



RHUMB LINES

Straight Lines to Navigate By



August 18, 2011

Enlisted Retention Board (ERB)

"We value every Sailor--it is important that our people understand why we are conducting this board, feel the process has been transparent and believe they have been treated fairly. These Sailors have served honorably and the Navy is committed to doing all it can to help in the transition process."

– Adm. Jonathan W. Greenert, Vice Chief of Naval Operations

The competition to stay Navy is intense. Overmanning in some ratings is not sustainable because it causes undermanning in others. To ensure Navy is positioned to meet future mission requirements, we must balance the force by retaining Sailors in the right mix of ratings and paygrades. To meet our end strength requirement and afford high performing Sailors an opportunity to reenlist and advance, the Enlisted Retention Board will review the records of Sailors in 31 of 84 ratings.

Which Sailors Will be Affected?

- The [ERB](#) will review roughly 16,000 records to identify approximately 13,000 to be retained; approximately 3,000 Sailors will be separated. In essence, the board will review about 6% of the force to separate 1%.
- Selected third class petty officers through senior chief petty officers in 31 overmanned ratings with greater than seven but less than 15 years of cumulative service as of Oct. 1, 2011 are eligible for the ERB.
- The overmanned ratings are: ABF, AD, AE, AG, AM, AS, AT, AWF, AWR, AWV, AZ, BU, CE, CM, EA, EMSW, EO, ETSW, FC(Non-AEGIS), GSE, MMSW, MN, MR, OS, PR, PS, RP, SH, STG, SW and UT.

How Will the Board Work?

- The board is [more fair](#) than solely relying on PTS to shape the force to meet future manpower requirements in a fair and transparent manner.
- The board will be conducted in two independent phases - [Phase I](#) will review the records of E4 to E5 Sailors and will convene Aug. 22. [Phase II](#) will review the records of E6 to E8 Sailors and will convene Sept. 26.
- Maximum retention quotas were developed by rating, paygrade and years of service.
- Approximately [2,000 conversion requests](#) were received from ERB eligible Sailors. Sailors who are not selected for retention within their rate will be considered for conversion after the board to provide an opportunity for continued service.
- Sailors not selected for retention can compete for a Selected Reserve quota through PTS, if eligible.
- The board will consider both performance criteria and specific quotas for each rating. Sailors not retained for performance reasons will not be afforded an opportunity to convert, or transition to the Selected Reserve.

What Happens After the Board?

- Once the board results are reviewed and approved, commanding officers (CO) will be notified via NAVADMIN. The results will be posted on Bupers Online with CO restricted access for 7 days. COs will personally contact and provide counseling to each affected Sailor IAW [NAVADMIN 129/11](#).

Key Messages

- The ERB enables the Navy to manage manpower requirements in a fair and transparent manner.
- The Navy is committed to doing all it can to help Sailors transition to a different rating or into the civilian sector.
- The Navy will provide additional transition services to affected Sailors to help build on the skills, success and training acquired during their Navy careers to succeed in the civilian job market.

Facts & Figures

Important Dates:

- Aug. 22, 2011: ERB Phase I Convenes (E4/E5)
- Sept. 26, 2011: ERB Phase II Convenes (E6-E8)
- October 2011: ERB Phase I Results Announced
- November 2011: ERB Phase II Results Announced
- Jan. 13, 2012: Operational Waiver Requests Due
- Jun. 30, 2012: Last Day to Separate (Unless Waived)
- Sept. 30, 2012: Last Day to Separate ALL Sailors Not Selected for Retention