1100
Ser N131B/

MEMORANDUM FOR THE RECORD

Subj: MINUTES OF THE OFFICER PERSONNEL STRUCTURE (OPS) TASK FORCE, 11 OCTOBER 2000

Encl: (1) RCI Model Brief
(2) Draft POA&M

1. The OPS Task Force met from 1100 to 1230 on 11 October 2000 in Navy Annex room 3601. Following is a list of attendees:

CAPT J. Harriss	N131
CAPT M. Wurzel	N131G
CDR J. Peterson	N131W
CDR J. Cox	N131B
CDR R. Burke	N131C
LCDR J. Johnston	N131V1
LCDR T. McMahon	N131F
LCDR D. Wilburn	N131E
Mr. J. Durgala	Resource Consultants Inc. (RCI)

2. LCDR Wilburn opened the meeting with a review of the minutes of the 4 Oct 00 meeting, and the proposed agenda.

3. Mr. Durgala provided a brief to the OCMs on the formulation of the RCI model to include the initial assumptions, data definitions, and a basic mathematical formula explanation. The OCMs posed numerous questions on the accuracy of data input and capabilities of the model. CAPT Harriss proposed that the initial data run on the model should have the 1100 billets be redistributed into the other URL communities to validate the output against the historic force structure of the 1980's. The initial data run will validate the parameters of the model against a known element, history.

4. The initial scenarios were outlined as follows:

- 1100 billets dispersed into the existing URL communities (111X, 112X/113X/114X/13XX)
- 1100 billets dispersed into existing URL communities and up to 10 new communities
- 1000/1050/1100 billets split into existing URL communities and up to 10 new communities
- 1000/1050/1100 billets dispersed into existing URL communities (111X, 112X/113X/114X/13XX)
- All URL billets restructured to best skill fit within existing communities

- All URL billets restructured into existing URL communities and up to 10 new communities
- All URL jobs scrubbed against criteria for shifting billets from existing communities to civilians

5. The proposed new communities were IT, IW, Manpower, Recruiting, FM, FAO, Space/EW, OA, Training, Logistics. The community definitions for the model will be based on existing AQDs, NOBCs, and Subspecialty Codes.

6. The next meeting is scheduled for 1100, Wednesday 17 October 2000 in rm. 3601, Navy Annex. The tentative agenda follows:

- Review of the RCI models (Mr. Durgala/Mr. Tilt) (N3/5, N6, N8)
- Review initial model data runs
- Continue to frame the problem
- Revise POA&M

10/13/00

J.C. HARRISS
Captain, U.S. Navy
Head, Officer Plans and Policy Branch (N131)

Copy to:
OPNAV (N131, N131E)

Navy Officer Strategic Billet Study

Analysis Approach & Options

Tasking

- Develop methodology for allocating billets across Navy officer communities
  - Must rely upon observable, objective criteria
  - Must assess the costs and benefits of filling billets with officers in various communities and with differing backgrounds

Topics

- Overview of alignment methodology
- Example billet selection options
- Example matching criteria options
- Outsource/Conversion approach

Goal of Session

- Provide understanding of approach
- Solicit advice to support analyses
- Solicit advice on problem billets

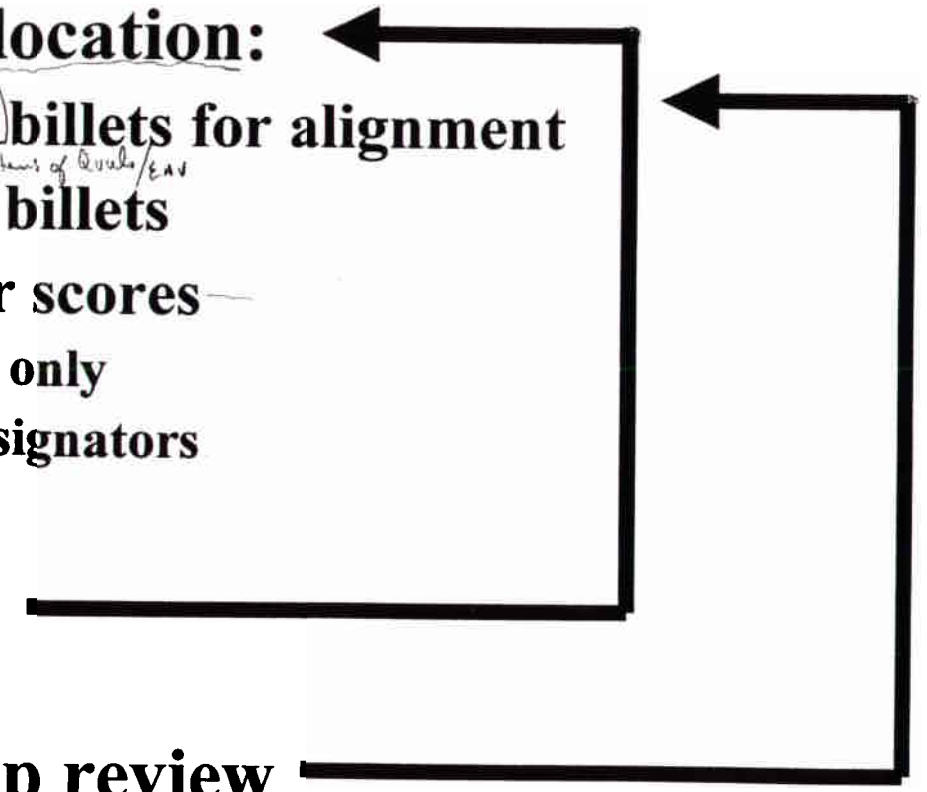
Status

- **Methodology functional with *example* alignments**
  - **Example results demonstrate need for analysis and Navy review within the context of Navy Officer strategic plan**
  - **Provides options - no single correct solution**

- **Tool set developed**
  - **Billet allocation system**
  - **Feasibility tools**
    - **Objective Force Models**
    - **Optimal Allocation Model**

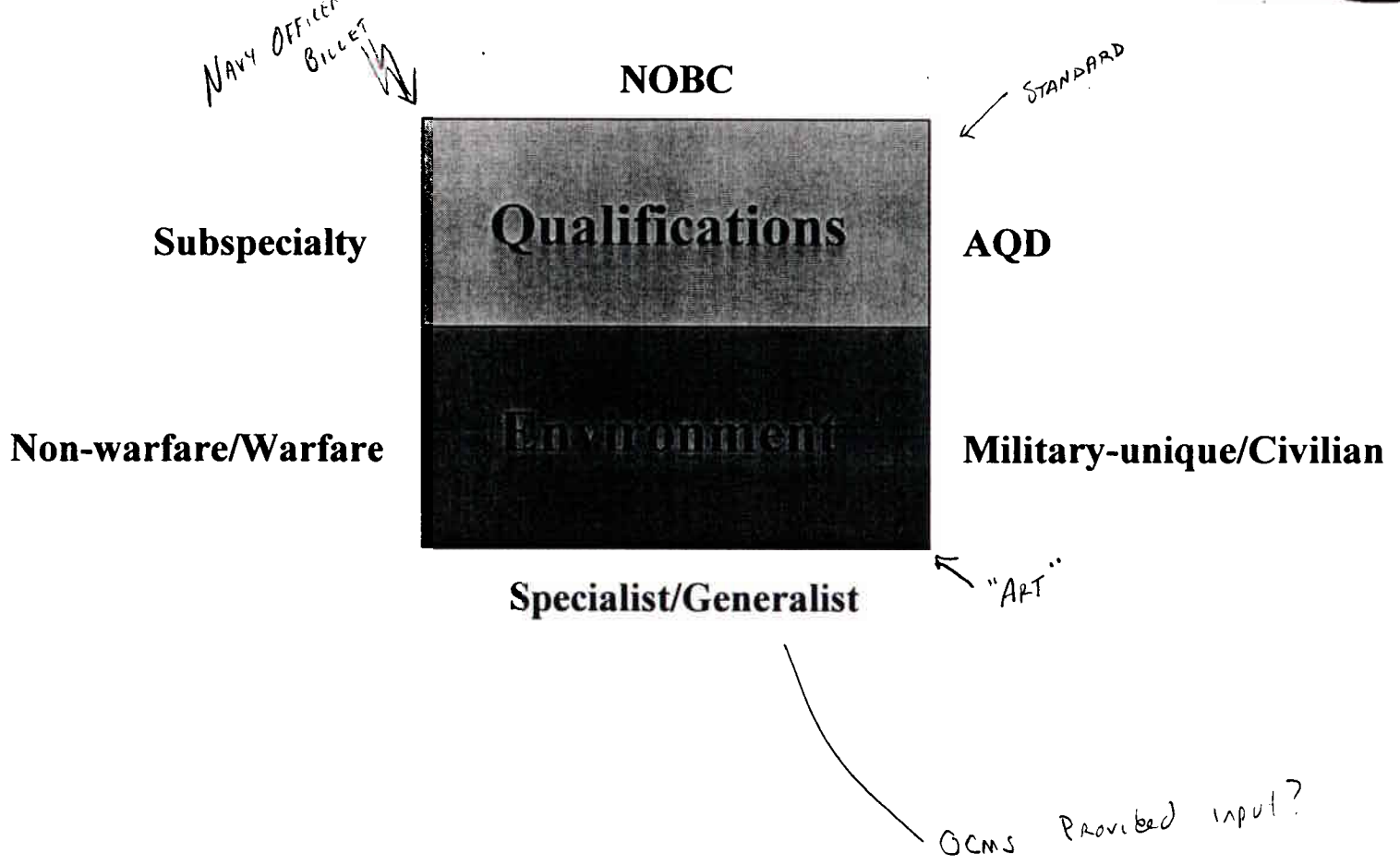
Overview of Methodology

- **Determine initial allocation:**
  - **Select and describe billets for alignment**
  - **Identify compatible billets**
  - **Calculate designator scores**
    - **Existing designators only**
    - **New and existing designators**
- **Test Supportability**
- **Navy staff/leadership review**



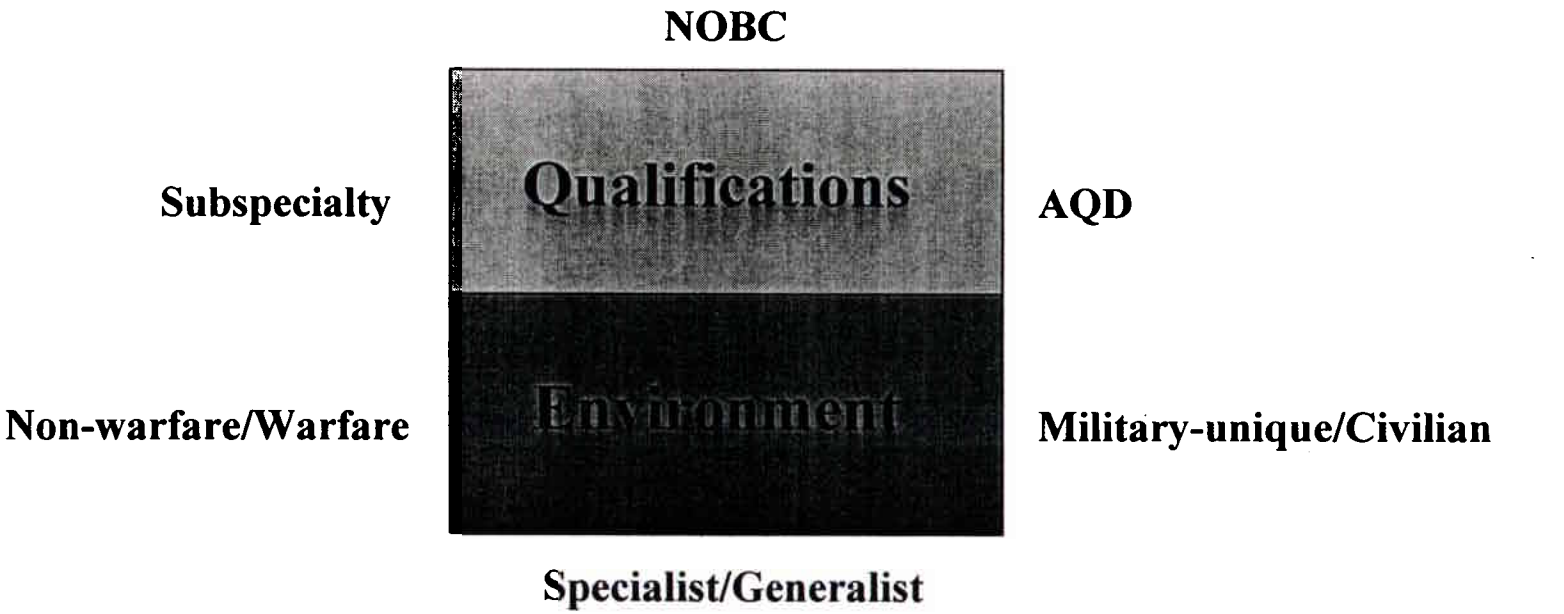
Methodology

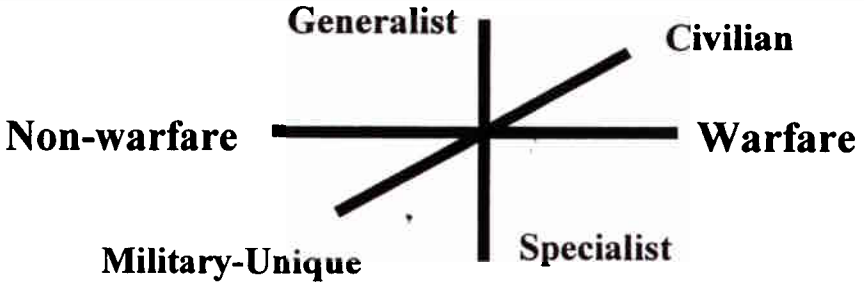
Select & Describe Billet to be Aligned



Methodology

Select & Describe Billet to be Aligned





Methodology
Describe Billet to be Aligned

Official Data

NOBC 3965
SSP 0033P
AQD -

SUFFIX

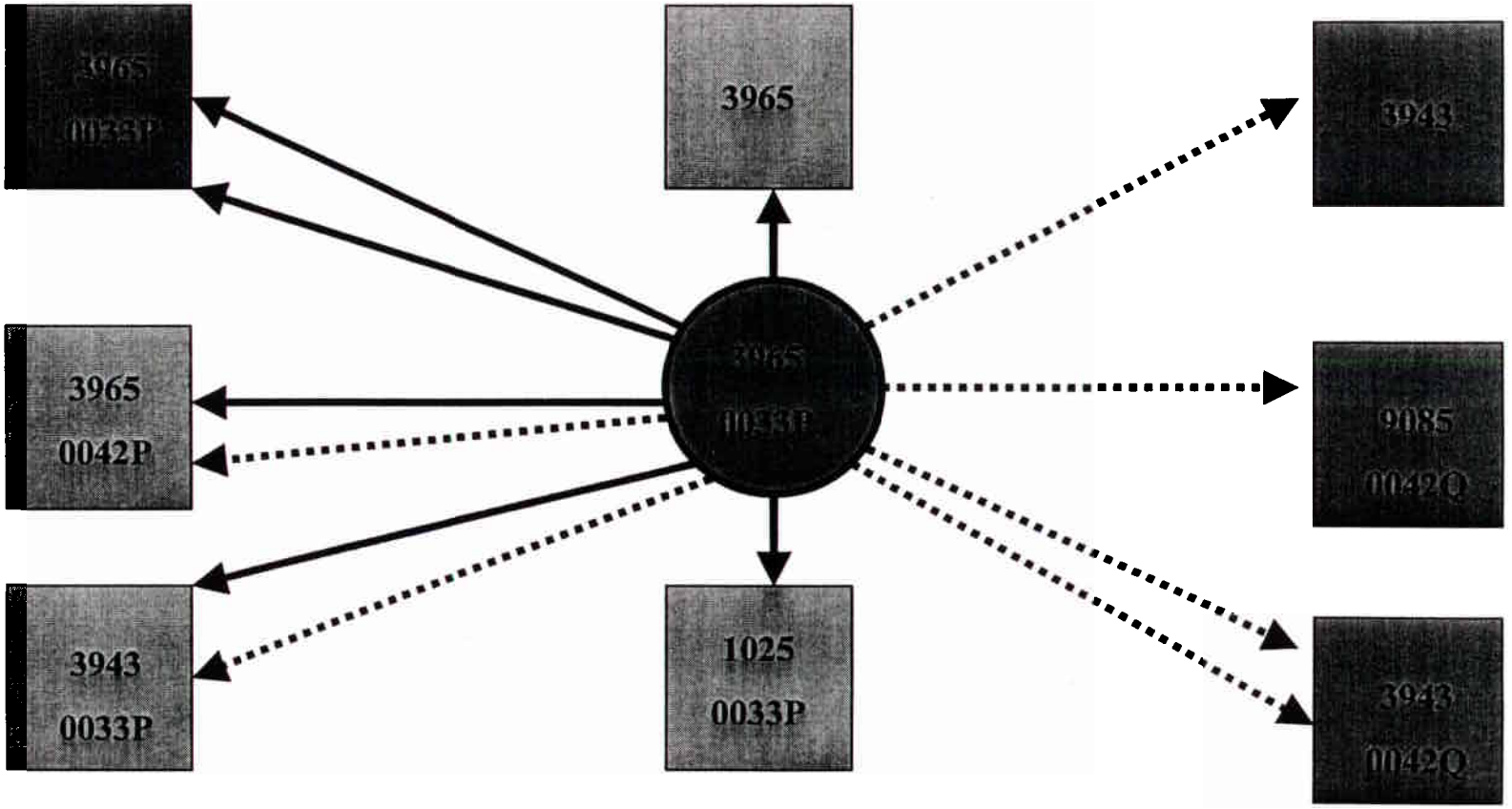
Fields	Code	Nonwarfare/ Warfare	Specialist/ Generalist	Mil-Unique/ Civilian
		-3 to 3	-3 to 3	-3 to 3
CLMT	70	2.77	0.71	-2.88
RFC	PMA	-2.59	0	1.65
MEC	E	-1.88	0	-2.88
MARP	1012	3.00	0	-1.65
CA_Reason	C	0	0	-3
SSP Suffix	P	0	-1	0
Coordinates		1.3	-0.29	-8.76

Billet Environment Coordinates

Based on Navy Experts' Ratings

Methodology

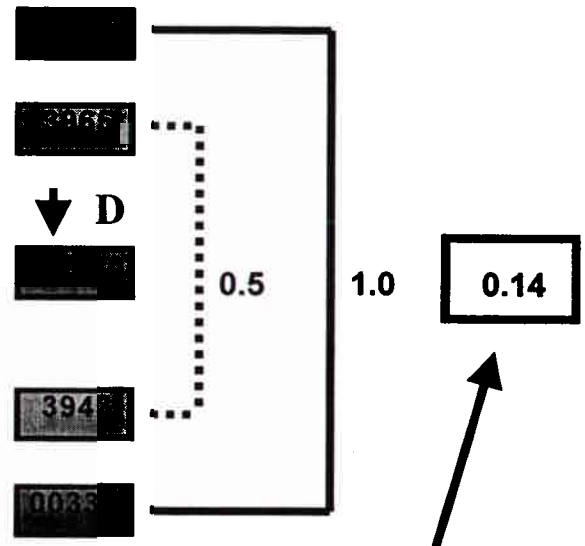
Identify Compatible Billets



Methodology

Calculate Designator Score (Example)

			NW/War	Sp/Gen	Mil/Civ
Target Billet	CLMT	70	2.77	0.71	-2.88
	RFC	PMA	-2.59	0	1.65
	MEC	E	-1.88	0	-2.88
	MARP	1012	3	0	-1.65
	CA_Reas	C	0	0	-3
	SSP Suf	P	0	-1	0
	Coord		1.3	-0.29	-8.76
Compatible Billet	CLMT	11	-2.82	-0.06	-1
	RFC	6DA	-2.59	-1	0.65
	MEC	E	-1.88	0	-2.88
	MARP	2012	-1.18	0	-0.65
	CA_Reas	F	0	0	-1.82
	SSP Suf	P	0	-1	0
	Coord		-8.47	-2.06	-5.7



$$\text{Score} = 1/D(NOBC_{M} + SSP_{R})$$

Billet Selection Options

- **Environment-related data elements**
  - Claimant
  - Required Functional Category
  - Military Essentiality Code
  - Manpower Requirements Plan
  - Commercial Activity Reason
  - Subspecialty Code Suffix
- **Qualification-related data elements**
  - Designator
  - Navy Officer Billet Classification
  - Subspecialty Code (less suffix)
  - Additional Qualification Designator

24 Possible Combinations

Matching Criteria Options

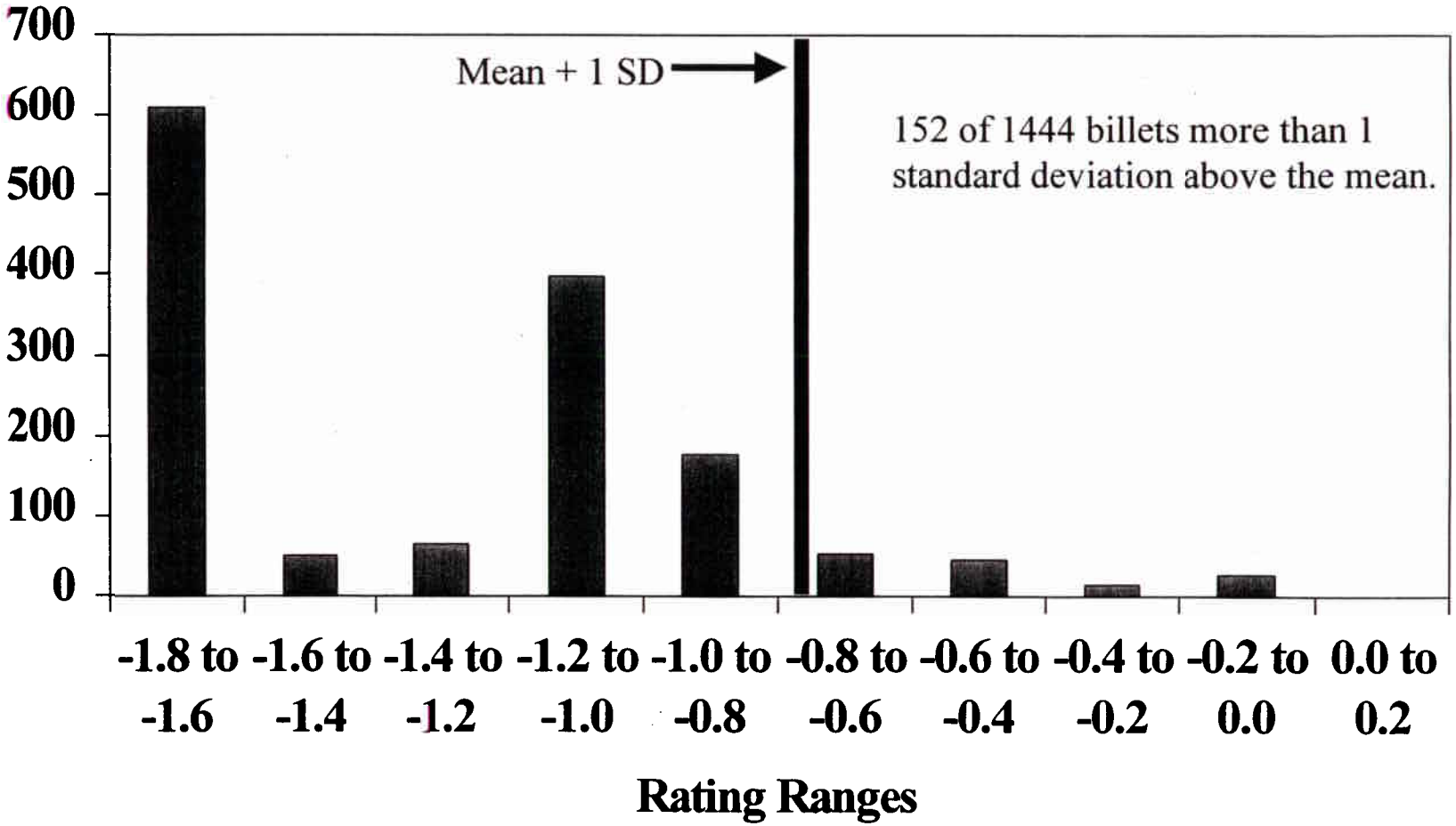
- **Existing Designators/New and Existing Designators:**
  - **New Designators must be defined**
  - **Specific designators can be excluded**

- **Definition of "Compatible" Billets is Flexible:**
  - **Combination of NOBC, Subspecialty, and AQD**
  - **"Weights" assigned to NBC, Subspecialty, AQD**
  - **"Weights" assigned to matching versus related**
  - **Billet rating coordinates is flexible**

- **Problem Billets**

Military-Unique/Civilian Ratings

1050 Designator Billets



Backup Slides

Data Elements Cited

- **NOBC:**
  - **1025 – Budget Officer**
  - **3943 – Manpower Planning Officer**
  - **3965 – Personnel/Manpower Officer**
  - **9085 – Operations Analyst**
- **Subspecialty:**
  - **0033X – Manpower Systems Analysis**
  - **0042X – Operations Analysis**
- **Claimant (CLMT):**
  - **70 – Commander in Chief U.S. Pacific Fleet**
  - **18 – Chief, Bureau of Medicine and Surgery**
- **Required Functional Category (RFC):**
  - **6DA – Administer a Management Headquarters Activity**
  - **PMA – Provide Military Program Management**
- **Military Essentiality Code (MEC):**
  - **E – Military Background**
- **Manpower Requirements Plan (MARP):**
  - **1012 – Pacific Fleet**
  - **2018 – Navy Headquarters Bureau**
- **Commercial Activity Reason (CA_Reason):**
  - **C – Military Unique Knowledge and Skills**
  - **F – Military Progression**
- **Subspecialty Suffix: P- Master's Level of Education**

Officer Personnel Structure Task Force POA&M

11-Oct-00

Item	Subject	Est Comp Date	25%	50%	75%	Date Complete	Remarks
00-010	Draft Charter	13-Oct-00					Forwarded to N13
00-020	Draft CONOPS	13-Oct-00					Forwarded to N13
00-030	Meet with OCMs	4-Oct-00				4-Oct-00	Minutes forwarded to N131
00-040	Draft CNP-CNO Info paper	10-Oct-00					
00-050	Meeting-review CONOPS/Charter/Draft POA&M/URL flow Metrics	11-Oct-00				11-Oct-00	
00-060	Review RCI Model - 1100 Cummunity dispersed into existing URL communities	17-Oct-00					
00-070	Review RCI Model - 1100 billets dispersed into existing URL communities with allowance for up to 10 new communities	27-Oct-00					
00-080	Review RCI Model - 1100/1050/1000 dispersed into existing URL communities with allowance for up to 10 new communities	27-Oct-00					
00-090	Review RCI Model - 1100/1050/1000 dispersed into existing URL communities with no allowance for new communities	27-Oct-00					
00-100	Review RCI Model - All URL billets restructured within existing communities with no allowance for new communities	27-Oct-00					

Item	Subject	Est Comp Date	25%	50%	75%	100% Complete	Remarks
00-110	Review RCI Model - All URL billets restructured within existing communities with allowance for up to 10 new communities	27-Oct-00					
00-120	TF Meeting	17-Oct-00					
00-130	TF Meeting	24-Oct-00					
00-140	TF Meeting	27-Oct-00					
00-150	TF Meeting	1-Nov-00					
00-160	Meeting (VTC) Whole TF	8-Nov-00					
00-170	TF Meeting	15-Nov-00					
00-180	TF Meeting	22-Nov-00					
00-190	TF Meeting	29-Nov-00					
00-200	TF Meeting	6-Dec-00					
00-250	Meeting (VTC) Whole TF	13-Dec-00					
00-300	FS community recommendation to N13	15-Dec-00					
00-310	TF Meeting	10-Jan-00					
00-350	FS community recommendation to CNP	15-Jan-01					
00-360	Meeting (VTC) Whole TF	17-Jan-01					
00-370	TF Meeting	24-Jan-01					
00-380	TF Meeting	31-Jan-01					
00-390	TF Meeting	7-Feb-01					
00-400	Meeting (VTC) Whole TF	14-Feb-01					
00-410	TF Meeting	21-Feb-01					
00-420	TF Meeting	28-Feb-01					
00-430	TF Meeting	7-Mar-01					
00-440	Meeting (VTC) Whole TF	14-Mar-01					
00-450	TF Recommendations to N13	15-Mar-01					
00-460	TF Meeting	21-Mar-01					
00-500	TF Recommendations staffed through claimants/P codes	1-Apr-01					
00-510	TF Meeting	4-Apr-01					

Item	Subject	Est Comp Date	25%	50%	75%	100% Complete	Remarks
00-520	Meeting (VTC) Whole TF	18-Apr-01					
00-600	TF Recommendations to CNP	1-May-01					
00-610	TF Meeting	2-May-01					
00-620	Meeting (VTC) Whole TF	16-May-01					
00-700	Final Recommendations to CNO	1-Jun-01					