



Navy Protects Sailors from Lost Leave in FY-21

Sailors unable to take leave due to COVID-19 restrictions now have extra time to use their leave. That's because the Assistant Secretary of the Navy for Manpower and Reserve Affairs has approved Special Leave Accrual (SLA) for fiscal year (FY) 2021 in NAVADMIN 159/21, released July 28.

SLA is authorized for Sailors who performed active service in FY21 and allows them to carry over more than 60 days of leave into the next fiscal year. Sailors may not, however, carry more than 120 days of leave as part of SLA. This SLA approval only protects a Sailor's leave balance as of September 30, 2021, and will not affect leave earned after that date unless additional SLA is authorized

for that fiscal year.

"Wesoughtthisapproval,recognizing that leave is vital to morale, level of performance and career motivation for our Sailors," said Vice Adm. John B. Nowell, the chief of naval personnel. "I ask that commanders continue to encourage and provide Sailors with the opportunity to use their leave as much as possible in the year in which it is earned."

Sailors have until Sept. 30, 2024 to whittle their balance back down to the 60-day limit.

At the end of normal fiscal years, unused leave exceeding 60 days is lost. SLA temporarily increases that limit up to 120 days. This extra allowed leave balance will be noted in a Sailor's Leave and Earnings Statement (LES).

A Sailor's SLA balance is calculated as the difference between "Combat Zone LV Carryover Balance" on their LES and the authorized maximum leave carryover balance, which is 60 days.

No action is required by either Sailors or commands to retain this leave as it is automatically tracked by the Defense Finance and Accounting Service.

Enlisted members with 120 or more days can sell back unused leave; however, the law limits this to once in a career and only up to 60 days total. Officers are not authorized to sell back leave in this situation.

For more information on military pay entitlements and instructions on how to read an LES, go to <https://www.dfas.mil/MilitaryMembers/payentitlements/aboutpay/>.

Enhance your Navy Career with a Change of Pace

Looking for the next assignment to enhance your career? Look no further than the Navy's Sea and Shore Special Programs. Billets for Defense Courier Duty, the USS John F. Kennedy (CVN 79), the USS Constitution, and Senior Enlisted Academy Faculty Advisor (SEA FA) are great opportunities to further your Navy career. All of these billets provide a unique Navy experience while also being rewarding tours.

"As a Defense Courier you get the opportunity to work outside of your rating, and you're working with other joint agencies," said Senior Chief Petty Officer Shanika Jones, Shore Special Programs Department Leading Chief Petty Officer. "It is rewarding knowing that the mission you went out on may be a small piece of the puzzle, but it allowed a bigger mission to take place."

"The responsibilities during this tour are to receive, transport, store, transfer and account for highly classified and time sensitive material. Another benefit of the billet is a Special Duty Assignment pay of \$75 a month.

Requirements for Sailors are to be E-5 or selected to E-5, have mature judgement, and have no physical condition that prevents travel onboard an aircraft or lifting heavy objects. A complete list of requirements and billet description can be found on MyNavy HR's website or by contacting your detailer.

"Washington, D.C. billets are high visibility and they run our top echelon of the Navy," said Chief Petty Officer

Timothy Harrison, Shore Special Programs, Millington/D.C. Lead Detailer. "Sailors, especially junior Sailors, can make good contacts and will have a better knowledge base working at these billets in Washington, D.C."

Ratings most often needed are YN, PS, IT, ET, CTI, CTM, CE, BU, UT, and MC.

Opportunities often become available for other ratings as well. A few billets that are available in Washington, D.C. are Naval Support Facility Thurmont and Marine Helicopter Squadron (HMX-1).

Millington billets are very similar to those in Washington, D.C. in requirements



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and often work hand-in-hand with those in Washington, D.C.

"Millington billets literally man the fleet, manage policies and programs and anything that is done here is usually sent up for review and then sent out. It's like a 1-2 punch kind of thing between the Washington, D.C. and Millington billets," said Harrison.

A billet aboard USS John F. Kennedy, a pre-commissioned ship, is a unique experience that not many Sailors get to have. Sailors who get a billet on the ship become a plank owner, which is an

individual who is a member of the crew of a ship when that ship is placed in commission.

"This billet is very career enhancing because these Sailors get to build their programs from the ground up and that gives them a sense of ownership over their equipment," said Chief Petty Officer Eric Spisak, Sea Special Programs Detailer. "It's also very important to the Navy to man these new ships with motivated Sailors to ensure their warfighting capability."

The USS Constitution is a tour

that is very unique in experiencing Navy heritage and history. "The USS Constitution is a blend of traditional leadership styles linking back into all the traditions the Navy is built upon," said Petty Officer First Class Nicholas Belflower, Shore Special Programs Detailer. "The Constitution being 'Old Ironsides' and one of the first ships in the Navy is kind of the birth place of our roots there. It's a rewarding shore experience that lets you connect with the community there in Boston through the tours that are given on the ship."

The USS Constitution is the oldest Navy ship still in commission. Duty aboard "Old Ironsides", is like taking a step back into history. Being that the ship is made of wood, some of the primary duties are to maintain her bright work. As a part of our history, the USS Constitution receives numerous visitors every year and Sailors can be tasked with giving tours.

SEA FA billets teach future senior enlisted leaders of the fleet. They provide opportunities for students to engage in studies that broaden their educational experience and assist them in fulfilling today's increasing senior enlisted responsibilities. SEA FAs develop strong leaders by preparing them to fulfill their expanded and ever-widening roles as global leaders.

Enlisted Sea and Shore Special Programs provide great opportunities as well as unique and rewarding Navy experiences to Sailors. For more information about Sea and Shore Special Programs and for a complete list of requirements and billet descriptions, please visit www.MyNavyHR.Navy.Mil or contact your detailer.

MyNavy Portal Closer to Becoming a One-Stop Shop

The Navy first launched the MyNavy Portal (MNP) concept in 2017. The root idea was simple – bring together a conglomerate of Sailor-specific human resource functions under one system for a more streamlined method of career management. Since its inception four years ago, many new features have been added to improve the Sailor's online experience.

As the Navy's technologies continue to evolve, so do the tools that the Sailors use. MNP is doing just that, releasing a new batch of features in June that reinforce the Navy's intent to give Sailors more control in handling personal administrative tasks. Those features include new Electronic Personnel Action Request (ePAR) capabilities, a COVID-19 Real Simple Syndication (RSS) feed, and a set of how-to training videos for various MNP features.

There are seven types of ePARs that enlisted Sailors can submit in MNP. These include Personnel Action Request Form, Projected Rotation Date (PRD) Change, Rating Forced Conversion, and others.

Once one of these actions has

begun, communication between the Sailor, Command Career Counselors (CCCs), and Commanding Officers ends with submitting that form to the MyNavy Career Center for final approval.

Because the ePAR process is still new to the Navy, MNP also added four tutorial videos to the website that will guide Sailors and CCCs through submitting, reviewing and canceling an ePAR. MNP is also moving forward with the Navy's plan to provide more Common Access Card (CAC)-free services, including accessing the portal itself without a CAC. As a result, two new videos have been made available to walk Sailors through setting up CAC-free access and logging in to their MNP accounts.

One of the most critical areas of concern for Sailors over the past year has been the Navy's response to COVID-19. Sailors have started returning to in-person work, but there's still a regular influx of guidance from the Department of the Navy that is important for all hands to see. Much of that has come out through NAVADMIN announcements posted to MNP.

Now, Sailors have the option of subscribing to the MNP COVID-19

NAVADMIN page's RSS feed through Outlook or an RSS reader app on their phone, notifying them the moment a new COVID-19 NAVADMIN is released.

MNP hosts many other functions such as the Advancement Dashboard, MyRecords, Physical Readiness, and more. To see more of what MNP has to offer, visit <https://my.navy.mil>.



Sea-Shore Flow Replacement Survey Wraps Up, Moves to Next Phase



rewards Sailors who take the high-value jobs, the Navy launched the sea-shore flow replacement survey in April, which ran for approximately six weeks. This survey gave Sailors the opportunity to provide candid feedback on what kinds of incentives and policies would entice them to take high-value jobs at sea and ashore.

The survey targeted over 43,000 Sailors between E-3 and E-5 in sea-intensive and sea-centric ratings, but was open to all active duty Sailors. In total, 14,237 participants completed at least a third of the survey and were included in the analysis. From this, 13,409 were enlisted participants of which 72% were from sea-intensive or sea-centric ratings.

In addition to the survey questions, Sailors also provided more than 50,000 comments as part of their feedback.

"The great survey participation, as well as all the comments Sailors provided, are so important towards our development of new policies and updates to current systems," said Dr. Jennifer Jebo, Deputy Director, Navy Survey Program. "Your input is helping shape the future of the Navy for you and your shipmates."

The Navy is in the process of analyzing the survey feedback, and will use that information as we move toward the implementation of DMAP in the future.

The sea-shore flow replacement survey, which gave Sailors the opportunity to provide direct feedback towards the development of the upcoming Detailing Marketplace Assignment Policy (DMAP), successfully wrapped up in April with over 14,000 participants.

Balancing the needs of the Navy with the desires of Sailors has long

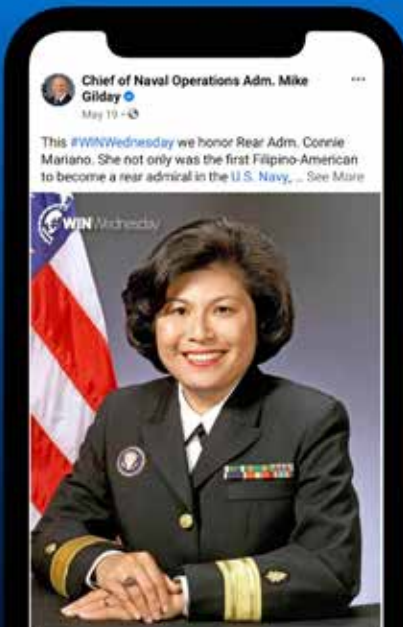
been the goal but was always difficult to achieve due to more open billets at sea than Sailors available to fill them. The result has been multiple overhauls and sea tour length updates over the last three decades, all in an attempt to better man the Fleet and provide Sailors a reasonable work/life balance.

To help develop a policy that not only fills critical billets at sea, but also

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TO LEARN ABOUT MANY INSPIRATIONAL WOMEN IN OUR NAVY

ON #WINWEDNESDAY



Goats and Glory Connects with Gamers

Headsets on, controllers in hand, and now almost fully relocated to their new digs in Memphis, Tennessee, the Navy's esports team is competition ready. Composed of eleven active-duty service members, the Goats and Glory team competes in a wide variety of games, matches and online tournaments. Their goals are to connect with other gamers, share their passion for games and answer questions other gamers have about the Navy. The team members also livestream their gameplay to the Navy's Twitch channel to reach a diverse and growing community in the esports realm.

"Esports is a relatively new but essential part of the Navy's outreach mission because it provides a platform for people to interact with Sailors and learn more about the opportunities the Navy provides, while sharing a mutual passion for gaming," said Cmdr. Howard Bryant, Director of Outreach and Diversity at Navy Recruiting Command (NRC). "Ultimately, the team shows that Sailors are just like everyone else – they have hobbies, interests and families. Being in the Navy doesn't preclude those things."

Engagement in this space has expanded opportunities to reach high school and college-aged students that have grown up online and have many talents or interests in the online technical space. As most of the esports activities can happen virtually, it has made outreach to the gaming community a great tool for exploring this very large and active community during the COVID-19 pandemic.

"We've been minimally impacted by COVID," said Chief Operations Specialist Jonathan Figliola, who plays on the Goats and Glory team. "Early on, we implemented six-foot social distancing and teleworking for our team members. Now we've all been vaccinated, so we'll be ready to participate at in-person competitions as things open up."

While COVID-19 is still very present in most aspects of life, Goats and Glory is focused on virtual events and tournaments, but they look forward to the day when traveling will become less restricted. They will be ready to meet members of the gaming community and compete at in-person events.

"The team has a few more virtual events planned this year, but we are gearing up to travel in the near future," said Information Systems Technician 1st Class Rod Camiso, another member of the Navy's esports team. "It seems that many people don't know much about the military, and are curious, and seeing the team at in-person events may encourage more people to ask

questions."

Goats and Glory also hopes to connect with other talented groups and individuals to network and share ideas. Meeting people online through shared passions, or in person at gaming events can often be the only opportunity many people will have to interact with a Navy Sailor and ask questions, particularly in areas of the country that don't have a Navy presence. In the end, the esports team is looking to make community connections and dispel some misconceptions the public has about the Navy.

Follow Goats and Glory on America's Navy Twitch channel at <https://twitch.tv/americasnavy>.



Modernized Delivery Phase Well Underway for Ready, Relevant Learning

Ready, Relevant Learning (RRL) provides the mechanism to modernize our institutional training system. To employ the most effective and sophisticated means available to train our Navy's newest enlisted personnel into skilled combat-ready warfighters, this long-term investment in rating-training overhaul continues to make significant progress in 2021.

Three aspects of RRL – the When, How, and Where – lead to the end-state of delivering modernized training.

- **The WHEN** delivers the right training at the right time throughout a Sailor's career-long learning continuum (CLLC), ensuring they have the knowledge and ability throughout their careers to operate their equipment at the extreme technical end of its capability to win the high-end fight. Understanding the learning continuum does not stop at today's Block 0, "A" school – it includes the necessary training at each operational tour throughout a Sailors' career, as opposed to the recent past's "one and done" approach.

- **The HOW** leverages training technology

that ranges from simple visual demonstration tools to more complex, immersive simulators and virtual trainers. These modern tools increase the number of training "reps and sets" a Sailor can perform and builds upon muscle memory before actually interacting with physical equipment or systems. RRL shifts our focus from rote memorization to "hands on" performance-based fundamentals, and, in many instances, will build "experience" within a modern training environment.

- **The WHERE**. At its conclusion, RRL will deliver modernized training material to the actual point of need. That means training that will be resident on the waterfront, flight line and eventually available on our afloat units.

So far, 47 ratings have gone through the Block Learning phase, which revised accession-level initial training paths into blocks that are redistributed over a Sailor's career. This made an immediate impact in ensuring that Sailors are receiving the right training they need to be successful during the first two years of their initial fleet assignments while RRL continues

work toward modernizing training. Rather than losing experienced Sailors to further education, new Sailors head to their first commands knowing exactly what they need to operate skillfully and effectively.

Four ratings (OS, QM, IS and RS) are in the Modernized Delivery phase. For piloting purposes, OS was chosen for accelerated delivery, and a modernized "A" School has been delivering new content based on the RRL principles since 2019. As we enter the last quarter of FY 2021, four additional ratings (FT, IT, CTM and GM) will have completed a requirements development phase for modernized delivery of training. This brings the number up to 40 out of the 70 identified ratings as complete for this part of the modernization process. The RS rating was the first administrative rating to be modernized under RRL last year, and the AZ, PS, YN and YN(S) ratings are scheduled to start training Sailors through a modernized curriculum in the coming months.

To learn more about RRL, and provide feedback, visit <https://www.netc.navy.mil/RRL>.



WOMEN'S EQUALITY DAY

AUGUST 26, 2021

