with the Reserve Force to honor their enlistment contracts.
- This action in support of Sailors resulted in overmanned aviation ratings.
- As a result, the overmanned aviation ratings will have low advancement opportunities for the next several cycles.

### **Q3. Why are expeditionary forces being reduced?**

A3. With the end of the Iraq War, drawdown in Afghanistan, and a change in the Navy's strategic focus to the Pacific theater, the level of expeditionary reserve support required by the Navy has changed.

- The Navy Reserve is a force provider and must adapt to the changing Navy Requirements.
- As a result, 6 RC NMCB Battalions will be disestablished and Seabee billets in other Navy Expeditionary Combat Command units will be reduced.
- This represents approximately 45% of the current RC Seabee billets.
- This reduction is not based on performance, but on changing mission requirements and fiscal constraints.
- The Reserve Component will remain a large and important contributor to Navy Expeditionary Combat Command's mission. The RC will remain 49% of all NECC forces and the Naval Construction Total Force will remain over 47% of NECC.
- Support ratings that will be affected also include Aviation Ordnanceman (AO), Boatswain's Mate (BM), Culinary Specialist (CS), Electrician's Mate (EM), Gunner's Mate (GM), Logistics Specialist (LS), and Master-at-Arms (MA).



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- These ratings will experience billet losses of 10-20 percent.
- While billets will be eliminated, the Navy Reserve is going to honor the contracts of all affected Sailors – NO ONE is going to be forced out of the Navy Reserve!

### **Q4. What is the proposed end-state for NMCBs? What units will remain?**

A4. The proposed end-state will be as follows:

- For Navy Mobile Construction Battalions (NMCBs), the proposed end-state will be six AC and six RC battalions.
  - RC NMCBs 15, 21, 23 and 24 will be disestablished by 30 September 2013 (FY13 approved budget).
  - RC NMCBs 26 and 28 are recommended for disestablishment by 30 September 2014 (FY14 budget is not yet approved).
- For Navy Construction Regiments (NCRs) the proposed end state will be two AC and three RC regiments.
  - RC: 3NCR will be disestablished by 30 September 2013 (FY13 approved budget).

### **Q5. What factors went into selecting these units for disestablishment?**

A5. The factors considered for disestablishment were:

- Fleet Readiness Training Plan (FRTTP) cycle and deployment schedule.
- Readiness Support Site (RSS) supportability and facility condition.
- Operational and geographical considerations.
- NOSC locations: Pacific and Atlantic Fleet alignment.
- Unit dwell times, force flow, and deployability.

### **Q6. How are the numbers of Seabees going to be reduced?**

A6. The reduction of RC Seabees will be handled through normal attrition, limiting accessions, and voluntary rating conversions.

- The billet base will be reduced by 45%, primarily at the end of FY13 and FY14.
- BUPERS-32 SELRES ECM estimates that the draw-down of personnel will last until FY18.
- The pace of personnel reduction avoids the forced attrition or forced conversions of Seabees.

### **Q7. How are RC Seabees going to be assigned to billets?**

A7. All Naval Construction Reserve Force Seabee billets in the remaining NMCBs will be vacated in FY13. Once the reorganization is complete, the remaining billets will be advertised and personnel assigned using CMS-ID. RC Seabees who are not initially assigned to an available billet will be assigned to IAP status for an extended period and given the opportunity to apply for future vacant billets.

- All RC Seabees should establish a CMS-ID account immediately.
- Detailed information regarding the assignment process and procedures will be published by NAVADMIN as soon as they are approved.
- As always, we are committed to supporting our Sailors/Seabees through this process.

### **Q8. What are going to happen to the RC Seabees without a billet?**

A8. Those RC Seabees not assigned a billet, will be put in an IAP status and placed into an appropriate unit at their local NOSC. They will be allowed to perform drills and Annual Training (AT).

- 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 assigned IAP in non-Seabee units/OSUs. In these cases RC Seabee leadership will work to maximize training availability.



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- All RC Seabees will have equal access to appropriate rate training. This may require individuals to travel to Seabee training sites.

### **Q9. Are Seabees going to be forced out of the Navy Reserve? Will there be any PTS type initiatives or forced rate conversions?**

A9. No. The draw down will be managed through voluntary rate conversions, normal attrition, and reduced accessions.

- Under the Secretary of the Navy's 21<sup>st</sup> Century Sailor and Marine initiative the Continuum of Service program provides the Navy Reserve great flexibility when managing Sailor careers.
- With programs like FleetRIDE and other initiatives, Sailors will be given options for how to move forward that work best for them.

### **Q10. What is going to happen to RC Seabee and other support rating promotions?**

A10. Promotion opportunities are forecast to be reduced for the next several years.

- Recommend that all RC Seabees, and those in the affected support ratings, take advantage of FleetRIDE in order to understand their options to transition into other rates.
- FleetRIDE stands for Fleet Rating Identification Engine. This is an online career management tool that puts the Sailor in the driver's seat.
- Working with a Career Counselor, Navy Reserve Sailors can use FleetRIDE to determine if it is in their best interest to convert to another rating that they are qualified for or to continue in rate.
- For the Navy Reserve, FleetRIDE provides Sailors with more career options and helps meet the needs of the Fleet by identifying ratings where the greatest need and opportunity to advance may be present.

### **Q11. What options do RC Seabees have going forward?**

A11. Each individual will have equal opportunity to either seek conversion through FleetRIDE or remain in their current rate. The choice is up to the individual.

### **Q12. What will change for RC Seabees who do not have a billet?**

A12. Every effort will be made to place RC Seabees without a billet into an IAP status within a Seabee Unit, thus providing the opportunity to work within the Seabee lifelines. However, in cases where no local Seabee unit is available, individuals will either be cross assigned from a local unit or placed IAP in a local unit. In such cases, Seabee leadership will work to maximize training opportunities for these personnel.

- All personnel will be given the opportunity to voluntarily explore other career opportunities using FleetRIDE.
- All RC Seabees will continue in a pay status and will be able to drill and perform AT.

### **Q13. Where will the remaining RC Battalions be located?**

A13. They will be located as follows:

- The future detachment locations are focused on high-population centers.
- This ensures that each remaining Battalion is fully manned and affords opportunities for all RC Seabees to compete for a billet, not only those displaced by a disestablished unit.
- Each remaining Battalion will have 8 detachments to ensure effective command and control.
  - NMCB 14: NOSC Atlanta, Miami, Tampa, Orlando, Jacksonville, Bessemer, Nashville, Puerto Rico.
  - NMCB 17: NOSC Moreno Valley, Phoenix, El Paso, Albuquerque, Fort Carson, Denver, Omaha, Minneapolis.



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- NMCB 18: NOSC Kitsap (Fort Lewis), Everett, Portland, Spokane, Boise, Salt Lake City, Sacramento, San Jose.
- NMCB 22: NOSC Fort Worth (x2), San Antonio, Houston, Shreveport, Oklahoma City, Springfield (MO), Kansas City.
- NMCB 25: NOSC Great Lakes (Chicago), Milwaukee, Green Bay, Battle Creek, Detroit, Columbus, Indianapolis, St Louis.
- NMCB 27: NOSC Newport, Quincy, Schenectady, New York/Bronx (x2), Fort Dix, Baltimore, Washington.
- Due to the size of the OF7 population, two locations, JRB FT Worth and NOSC Bronx, will each get two detachments.
- Only 19% of our RC Seabees live outside of a 150-mile radius from the chosen NOSCs, maximizing billet opportunities and ensuring that Cross Assigned In (CAI) personnel are managed and mentored effectively.
  - 1NCD will promulgate a CAI instruction.
  - CAI will include those in a NOSC OSU.
  - Each of the remaining three RC Regiments will lead two Battalions.

### **Q14. With this new structure, will there be any changes in how training is conducted?**

A14. This new organizational model will require that training be conducted in a “4-day/2-day” training model.

- For RC Sailors, this involves drilling two days per quarter at their supporting NOSCs for individual mobilization readiness and administrative requirements.
- In addition, RC Sailors will train four consecutive days per quarter at a consolidated training platform, known as a Readiness Training Platform (RTP).
- One month per quarter is “dark,” increasing family and/or employer time.

### **Q15. What is a Readiness Training Platform or RTP?**

A15. The RTP is a Regiment-controlled resource, at a consolidated location, which will provide the necessary facility space, training assets, and staff to enable integrated planning and execution of individual, team, and unit readiness training for the NCR and its subordinate NMCBs.

- The RTP will enhance the capabilities of today’s Battalion RSS and operates as a shared resource within a given Regiment for planning, training, and cost efficiencies.

### **Q16. What is the benefit of training at an RTP?**

A16. The benefits are as follows:

- The “4-Day/2-Day Model” and the RTP offer the following benefits:
  - Consolidates the AC Staffs from one Regiment and its two Battalions at one location.
  - Promotes standardization of processes and business rules.
  - Yields repeatable Unit Level training events and common SOPs for the planning and execution of training evolutions.
- RTP provides “schedule predictability” for administrative and training requirements for each member for a full year and enhances unit readiness.
- RTP also enhances unit integrity, esprit-de-corps, and unity of effort through increased opportunities for unit-level training with maximum participation.

### **Q17. What are the challenges associated with the “4-Day/2-Day” training?**

A17. This approach will require additional planning, coordination, and an increased travel budget. All of these challenges are currently being addressed.