

## Navy Announces Single CY2022 Fitness Cycle, Updates 2021's Admin Details



Navy personnel officials announced plans for a single fitness test cycle in calendar year 2022 (CY2022) and mandated unit-level tracking of 2021 fitness data on Nov. 24 in NAVADMIN 264/21.

"Recognizing the foreseeable conditions to include continued pandemic, PRIMS-2 rollout and modality validation, there will be a single PFA cycle for calendar year 2022," Vice Adm. John B. Nowell, Jr., the chief of naval personnel, wrote in the message. "All medically cleared Sailors must participate in the CY2022 Physical Fitness

Assessment cycle."

Though a single testing cycle meets all military members' annual Department of Defense fitness testing requirements, it will not allow the Navy to offer exemptions to those who score overall excellent or above on their 2021 assessment. That incentive will only be possible again when the Navy can safely return to testing twice a year.

Commanders, however, are authorized to use appropriate incentives at the local level to reward performance.

The message highlighted that planks will count in 2022, whereas in 2021 the planks were only there to further baseline performance standards and were not calculated in the overall total. Sailors who take the fitness test in 2022 will be scored in all three events: push-ups, forearm plank and cardio.

To help commands navigate both the 2021 and 2022 cycles, the Navy has updated Navy Physical Readiness Program Guide 10, which is available on the Navy Physical Readiness Program website.

The update includes details on how to manually calculate the overall score without planks, and using only scores from the push-ups and cardio. The update also details the use of the official Navy PFA mobile app to score stationary bike events.

The recent message also provides guidance to Command Fitness Leaders on maintaining hard-copy fitness records since the Physical Readiness Information Management System Two (PRIMS-2) is delayed. Performance scores will be documented on Fitness Reports and Evaluations.

Command Fitness Leaders were also instructed to manually track and monitor Sailors assigned to the Fitness Enhancement Program.

More information is available in NAVADMIN 264/21.

## Navy Announces the New Detailing Marketplace Assignment Policy

The Navy will offer a wide range of incentives to Sailors as an enticement to stay at sea in critical operational billets.

The key in this change is a new Detailing Marketplace Assignment Policy (DMAP), which will replace the existing Sea Shore Flow policy. Announced in NAVADMIN 280/21 on Dec. 9, the policy officially kicks off Mar. 1, 2022.

For Sailors in the most sea-intensive ratings, opportunities include a new incentive pay, advancements, and future shore duty priority in exchange for spending more time on sea duty. Those in ratings that are not in the first phase of DMAP will still see non-monetary incentives, such as new credits for staying at sea.

"In order to reduce gaps at sea and address Sailors' desires for more options and flexibility, DMAP will expand Sailor options beyond the Sea Shore Flow Enlisted Career Paths," wrote Chief of Naval Personnel Vice Adm. John B. Nowell, Jr. in the message.

"DMAP intends to improve Fleet manning by rewarding Sailors in sea-intensive ratings who stay Navy and stay on sea duty longer

than the current five-year maximum."

For most of the last 50 years, the Navy has held the line on sea tour lengths, allowing no more than five years at a stretch, in even the most sea-intensive ratings. The reality is those tours needed to be longer, even closer to seven years in many ratings, for proper at-sea manning.

The result has been gapped billets and undermanned crews as Sailors are rotated ashore, adding to the arduous nature of sea duty by asking more of fewer Sailors.

This under manning hinders the service's ability to implement quality of life improvements such as circadian rhythm watch bills and more in-port duty sections that would increase opportunities for leave and liberty and improve Fleet readiness.

Phase I starts Mar. 1 with four ratings: Aviation Boatswain's Mate (Fuels), Aviation Boatswain's Mate (Handling), Gas Turbine Systems Technician (Mechanical) and Culinary Specialist.

The remaining 12 sea-intensive ratings will be gradually phased into DMAP along with the rest of the enlisted ratings as the

policy matures.

These changes are the result of a multi-year effort consisting of focus groups and surveys with Sailors from around the fleet. Based on Sailor feedback, career options and incentives for Sailors in sea-intensive ratings will expand both during and after completing four years on their first sea tour as an Apprentice (E-4 and below). At this point, incentives will be offered to serve a follow-on, three-year sea tour at the Journeyman (E-5) level. This is called the DMAP 4+3 Sea Tour Option.

After completing the initial four years, the incentives kick in to reward Sailors who commit to the Navy for the follow-on three-year sea tour. Here's a look at the incentives on the table:

Advance-to-Position (A2P) gives E-4 Sailors eligible for E-5 the chance to apply for an E-5 sea duty assignment in the detailing marketplace, and if selected, be permanently advanced to that paygrade once in the job. Sailors must have passed their most recent Navywide Advancement Exam but have not yet been selected for advancement. They must

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# Navy Announces the New Detailing Marketplace Assignment Policy - Cont'd

also extend or reenlist to meet the three-year tour length.

Command Advance-to-Position (CA2P) allows Commanding Officers to retain top-performing, advancement-eligible E-4 Sailors who have not yet entered the detailing marketplace by permanently advancing them to E-5 to fill a vacant, or projected to become vacant, E-5 billet at their current command.

These Sailors advance to E-5 upon filling the E-5 position at their current command. Similar to A2P, Sailors must have enough obligated service to complete a total of seven years at their command, including any training pipelines. If necessary, they must extend or reenlist to fill the billet. This is a great option for Sailors looking for geolocation stability.

Starting Mar. 1, 2022, CA2P replaces MAP for the four Phase I ratings at the E-4 to E-5 advancement point and will only be available at afloat commands.

Detailing Marketplace Incentive Pay (DMIP) is an extra monthly payment for Sailors who take the 4+3 sea duty option, which they will receive for the entire three-year Journeyman sea tour. Initial DMIP rates will be between \$200 and \$800 per month, depending on location and type of sea duty.

All Sailors on sea duty will now earn what's called Continuous Sea Duty Credits (CSDC). A Sailor starts accruing credits when reporting to sea duty and the counter



is reset each time a Sailor reports to shore duty. These credits come into play when negotiating shore duty orders. Those with the most credits will get priority consideration in the assignment process giving them an edge when competing for highly sought-after positions. When two equally qualified Sailors are competing for a position, these sea duty credits will serve as the tiebreaker.

"DMAP Phase I represents the first step

toward a truly dynamic, Sailor-focused Detailing Marketplace that will improve Fleet readiness and enrich Sailors' careers," Nowell wrote.

"Lessons learned from DMAP Phase I will inform subsequent phases and the expansion of Detailing Marketplace incentive options to Sailors in additional ratings."

More details, including points of contact, are available in the NAVADMIN.

## Spring 2022 E-4 through E-6 Advancement Exams – What You Need to Know



The Navy released dates and details for the Active Duty and Reserve Full-Time Support (FTS) Navy-Wide Advancement Exam Cycle 255 in NAVADMIN 260/21 on Nov. 17.

COVID-19 precautions will again play a central role in how commands test their Sailors. These details, along with key dates and milestones for Sailors and Commands, are in the message.

This means that all active and FTS E-4 advancement exams are again canceled. All qualified E-3s will be selected for advancement using an alternative final score rank order method to determine who advances without an exam score.

This advancement procedure has been in effect since COVID-19 precautions began in early 2020. Navy personnel officials say that fleet feedback from previous rank-order E-4 advancements has been positive, with no

negative performance reported from those advanced this way.

As has been procedure the past few cycles, all E-5 and E-6 exams will be given during set testing windows. The E-6 window is March 1 - 15. E-5 exams will occur between March 16 - 30.

"These expanded testing windows will allow for smaller groups of test-takers to ensure adequate social distancing can be maintained between testers at testing facilities while maintaining the high standards and continued culture of learning that drive our enlisted advancement system," wrote Vice Adm. John B. Nowell, Jr., the chief of naval personnel.

Leading up to the exams, Sailors must complete their Professional Military Knowledge Eligibility Exams (PMK-EE) by Jan. 31.

The PMK-EE deadline applies to all Sailors

regardless of whether they are sitting for an exam or not. For many Sailors, especially SELRES, PMK-EE completion is the only obstacle to advancement. Sailors who have already met this military knowledge testing requirement on previous cycles do not have to retake this exam as it is only required once at each paygrade level.

Because the Naval Education Training and Professional Development Center (NETPDC) will not receive E-4 exam answer sheets, commands must scrub the records of their advancement eligible E-3 Sailors to ensure all E-4 Enlisted Advancement Worksheets (EAWs) in the Navy Standard Integrated Personnel System are accurate and up to date.

The EAWs deadline for Cycle 255 active and FTS Sailors is March 31.

Commands should make every effort to spread the administration of the exams evenly throughout each window. This practice minimizes the number of exam-takers on a given day and helps maintain maximum physical distancing.

Commands are also strongly encouraged to test all candidates for a given rating and paygrade at the same time to maintain exam integrity.

Once exams are given, Educational Service Officers are encouraged to expeditiously mail in answer sheet packages to NETPDC and not hold any taken exams until the end of the testing window, ensuring prompt processing.

No dates have been set for the release of any advancement results as this will depend heavily on accurate worksheets being submitted upfront and the prompt return of answer sheets once exams are taken.

Additional eligibility details and deadlines for each cycle are available in NAVADMIN 260/21 along with key points of contact.





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# Navy Updates Guidance for COVID-19 Vaccine Refusal

The Navy issued follow-on guidance to commands for Sailors who refuse to comply with the service's order mandating all active-duty and Reserve members be fully vaccinated against COVID-19 in NAVADMIN 256/21, released on Nov. 15.

This latest guidance outlines for commanders the administrative actions required for those who refuse to comply with the Navy's vaccine mandate.

Since COVID-19 vaccines became available in late 2020, the Navy's stated policy has always been to achieve a fully vaccinated force to ensure mission readiness.

The vaccination became mandatory in August at the direction of the Secretary of Defense. Now, as with many other vaccines, COVID-19 immunization is required for full medical and deployment qualification.

"In order to ensure a fully vaccinated force, it is U.S. Navy policy to separate all Navy service members who refuse the lawful order to receive the COVID-19 vaccination," Vice Adm. John B. Nowell, Jr., the chief of naval personnel wrote. "The least favorable characterization of service for Navy service members refusing the vaccine, without extenuating circumstances, will be GENERAL (under honorable conditions)."

A general discharge will, at the discretion of the Department of Veterans Affairs (VA), result in the loss of eligibility for some VA benefits such as the GI Bill, to include the transfer of GI Bill benefits to dependents.

The service is currently reviewing medical and religious COVID-19 vaccine exemption requests. Sailors requesting these exemptions will not be processed for separation or be subject to administrative consequences for refusal while their request is being adjudicated.

However, there are operational readiness and mission requirements,



commands can temporarily reassign Sailors with the approval of the first flag officer in their chain of command.

Depending on if denied an exemption, Sailors must start vaccinations within five days of receiving that disapproval. Beyond that deadline, commands will begin processing them for discharge. Decisions on whether to suspend or go ahead with separation after that deadline will be made by the Navy's Consolidated Disposition Authority (CCDA).

Commands should start preparing for administrative separation of any Sailor refusing the vaccine in their ranks. Commands must hold the paperwork

locally until further guidance is issued on when to send the requests. That information will be released in a future NAVADMIN in mid-December.

Within thirty days of refusing the vaccine, commands must issue adverse fitness reports and evaluations documenting the Sailor's failure to comply with the Navy's Individual Medical Readiness responsibilities.

This adverse performance report triggers several cascading impacts on the Sailor refusing the vaccine.

Both enlisted and officers who refuse the vaccine will no longer be eligible to promote or advance, meaning anyone

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## Navy Announces FY2021 Navy Language Program Awards

The Navy is accepting nominations for the FY2021 Language Professional of the Year, Command Language Program of the Year and Linguist of the Year awards, as announced Oct. 26 in NAVADMIN 239/21.

The awards recognize the most outstanding Command Language Program, military and civilian language professional and non-career linguists contributing to mission success through the use of a foreign language.

This year, the NAVADMIN also announced the renaming of the individual award category for Language Professional of the Year in honor of Senior Chief Cryptologic Technician Interpretive Shannon M. Kent, killed in action on Jan. 16, 2019 in Manbij, Syria.

Awarded the FY2010 Navy Language Professional of the Year as a Petty Officer First Class, Senior Chief Kent was recognized as an outstanding language analyst whose unparalleled language proficiency, cultural knowledge, technical acumen and leadership proved paramount to the success of critical warfare missions in support of overseas

contingency operations. Later that year, she competed for and won the DoD Language Professional of the Year award.

This year, Cryptologic Technician (Interpretive) Second Class Stephanie Reynoso of Navy Information Operations Command Georgia was named FY2020 DoD Language Professional of the Year.

The top Navy Command Language Program and the winner of the Shannon M. Kent Award for Language Professional Excellence will go on to compete at the DoD level. The DoD program is managed by the Defense Language Institute Foreign Language Center (DLIFLC) and recognizes the most outstanding military language professionals (E-6 and below) and Command Language Programs across the military services.

The nine award categories include: Command Language Program of the Year, the Shannon M. Kent Award for Language Professional Excellence (CTI rating only, E-6 and below), the Senior Language Professional of the Year (CTI rating only, E-7 to E-9), Officer Language Professional of the Year (Foreign

Area Officers only), Civilian Language Professional of the Year, Linguist of the Year (open to all communities except CTI, E-6 and below), Senior Linguist of the Year (open to all communities except CTI, E-7 and above), Officer Linguist of the Year (non-FAO Officers and CWOs) and Civilian Linguist of the Year.

All candidates must be nominated by their commanding officer or officer-in-charge and must receive an endorsement from the nominating command's immediate superior in command. Type commanders (and equivalent commands) can only endorse and forward one nomination for each category.

Nomination criteria and package requirements can be found in OPNAVINST 5400.46A and this year's essay topics for Language Professional of the Year and Linguist of the Year nominees will be announced in December at: <https://www.mynavyhr.navy.mil/Career-Management/Language-Culture/Announcements/>

Please submit nominations via encrypted email to ALTN\_N13F1@navy.mil. The deadline for submitting nominations is Mar. 31, 2022.



## Career Development Symposium Southwest Wraps Up



The MyNavy HR Career Development Symposium (CDS), hosted by Navy Personnel Command (NPC), visited Sailors stationed throughout Navy Region Southwest at Naval Base San Diego and Naval Air Station North Island Nov. 3 and 4.

CDS brought senior MyNavy HR leadership, subject matter experts and detailing and community management teams directly to Sailors to provide career development information, showcase new and emerging Navy programs and initiatives, explain how these changes will be affecting them, and offer Sailors the opportunity to ask questions and voice concerns.

"This is the first Career Development Symposium that we've done in two years, and what a crazy two years it's been with COVID," said Chief of Naval Personnel, Vice Adm. John B. Nowell, Jr. "We took that time to look at how to do it differently and so this revamped trade show approach is much more relevant,

much more interesting and just a lot more fun for our Sailors."

The symposium gave Sailors a detailed first look at multiple ongoing MyNavy HR initiatives that included Sailor 2025, the MyNavy Career Center, My PCS Mobile, MyNavy Assignment, and enlisted advancement and career development topics.

That information went straight to the fleet through two, one-hour broadcasts coordinated by MyNavy HR and the Defense Media Activity.

More than 100,000 Sailors were reached through the combined broadcasts, which featured appearances by the Navy's top personnel leaders and Sailors manning various booths.

The shows were streamed on MyNavy HR social media and via the Armed Forces Network from the waterfront at Naval Base, San Diego. Sailors on ships were able to see the broadcast through the Direct-to-Sailor service.

"What we do is about changing lives

and improving outcomes," said Rear Adm. Alvin Holsey, Commander of Navy Personnel Command. "Last year CNO published his navigation plan with four main priorities of Capability, Capacity, Readiness and Sailors."

"The MyNavy HR enterprise has specific priorities that align with the navigation plan. These are building a Navy that can fight and win, optimizing talent management, providing exceptional support to our Sailors and their families, and transforming the MyNavy HR enterprise."

Senior leaders, including Nowell, Holsey, Master Chief Petty Officer of the Navy Russell Smith, and senior community managers and detailers also answered a range of questions and discussed major improvements happening across the MyNavy HR team.

"We are going to bring this apparatus out here to you, making sure you're aware of all of the things that allow you and enable you to contribute to the Navy's victory," Smith said. "We know you are busy, you have training, you have maintenance, you've got to get ships ready to go on deployment."

In addition to engaging with the speakers, Sailors met with detailers, community managers, and a wide array of advisors for programs such as Warrior Toughness, the MyNavy Career Center and eNavFit. The symposium aims to empower Sailors with the knowledge and tools they need to successfully manage their careers.

More than 2,500 Sailors attended the two events across Navy Region Southwest hosted on Naval Base San Diego and Naval Air Station North Island.

Learn more about CDS at <https://www.mynavyhr.navy.mil/Career-Management/Talent-Management/CDS/>.

## Navy Updates Guidance for COVID-19 Vaccine Refusal - Cont'd

already frocked to the next pay grade will see that privilege revoked immediately.

Spot promoted officers will be removed from their billets. The message states that officers with pending promotions will see those actions put on hold because of "pending administrative action and physical disqualification."

For enlisted Sailors, passing the deadline initially puts any pending advancements on hold. This includes automatic time-in-grade advancements to paygrades E-2 and E-3, and ultimate advancements to those frocked to E-4 through E-9. Once the adverse evaluation is issued, these advancements become permanently revoked because the evaluation removes their advancement recommendation.

Refusing the vaccine also results in the Sailor no longer being eligible to re-enlist or extend. As a result, any pending extensions will be canceled.

Sailors refusing the vaccine will not be allowed to transfer on Permanent Change of Station moves. Affected commands and individuals should contact Navy Personnel Command (NPC) or their

detailer directly. NPC will address each case individually, including those who have already begun the transfer process.

Also, those refusing the vaccine are no longer eligible for bonuses and special or incentive pays. Repayment will be required for any unearned portions already received. Some examples include, but are not limited to, career retention bonuses, enlistment bonuses and incentive pays such as flight or dive pay.

Removal of warfare qualifications, additional qualification designations, Navy Enlisted Classifications, or subspecialties for Sailors refusing the vaccine is also possible. Any such decisions, the message states, will be up to the community sponsors and in line with existing policies set for Sailors not maintaining their deployment or individual medical readiness.

Vaccine refusal has a broad impact on education programs, including losing eligibility for Tuition Assistance (TA) and the Department of Defense's Skillbridge training program for transitioning Sailors. Those using TA will either lose

command approval for upcoming classes or be withdrawn from classes that have already started.

Vaccine refusal also impacts initial entry and in-service Navy paid education programs for officers. These include U.S. Naval Academy, Naval Reserve Officers Training Corps and Health Professional Scholarship Program graduates who have yet to complete their initial obligated service. These Sailors will be on the hook for a pro-rated portion of their education costs.

Others who received specialized Navy training could be subject to reimbursement on a case-by-case basis.

"If in doubt as to how to adjudicate issues related to a Navy service member refusing the vaccine, seek guidance from your chain of command, your staff judge advocate, or the CCDA before acting," Nowell wrote. "In all cases, you are accountable to ensure the health and safety of your command while treating every Navy service member with dignity and respect."

Details on these topics and more are available in NAVADMIN 256/21.

# 2021 NAVADMIN YEAR-IN-REVIEW

THE NAVADMINS WE FEEL WILL HAVE THE GREATEST IMPACT ON YOUR CAREER



THIS YEAR CNP RELEASED OVER 275 NAVADMINS. THESE COVERED ISSUES SUCH AS FAMILY READINESS, PRT CHANGES AND COVID-19 POLICY AND VACCINATION GUIDANCE. THESE ARE THE TEN MOST IMPACTFUL NAVADMINS OF 2021.

## NAVADMIN 021/21 | 25 JANUARY

### SAILOR ASSISTANCE AND INTERCEPT FOR LIFE UPDATE

Subtle but important changes were made to the critical prevention program designed to help Sailors during the 90 days after a suicide-related behavior, the period of highest risk.

## QUARTER 1

## 9 FEBRUARY | NAVADMIN 032/21

### CNO MESSAGE TO THE FLEET ON EXTREMIST BEHAVIOR

Chief of Naval Operations Adm. Mike Gilday issued a statement to the fleet regarding extremist behavior in the Navy.

## NAVADMIN 054/21 | 5 MARCH

### SEABEE MASTER CHIEF RATING NAME CHANGED

After an extensive review of the senior enlisted Seabee community, the decision was made to create a single rating at the E-9 level, CMCN.

## QUARTER 2

## 1 APRIL | NAVADMIN 072/21

### UNIFORM REGULATIONS VERBIAGE CHANGE

The Navy released the first of a series of uniform policy changes expected to enhance clarity, interpretation and application of service uniform policies on the deckplates.

## NAVADMIN 159/21 | 28 JULY

### SPECIAL LEAVE ACCRUAL FOR THE NAVY

Sailors unable to take leave due to COVID-19 restrictions now have extra time to use their leave.

## QUARTER 3

## 31 AUGUST | NAVADMIN 183/21

### NAVY UNIFORM POLICY UPDATE

The Navy authorized new hairstyles for men and women and changes to wear rules for watches, prescription glasses and sunglasses while in uniform, medically prescribed head coverings and earrings for men in civvies.

## NAVADMIN 202/21 | 9 SEPTEMBER

### E-8/E-9 ASSIGNMENT OPTIMIZATION

To better align enlisted supervisors with critical billets that require their skills, the Navy announced the assignment optimization plan for active and full-time support MCPOs and SCPOs.

## 28 SEPTEMBER | NAVADMIN 214/21

### TUITION ASSISTANCE POLICY UPDATE

The Navy increased TA benefits, allowing qualified Sailors to now use up to 18 semester credit hours annually. Along with the expanded credit cap came new eligibility requirements that tighten up who can use TA.

## NAVADMIN 225/21 | 13 OCTOBER

### COVID-19 CONSOLIDATED DISPOSITION AUTHORITY

The Navy assigned CNP as the CCDA and announced timeline and discharge details for Sailors who refuse the COVID-19 vaccine without a pending or approved exemption.

## QUARTER 4

## 24 NOVEMBER | NAVADMIN 264/21

### PHYSICAL READINESS PROGRAM UPDATE FOR CY-21/22

The Navy released plans for a single PFA cycle to be conducted from April to September 2022 and mandated unit-level tracking of 2021 fitness data.

FOR A FULL LIST OF 2021 NAVADMINS PLEASE VISIT:

[WWW.MYNAVYHR.NAVY.MIL/REFERENCES/MESSAGES/NAVADMIN-2021/](http://WWW.MYNAVYHR.NAVY.MIL/REFERENCES/MESSAGES/NAVADMIN-2021/)



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# Set Your Sails To Be A Millionaire!

*How are your financial plans working out for you?*

*Are you investing in your future regularly?*

*Are you maximizing your Navy pay & benefits to meet your goals?*

Did you know that a Sailor in their early 20s, investing a surprisingly small amount every month over forty years, could have over \$1,000,000 in their account based on the power of compounding interest?

Famed American boxer-turned-entrepreneur George Foreman once said, "The question isn't at what age I want to retire, it's at what income."

Whether you start at the beginning of your career or take a bit longer to find what works best for you, the decisions you make on the front end of your financial planning process will set the tone for your future of prosperity. Doing such requires access to quality tools and resources to lay those plans.

**The MyNavy Financial Literacy (MNFL) app provides just that.** Created by the MyNavy HR IT Solutions team, the MNFL app is a resource-based product full of financial planning information that Sailors can apply to present-day goals and future aspirations. Like many Navy App Locker applications, MNFL is a CAC-free service, acting as a gateway to a tremendously rich source of material designed to help you maximize your opportunities and avoid pitfalls with your dollars and cents.

## Some of the tools available in the app include:

- Links to multiple calculators such as the Blended Retirement System (BRS), Thrift Savings Plan (TSP) Savings Growth, and Final Pay calculators.
- Access to the Million Dollar Sailor (MDS) Curriculum
- BRS training material
- Financial Literacy Resources covers personal financial management, Financial Planning for Deployment, and Developing a Spending Plan, among others.

**These are just a few of the many resources available within the MNFL app. It is never too late to start getting financially savvy. MNFL is here to support you in steering your financial dreams in the right direction.**

**Download your financial future at: [applocker.navy.mil](http://applocker.navy.mil)**

