Management of Joint Positions

Management of Joint Positions

- **Major Players**
  - **Commands**
    - Work with Joint Staff to get billets designated for joint credit
    - Work with placement to identify billets requiring relief
    - Approval authority for positions that are nominative in nature
  - **Placement**
    - Conduit between commands and detailers for billet fill decisions
  - **Detailers**
    - Identify personnel to fill billets provided by placement
    - If billet is nominative in nature will vet person through community leadership and subsequently submit for approval to command
    - Once officer is identified to fill specific billet, generates orders
  - **Navy JOM**
    - Track personnel from generation of orders to completion of tour and ensure that tour length requirements of CJCSI 1330.05 are met and joint credit is received

Management of Joint Positions

Navy Distribution Management considerations in detailing to Joint Positions

- **Officer's qualification with respect to position being filled**
- **Officer's career timing, specifically**:
  - Not affecting community milestone tours
  - Ability to complete required education
  - Current promotion status
  - Ability to remain in billet for required amount of time
- **Officer's interest in specific position**

Process Effectiveness

- **Communities detailing process does not differ significantly for joint billets**
- **Community priorities drive the rate at which joint qualifications and experience are achieved**
- **In general, female officers achieve joint qualifications and experience at the same percentage as their male counterparts**

O-7 Boards

Officers considered for Flag

- Last three years
  - Qualified JQO
    - Female Staff — **6.1%** - 10/164 (Supply **83.3%** - 10/12)
    - Female Line — **52.2%** - 83/159
    - Male Staff — **11.2%** - 130/1157 (Supply **44.4%** - 123/277)
    - Male Line — **50.9%** - 1891/3716

- FY13
  - Qualified JQO
    - Female Staff — **4.2%** - 4/96 (Supply **80.0%** - 4/5)
    - Female Line — **44.4%** - 20/45
    - Male Staff — **9.4%** - 60/640 (Supply **37.6%** - 53/141)
    - Male Line — **47.7%** - 622/1304

Data from Navy Online Distribution and Information System as of 6/4/2014

O-7 Boards

Officers considered for Flag

- FY14
  - Qualified JQO
    - Female Staff **5.5%** - 5/91 (Supply **83.3%** - 5/6)
    - Female Line **54.0%** - 34/63
    - Male Staff **10.2%** - 67/656 (Supply **44.4%** - 60/135)
    - Male Line **54.6%** - 641/1173

- FY15
  - Qualified JQO
    - Female Staff **8.8%** - 6/68 (Supply **85.7%** - 6/7)
    - Female Line **56.9%** - 29/51
    - Male Staff **13.5%** - 70/517 (Supply **51.5%** - 70/136)
    - Male Line **50.7%** - 628/1239

Data from Navy Online Distribution and Information System as of 6/4/2014

BACKUP

Joint Officer Management Program Procedures

CJCSI 1330.05

d. Secretaries of the Military Departments will:

(1) Publish regulations, policies, and procedures to ensure compliance with the statutes, DOD policies, and this instruction regarding Joint Officer Management (JOM) and the Joint Qualification System (JQS).

(2) Ensure that joint assignment practices result in the Military Departments meeting the tour length requirements specified in 10 United States Code (USC) 664.

(3) Develop and implement policies and procedures to ensure that quality officers, who are adept at their Service core competencies, are assigned to the OSD, the Joint Staff, combatant command headquarters, and Defense agency headquarters.

(4) Monitor the careers of Joint Qualified Officers (JQO) and officers who are serving or have served in Standard Joint Duty Assignments (S-JDA).

(5) Ensure appropriate assignment of JQOs to critical S-JDAs.

Joint Officer Management Program Procedures

CJCSI 1330.05

d. Secretaries of the Military Departments will: (cont.)

(6) Ensure the qualifications of officers assigned to S-JDAs are such that joint promotion objectives can be achieved.

(7) Support boards/panels convened by the PDUSD(P&R) on management of officers under the DOD JOM program.

(8) Develop procedures to ensure Military Services fulfill statutory and CJCSI guidance governing joint representation to and analytical review of O-4 through O-6 promotion selection boards by the Chairman of the Joint Chiefs of Staff.

(9) Screen, endorse, and submit officer experience requests to the Joint Staff for joint experience points.

(10) Nominate officers who meet the prerequisite joint qualification criteria to the Chairman of the Joint Chiefs of Staff and the Secretary of Defense, as appropriate, for designation as a joint qualified Level II, III, or IV officer.

JPME Phase 1

		URL	RL	SUPPLY	STAFF
LT					
	F	4.6%	5.9%	5.5%	0.7%
	M	4.7%	7.1%	6.8%	1.5%
LCDR					
	F	38.1%	41.9%	43.4%	4.5%
	M	46.3%	39.7%	56.1%	9.2%
CDR					
	F	75.0%	58.5%	76.9%	8.9%
	M	78.0%	53.7%	81.3%	14.9%
CAPT					
	F	73.3%	72.8%	61.5%	14.1%
	M	88.4%	52.7%	81.7%	17.7%

Data from Navy Online Distribution and Information System as of 5/12/2014

JPME Phase 2

		URL	RL	SUPPLY	STAFF
LT					
	F	0.0%	0.0%	0.0%	0.0%
	M	0.0%	0.0%	0.0%	0.0%
LCDR					
	F	2.4%	5.9%	7.2%	0.0%
	M	2.6%	3.3%	9.9%	0.0%
CDR					
	F	21.7%	24.1%	43.6%	1.2%
	M	25.9%	19.4%	41.6%	2.2%
CAPT					
	F	53.3%	58.7%	61.5%	5.2%
	M	66.9%	39.6%	56.6%	5.0%

Data from Navy Online Distribution and Information System as of 5/12/2014

Completed Joint Tour

		URL	RL	SUPPLY	STAFF
LT					
	F	0.1%	1.4%	0.0%	0.0%
	M	0.2%	0.9%	0.4%	0.0%
LCDR					
	F	3.5%	10.6%	10.8%	0.1%
	M	4.4%	12.2%	11.3%	0.5%
CDR					
	F	41.3%	33.8%	35.9%	0.6%
	M	42.1%	27.6%	39.9%	1.4%
CAPT					
	F	53.3%	55.4%	53.8%	0.7%
	M	68.6%	40.6%	57.1%	2.7%

Data from Navy Online Distribution and Information System as of 5/12/2014

Qualified JQO

		URL	RL	SUPPLY	STAFF
LT					
	F	0.0%	0.0%	0.0%	0.0%
	M	0.0%	0.0%	0.0%	0.0%
LCDR					
	F	1.0%	2.3%	1.2%	0.0%
	M	0.5%	1.4%	5.0%	0.0%
CDR					
	F	16.3%	16.9%	30.8%	0.0%
	M	15.5%	12.2%	29.7%	0.6%
CAPT					
	F	46.7%	47.8%	53.8%	0.0%
	M	53.7%	31.8%	47.4%	0.9%

Data from Navy Online Distribution and Information System as of 5/12/2014