

RATUZYUW RUWDEAB1154 2321856-UUUU--RUCBCLF RUCBTFA RUCBTFF RUCBTFG.
ZNR UUUUU ZUI RHHMMCB2525 2330045

R 191856Z AUG 08 PSN 532518I24

FM COMNAVSURFOR SAN DIEGO CA//N00/N01/N1/N14//
TO ALNAVSURFOR

INFO RUCBCLF/COMUSFLTFORCOM NORFOLK VA//N1//
RHHMHAA/COMPACFLT PEARL HARBOR HI//N1/N13/N131//
RHMFIUU/COMNAVPERSCOM MILLINGTON TN//PERS40/402/409//4013// R
UCBTFA/COMNAVSURFLANT NORFOLK VA//N142//
RUWDEAB/COMNAVSURFLANT NORFOLK VA//N142//
RHMFIUU/COMNAVSURFPAC SAN DIEGO CA//N142//
RUWDEAA/COMNAVSURFPAC SAN DIEGO CA//N142//
BT UNCLAS //N01306//
MSGID/GENADMIN/COMNAVSURFOR/N1/AUG/0265//

SUBJ/ANNUAL CPO RE-BALANCING DUE TO SELECTION RESULTS//

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RMKS/1. FIRST AND FOREMOST, I WOULD LIKE TO PERSONALLY CONGRATULATE ALL THOSE SELECTED FOR ADVANCEMENT TO CHIEF PETTY OFFICER. THIS IS A SIGNIFICANT CAREER MILESTONE AND A TRUE REFLECTION OF THEIR HARD WORK AND DEDICATION IN SUPPORT OF OUR NAVY.

2. RECOGNIZING THE IMPORTANCE AND VALUE OF OUR CPO LEADERSHIP, AND THE TREMENDOUS IMPACT THEY HAVE ON WARFIGHTING READINESS, WE CANNOT AFFORD TO HAVE EXCESS CPO'S IN SOME COMMANDS WHILE THERE IS A LACK OF CPO LEADERSHIP IN OTHERS. THIS MESSAGE PROVIDES GUIDELINES FOR RE-BALANCING EXCESS CPO'S RESULTING FROM ADVANCEMENT SELECTION. NO IMMEDIATE ACTIONS ARE REQUIRED, OTHER THAN TO NOTIFY YOUR CHIEFS AND CPO-SELECTS OF THE PROCEDURES THAT WILL BE FOLLOWED AND TO IMPRESS ON THEM THAT THESE MOVES ARE REQUIRED IN ORDER TO IMPROVE THE OVERALL READINESS OF THE FORCE AND THAT WE DO NOT MAKE THESE MOVES WITHOUT CONSIDERATION OF THE POTENTIAL COMMAND/PERSONAL IMPACTS.

3. WHERE A SAILOR SELECTED FOR ADVANCEMENT TO CPO IS ALREADY FILLING AN E7 BILLET (I.E. DC1 FILLING GAPPED DCC BILLET), NO ACTION WILL BE REQUIRED BY THE UNIT WITH THE EXCEPTION OF VALIDATING THE EDVR AS REQUIRED.

4. IN INSTANCES WHERE EXCESSES HAVE BEEN IDENTIFIED, A CPO OR CPO SELECT MAY BE REQUIRED TO CROSSDECK IN ORDER TO IMPROVE THE OVERALL READINESS OF THE FORCE. COMMAND NOTIFICATION OF ALL EXCESS CPO AND CPO SELECTS WILL BE MADE BY RESPECTIVE TYCOMS (CNSL/CNSP) VIA E-MAIL TO COMMAND REPRESENTATIVES. WHEN MULTIPLE CROSSDECK CHOICES EXIST (I.E. FIRST CLASS ADVANCES INTO A FILLED CPO BILLET), COMMANDS WILL MAKE RECOMMENDATIONS REGARDING THE RIGHT CPO OR CPO SELECT TO CROSSDECK. ALL PROPOSED CROSSDECKS WILL TAKE INTO ACCOUNT:

TIME REMAINING IN SEA/SHORE ROTATION (MINIMUM 12 MONTHS FROM OCT 08)
GEOLOCATION DEPLOYMENT CYCLES (I-TEMPO CONCERNS)

NEC'S HELD AND COMMAND NEC REQUIREMENT(S) PLATFORM EXPERIENCE OF CPO'S INVOLVED IN EVERY CROSSDECK INSTANCE, WE WILL ATTEMPT TO KEEP THE CPO INVOLVED WITHIN THE SAME ESG/CSG IOT MINIMIZE I-TEMPO CONCERNS.

IF NO GAPS EXIST, WE WILL ATTEMPT TO MOVE THE CPO TO A SIMILAR PLATFORM IN ORDER TO UTILIZE THE EXPERIENCE GAINED IN THEIR CURRENT COMMAND.

IF NO GAPS EXIST, OR ALL GAPS HAVE BEEN FILLED, WE WILL ATTEMPT TO KEEP THE CPO WITHIN THE SAME COMMUNITY (I.E. CRUDES OR AMPHIB).

IF NO GAPS EXIST WITHIN THE SAME COMMUNITY, TYCOM WILL LOOK FOR SHORTAGES ACROSS THE FORCE IOT IMPROVE OVERALL FORCE READINESS. IN RARE

INSTANCES, USFFC MAY DIRECT THAT AN EXCESS CPO BE TRANSFERRED TO ANOTHER WARFARE ENTERPRISE IOT FILL CRITICAL GAP.

NO CPO WILL INCUR ADDITIONAL OBLIGATED SERVICE AS A RESULT OF A TYCOM-DIRECTED MOVE AND ALTHOUGH THE INTENT IS TO CROSSDECK WITHIN THE SAME GEOLC, THERE MAY BE RARE SITUATIONS THAT REQUIRE AN OUT-OF-AREA MOVE. ULTIMATELY WE WILL MAKE FINAL CROSSDECK DETERMINATIONS BASED ON THE OVERALL NEEDS OF THE NAVY AND TO ENSURE IMPROVED OUR WARFIGHTING READINESS.

5. **EXCESS CPO SELECTEES SHOULD NOT CALL THEIR DETAILER. DETAILERS WILL NOT DISCUSS RE-ASSIGNMENT OPTIONS UNTIL OUR CROSSDECK PLAN IS COMPLETE.** WE ANTICIPATE PROPOSAL E-MAILS WILL BE SENT NLT 26 AUG AND THE **COMPLETE CROSSDECK PLAN WILL BE FORMALIZED BY EARLY SEP.** THIS TIMING DEPENDS ON AFFECTED COMMANDS PROMPTLY RESPONDING TO TYCOM E-MAIL(S) PROPOSING CROSSDECK ACTION. IT IS CRITICALLY IMPORTANT THAT COMMAND RESPONSE TO ANY CROSSDECK PROPOSAL SPECIFY ANY UNIQUE CIRCUMSTANCES THAT MAY IMPACT THE CROSSDECK DECISION. EXAMPLES INCLUDE BUT ARE NOT LIMITED TO: UNIQUE NEC OR SKILL SETS HELD, NEAR-TERM LIMDU, POTENTIAL HUMS ISSUES, PFA ADHERENCE, PENDING DISCIPLINARY ACTION, ETC. ISIC'S AND CLASSRONS WILL BE INFO'D ON ALL CROSSDECK PROPOSALS AND ARE ENCOURAGED TO PROVIDE ADDITIONAL INPUT TO ASSIST IN THE DECISION MAKING PROCESS.

6. ALL POTENTIAL CROSSDECK PERSONNEL SHOULD BE REMINDED THAT CROSSDECK PROPOSALS ARE NOT FINAL UNTIL ACTUAL PCS TRANSFER ORDERS ARE RECEIVED. **UNLESS THERE IS AN URGENT REQUIREMENT, ALL CROSSDECK ACTIONS WILL OCCUR AFTER THE 16 SEP CPO INDUCTION CEREMONIES AND THE MAJORITY OF THE TRANSFERS WILL TAKE PLACE IN OCT.** THE POSSIBILITY DOES EXIST THAT SOME PROPOSALS MAY BE CANCELLED OR MODIFIED TO MEET EMERGENT FLEET OPERATIONAL REQUIREMENTS.

7. **WE WILL DO EVERYTHING IN OUR POWER TO ENSURE WE LIMIT THE PERSONAL IMPACT TO OUR CPO LEADERSHIP. PLACING THESE NEW CHIEF PETTY OFFICERS INTO CRITICAL LEADERSHIP POSITIONS WILL ALLOW THEM TO IMMEDIATELY UTILIZE THEIR INCREASED RESPONSIBILITY AND AUTHORITY AND THE IMPACT THEY WILL HAVE ON OUR FLEET WILL BE FELT FOR YEARS TO COME. THEIR FLEXIBILITY AND WILLINGNESS TO SUPPORT THIS CRITICALLY IMPORTANT ANNUAL EVENT ALLOWS US TO BALANCE OUR ENLISTED LEADERSHIP AND KNOWLEDGE AND ULTIMATELY IMPROVE WARFIGHTING READINESS ACROSS THE ENTIRE SURFACE FORCE.**

8. **KEEP CHARGIN', VADM CURTIS SENDS//**

BT

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