

Navy's 2021 PFA Cycle Starts July 1 –Updates You Need to Know



The Navy's 2021 Physical Fitness Assessment (PFA) starts July 1 and will continue until the end of the calendar year.

Navy personnel officials confirmed the resumption of testing while releasing additional guidance and program updates on June 16 in NAVADMIN 129/21. The Navy has not conducted an official PFA cycle since 2019, excusing both 2020 cycles to mitigate

Sailor exposure to the COVID-19 virus.

New Modalities

This year's single cycle will see the plank exercise replace curl-ups. For this cycle, plank scores will not count towards individual scores, however, officials will use results to validate the scoring tables.

A 2000-meter row will also premiere as one of the cardio options.

Postpartum Update

This latest update announces new rules for pregnant and postpartum Sailors by giving them extra time to recover from a birth event before resuming the Navy's PFA.

The postpartum policy update, effective July 1, increases the allowed time to prepare for an official PFA after the birth event to a full year. This is a three-month increase over the previously allotted nine months. The exemption applies to the body composition assessment (BCA) as well as the physical readiness test (PRT).

"This change will allow postpartum Sailors time to fully recover in a healthy manner before being required to adhere to fitness and body composition standards," Vice Adm. John B. Nowell, Jr., the chief of naval personnel, wrote in the message.

PFA exemption for pregnant Sailors starts once a healthcare provider confirms their status. After that, Sailors are excused from the PFA until 12 months after giving birth.

The Navy wants to make sure these Sailors get back in shape safely.

That is why at the six-to-nine month point in their postpartum exemption, all Sailors will take an unofficial "Wellness PFA" to gauge their fitness level. Assessments will be scheduled by command fitness leaders once a Sailor has obtained medical clearance from their healthcare provider.

Those not cleared for the Wellness PFA will be re-evaluated when they are able.

"This new policy intends to assist postpartum Sailors to return to PFA standards and provide [commanding officers] visibility

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CNP and Fleet K Hold Worldwide Town Hall

The MyNavy HR leadership team took to the airwaves and cyberspace on June 16, and answered questions from around the fleet.

For two hours, Chief of Naval Personnel Vice Adm. John B. Nowell, Jr. and Fleet Master Chief Wes Koshoffer fielded questions from Sailors at the Defense Media Activity studios in Ft. Meade, Md.

Questions came from around the world, the live studio audience, Sailors via satellite in Norfolk and others over social media. Sailors from Japan and Bahrain submitted pre-recorded questions in the days leading up to the town hall.

Nowell and Koshoffer tackled issues ranging from leave policies and advancement exams to the difficulties of updating records online. Also some near-future innovations that will revolutionize

how Sailors negotiate orders and changes to how Sailors will be paid were revealed.



Leave Issues

The COVID-19 Pandemic brought many challenges to Sailors, including their ability to take leave. However, the Department of Defense (DoD) has protected leave earned in fiscal year (FY) 2020 through a Special Leave Accrual (SLA) authority.

Many Sailors asked if that authority can be extended to FY 2021 leave also, as only recently have COVID protocols been eased to the point where Sailors can travel freely again.

"The direct answer is that it is covered by statute," Nowell said.

Though the Navy has some authority to grant special leave accrual for individual commands in certain circumstances, they have to get higher approval to extend it to the entire Navy.

"We are working with the Department of the Navy and the DoD to explore if SLA for the

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Coaching in the Ranks is Important – Here's Why



Sailors want professional feedback – they want advice to help them learn and grow throughout their career. In response, the Navy is implementing a plan to develop a culture of coaching across the deckplates.

"We want to improve the quality of feedback that Sailors receive," said Fleet Master Chief Wes Koshoffer. "Coaching is something we can do right now and should be doing consistently."

The Navy is now laying the groundwork for developing coaching across the service, specifically on the deckplates, weaving it into the culture as a leadership technique.

Called MyNavy Coaching, the effort is a Chief of Naval Personnel-led initiative to build and sustain that culture.

It's not just a program. Instead, it is an effort to teach coaching techniques throughout the Navy at every level. Done properly, regular coaching is a tool that helps leaders enhance

Sailor performance through personal and professional goal setting and through constant and constructive feedback.

"The research shows us that in any organization, only about 33% of personnel feel 'engaged', and coaching can help increase this," said LCDR Erica Harris, Certified Coach and Research Psychologist at Navy Personnel Command charged with developing this initiative.

"Coaching is a communication and leadership skill that improves Sailor engagement by developing coaching partnerships focused on creating success," Harris said.

A coaching partnership is a commitment on behalf of the coach and coaching partner who are both devoted to a successful relationship by facilitating learning, improving performance and moving towards the desired results. Partnering in coaching creates a level of trust and commitment between the coach and the coaching partner.

In this partnership, the coaching partner is in the driver's seat. The coaching partner determines the agenda and provides content for the conversation. In a coaching partnership, the partner owns their own personal and professional development and commits to being coached and engaged in the process.

The coach provides a framework to guide their conversations while supporting the coaching partner's goals. The coach actively listens, shows empathy, and asks powerful, open-ended questions focused on the "what" and the "how." The result is new knowledge gained on behalf of the coaching partner while empowering them to achieve their goals.

"Coaching is not Mid-term counseling,"

Koshoffer said. "Mid-term counseling is tied directly to performance evaluations and although it's valuable, it happens only once per evaluation cycle. I would like every leader in the Navy to understand coaching techniques and be able to apply them on a consistent basis."

"All Sailors need counseling, coaching, and mentoring and each is different," Harris said.

Piloting the MyNavy Coaching initiative in the fleet, Harris said that Sailors said they did not see coaching as something to replace Mid-term counseling. Instead, they see it as what you do after you receive your performance feedback as a way to continue your professional development and growth.

"Effective coaching sessions involve goal setting, a reality check to see where we are starting from, looking at available opportunities and paths forward – then committing to courses of action and follow-up" said Koshoffer.

In coaching conversations, Harris said, the coach is not deciding what the topic of conversation is – the coaching partner is. She said the skill comes in asking them questions, allowing them to come up with their own answers.

"Too often we try to fix someone's problem, issue, or challenge, but, in coaching, you're allowing the coaching partner to come up with the solution," said Harris.

As the Navy prepares for the full release and implementation of MyNavy Coaching Initiative, you can, email MyNavyCoaching@navy.mil. For more information, visit the Coaching page on the MyNavy HR Webpage at: <https://www.mynavyhr.navy.mil/Career-Management/Talent-Management/Coaching>.

'MyNavy HR Transformation' to Revolutionize Personnel and Pay Systems

The year is 2025, and Sailors across the Navy are able to log onto one system to update all of their personal information, and complete personnel and pay transactions. This is the future reality for the Navy.

MyNavy HR Transformation is in the process of changing and improving everything we do – including how we are structured as an organization, our operating model, our processes and procedures, and, finally, the enabling of Information Technology (IT), including Navy Personnel and Pay (NP2).

Currently, MyNavy HR manages Human Resources (HR) processes with more than 55 aging IT systems, spread out over 250 programs, some of which are more than 40 years old. They are not interoperable and do not provide a single authoritative data source, ultimately preventing efficient talent management and the use of predictive data analytics.

When MyNavy HR Transformation achieves final operating capability in FY25, the end state will be a single point of entry system through MyNavy Portal that allows Sailors to easily access all of their information through one interoperable family of systems. Many of these improvements will be provided through NP2 and will include but are not limited to transportation and travel settlements as well as pay eligibility, calculation, and certification. This solution will also support processes for capturing

personnel transactions from hire to retire that directly impact pay.

Today, the Navy is well on its way to making life easier for Sailors. "We're working hard, as we are modernizing these antiquated systems ... updating the policies, making it easier for you ..." said Vice Adm. John B. Nowell, Jr., the chief of naval personnel, at a recent MyNavy HR live town hall.

NP2's Initial Operational Capability (IOC), currently scheduled for Q2 FY22, is the first major milestone to revolutionize the Navy's Personnel and Pay System. With IOC, NP2 will provide an integrated, consolidated active and Reserve pay solution that will enable Treasury Direct Disbursing. This solution will be used to conduct Payroll Operations for all Sailors, and replace functions currently performed by the Defense Joint Military Systems (DJMS) active and Reserve.

"It's the first integrated active and Reserve pay system ... that's a big deal. We will then incrementally add more personnel functions to that ... and we will make it better based on your feedback," Nowell added.

To help ensure successful NP2 development and rollout, the Fleet Delivery Team (FDT) was established in March 2021. FDT is a hand-picked group of subject matter experts responsible for supporting the development, testing, guidance, change management, training, and delivery efforts of NP2.

Armed with significant Fleet experience

and embedded in every NP2 product development team, the FDT will continue supporting the robust testing efforts being conducted from April to September 2021. Concurrent with FDT efforts is the staffing and development of the Hypercare team, which will aid in account creation utilizing the existing MyNavy Career Center (MNCC) Tiered HR Service Delivery model with elevated levels of support for appropriate responses through June 2022.

As an example of how NP2 will streamline and improve administrative processes for Sailors, the current process for updating the Record of Emergency Data/Dependency Application (RED/DA), which is also known as a Page 2, will be replaced by the MyPersonal Relationships module in NP2, and it will allow Sailors increased self-service options.

If the Sailor is unable to fully address the issue in NP2, MNCC will be available 24/7 at 833-330-MNCC to provide immediate assistance.



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Blended Retirement System CY 2022 Continuation Pay Announced

The Navy released the calendar year 2022 Blended Retirement System (BRS) continuation pay (CP) rates for eligible Sailors June 3 in NAVADMIN 114/21.

Under BRS, Sailors participate in a modernized retirement program.

Throughout their career, Sailors enrolled in the Thrift Savings Plan receive a matching contribution of up to five percent of their base pay from the Navy. Those who stay until retirement receive retired pay at a two percent multiplier for every year of service (YOS), twice the two and a half percent multiplier they would receive under the legacy retirement system.

"I initially opted into the Blended Retirement System because I was unsure if I wanted to make the Navy a 20-year career," said Personnel Specialist First Class (SW/AW) Holly Tucker. "I wanted something that was already working for me towards retirement, should I decide to get out – so when I heard they matched what I put in, I jumped at it."

One additional benefit of BRS is continuation pay. All Sailors enrolled in BRS qualify for the incentive, which currently comes at the 12-year "mid-career" point.

"The fact that you can get a bonus at the 12-year point did not factor into my original decision," she said. "But as it comes closer, I am thinking it is a great benefit as I can either put it towards retirement or possibly to use as a down payment on a new home."

To collect the incentive, eligible Sailors must do two things. First, they must request the pay before arriving at their 12th pay anniversary. Second, they must agree to obligate for another four years of service via Navy Standard Integrated Personnel System (NSIPS).

If a Sailor has a valid email on file in NSIPS, notification that this milestone is approaching will come at the six, three, and one-month dates before reaching their 12th YOS.

For active duty and Full-Time Support (FTS) Sailors, the calendar year 2022 payout is two and a half times their monthly base pay. For drilling reservists, it is half of one month's salary. This is the same amount as the calendar year 2021 payout.

For example, an active duty or FTS E-5 or E-6 with 12 YOS is eligible for a one-time payout of roughly \$9,000 and \$10,000, respectively. In the Selected Reserve, those payouts would be approximately \$1,800 for

the E-5 and close to \$2,000 for the E-6.

The incentive is taxable income, but the entire amount is tax-free for Sailors who obligate for the pay while in an eligible Combat Tax Exclusion Zone. Sailors choose the payment method and can elect either a lump-sum or payment in equal installments, which can't exceed four annual payments over four consecutive years.

Sailors can also collect this pay in addition to any other career-specific or retention incentives.

Sailors can update their email and elect CP through NSIPS at <https://my.navy.mil/quick-links.html>. Those unable to choose CP through NSIPS can manually select the pay through their command career counselor.

More CP information, including instructions on electing CP, is located in NAVADMIN 302/17 and MILPERSMAN 1810-081. For any other CP issues, contact MyNavy Career Center (MNCC) at 833-330-MNCC or askmncc@navy.mil.

Sailors eligible for the mid-career CP can view the CY 2022 pay rates memorandum at <https://www.mnp.navy.mil/group/pay-and-benefits>.

Navy's 2021 PFA Cycle Starts July 1 – Updates You Need to Know - Cont'd



12-month recovery period.

If a postpartum Sailor fails the Wellness PFA Check, there will be no negative consequences for failing and they will not be placed on the fitness enhancement program. All Sailors will be provided with additional nutrition and fitness resources to assist them with their pregnancy and postpartum fitness recovery. Further guidance can be found in PRP Guide 8 on the PRP website.

COVID-19 Precautions

Mask guidance has been updated to reflect the Department of Defense and Centers for Disease Control's recent updates for vaccinated personnel. The wearing of masks during the PFA will not be required for fully vaccinated Sailors, those who are at least two weeks beyond their final dose. Those not yet fully vaccinated must continue to follow the applicable DoD mask guidance. However, the message says Sailors may unmask when performing PRT events.

Also, the message announced that the Navy's revamped Physical Readiness Information Management database, known as PRIMS 2, will go live at the beginning of September.

Though starting the fitness cycle without the new database fully online isn't optimal, moving ahead is necessary, Nowell wrote, because "it is important that we return to a normal routine for our physical readiness program."

Sailors are reminded that everyone deemed qualified to test, must do so the upcoming cycle. This means that no exemptions will be allowed for those who scored excellent or above from the previous 2019 cycle.

The reason is that the DoD has long-mandated that all services conduct fitness testing annually at a minimum. Since there has been no on-the-record PFA's since 2019,

the Navy is unable to honor those exemptions because of this time limit.

However, going forward, those who score high enough on the upcoming 2021 PFA will be exempt from calendar year 2022's first cycle.

Failure rules are altered for this cycle, too. Because both 2020 cycles were excused, the message says the normal consecutive failure rules will not apply for Sailors who may fail 2021's PFA.

This means if a Sailor failed Cycle 2 in 2019 and fails the upcoming 2021 PFA, it will not count as two consecutive PFA failures. Going forward, though, any Sailor who fails their 2021 PFA and the first cycle in 2022, will be subject to adverse administrative action.

Those seeking more guidance on conducting the PFA should refer to NAVADMIN 129/21. Those seeking more guidance on the new events should consult NAVADMIN 024/21 and the Navy's library of physical fitness program guides.

For the upcoming 2021 cycle, an all-new Physical Readiness Program Guide 10 entitled "How to Conduct CY2021 PFA" is now available.

This new guide along with Guide 3 (PFA Checklist) directs commands in conducting the upcoming fitness cycle. In addition, Guides 4 (Body Composition Assessment), 5 (Physical Readiness Test), and 15 (Conduct of the PFA in COVID-19 Conditions) should also be consulted, the message said.

These can all be downloaded at <https://www.mynavyhr.navy.mil/Support-Services/21st-Century-Sailor/Physical-Readiness/>.

The Navy's Physical Fitness Program app has also been updated with new events and information, and is available for download in the Navy App Locker or from any of the commercial app stores at no cost.

on the health and fitness level," Nowell wrote in the message.

Service women should participate in the Wellness PFA to the best of their ability, without overexerting themselves in order to pass. The goal is to assess a postpartum Sailor's fitness level, midway through the 12-month PFA exemption period in order to assist them with returning to Navy PFA standards.

Those who pass their Wellness PFA can return to participating in command or unit physical training. At this point, they are still exempt from the PFA until the end of their

Changes Coming to CLREC Navy Global Deployer App

A Pew Research study approximated 200,000 United States military personnel deployed overseas in 2016, which at the time was a 60-year low. Every year between 10-15% of service members will be outside of the country.

Whether that time is months in a combat zone, weekends in foreign ports or an overseas PCS move, understanding the operational environment is of the utmost importance for those individuals. To help Sailors and their families prepare for potentially unfamiliar places, the Center for Information Warfare Training (CIWT) and the Center for Language, Regional Expertise, and Culture (CLREC) joined forces to create the CLREC Deployer Mobile Application for iPhone and Android users.

The app was originally released four years ago, designed as a Ready Relevant Learning tool to help Sailors meet requirements for cultural awareness and language familiarization. Resources for over 60 countries have been programmed into the app, providing users with assistance on language, history, geography, people, ethnic groups, religious institutions and social norms.

Staying abreast of the changes in the Navy's missions, the CLREC Deployer is receiving an update this month that will mostly consist of modifications to information already present within the product. Content for six new countries have been added and twenty-eight others such as France, Spain, and Italy were updated. Two more languages have also made their debut in the app, with another 39 languages getting amended.

The Cultural Orientation Training (COT) and Every Deployment a Global Engagement (EDGE) training tools are two of the more popular components of the app as they feature immersive lecture-style lessons on select countries. Completion of COT and EDGE courses can be recorded in a Sailor's Electronic Training Jacket from the app, a benefit consistent with the Navy App Locker's push for CAC-free functionality.

Country-specific resources can be found on the left side menu within the app and are separated by geographic commands. Upon selecting the desired command and country, users will see a list of documents such as culture cards and etiquette guides, a cultural

orientation video, and language phrase audio files for practice, in addition to COT or EDGE courses for applicable nations. Of course, the amount of training resources vary per country as the MyNavy HR IT Solutions team continues working to provide as many options as possible for users. Web links for general foreign resources are also available in the side menu, like Defense Language Proficiency Test Guides and the Defense Language and National Security Education Office website.

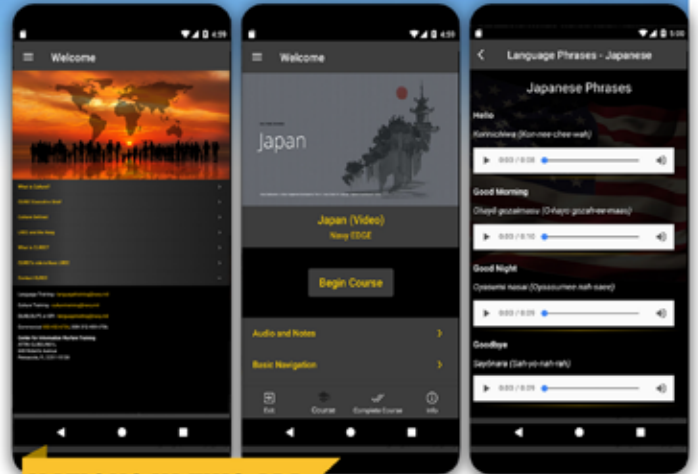
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CNP and Fleet K Hold Worldwide Town Hall- Cont'd



entire Navy can be extended to cover FY21.

Leave came up again with a Sailor asking whether the current policy that only allows the selling back of leave once in a career, and only up to 60 days, could be loosened up a bit. In addition, the idea was floated to allow for donating leave to shipmates.

"I'm having a hard time finding a scenario where we would need to donate leave to other Sailors," Koshoffer said. "We [already] have so many ways to take care of our shipmates."

Koshoffer cited the use of temporary duty assignments, limited duty, convalescent leave and primary and secondary caregiver leave periods, which probably negates the need to share leave with shipmates.

Leave sell back was a different issue that could be considered, he said. Though it could require Congress to change the law.

"We want you to take the leave, not sell it back in the first place," Koshoffer said. However, he added that "there's probably some room to explore other conditions" where selling leave back might be possible.

Koshoffer acknowledged that limiting leave sell back to "only 60 days and only ... once in a career may be a little bit limiting."

With careers that can span upwards of 30 years or more, he said. "There are probably some scenarios in there where we'd want to sell back leave." He's in favor of "maybe looking at ... the art of the possible" in how the policy could be expanded.

However, both leaders said the bottom line is that leave is there to be used.

"Take leave early and often, for the good of the service," Koshoffer said. "It shows that you trust your team to get the job done, those that you have trained, led, and developed, and then you come back with a recharged battery after leave, ready to go."

Improving HR Delivery

A big frustration of many Sailors is the need for the same personnel data – such as updates to dependency data – which must be entered into multiple databases that don't currently talk to each other, resulting in more work for Sailor and their families.

"You've just voiced the same frustration that I have," Nowell said. "I've been in a long,

long time, been married 35 years."

Promising help is on the way, Nowell said the Navy has been gradually bringing a new data system online that will make this redundancy a thing of the past.

Koshoffer added the service is currently consolidating 55 separate IT systems that have come online in the last 60-to-70 years into a single system of systems called Navy Personnel and Pay (NP2).

NP2 is much more than just a personnel data tool. The single system that is scheduled to be fully operational in FY2025 will handle all a Sailor's personnel and career data in one place.

Right now, final testing is underway for the initial capability release of NP2, scheduled for Q2FY22. It will revolutionize how orders are negotiated, it will pay Sailors directly, and eventually change how evaluations are produced – and it's coming fast.

Advancement Exams

For decades the Navy's advancement system released petty officer advancement and selection board results like clockwork at nearly the same time each year. COVID-19 changed that and Sailors asked if the Navy would be getting back to the way things used to be.

Nowell gave the initial answer as "Yes", saying the light is visible at the end of the tunnel, but admitted it might take a little more time to return to normal.

In the case of petty officer advancements, Nowell said the delays over the past year came because "we went to not testing on a single day, but over the course of several days." This allowed commands to test with the use of COVID protocols. However, this also expanded the time needed to grade the tests and process results.

"That's why you see the kind of confusion that we've got right now," Nowell said. "We'll see some of that going into the fall, but I think we'll be coming out of that here in the not-too-distant future."

However, the Navy is looking at changing this game significantly, according to Koshoffer, who gave a peek at how advancements could change in the future.

"I am in favor and driving some initiatives

that look at advancement exams on-demand," he said. "So instead of taking an exam twice per year ... imagine a world where you sit, or you take your advancement exam when you're ready."

How it would work, he said, is time-in-rate eligible Sailors who are recommended for advancement would take advancement exams on their timeline and not on the Navy's anymore.

The Navy would keep a running list of eligible Sailors who have tested and have what Koshoffer described as a "dynamic rank order" that racks and stacks all Sailors in a given rating and paygrade.

This gives Sailors, he said, the ability to see exactly where they are against their peers and find ways to improve their standing.

"That's a glimpse of what the future could look like," he said. "We're driving in that direction."

Cyber Incentives

The high demand for cyber professionals had one Sailor asking what the Navy is doing to compete with the civilian sector to keep top cyber talent in the ranks.

"We know that it's hard to find folks like you, it's hard to keep you and therefore we've got to incentivize it," Nowell said.

He said they're already using the usual monetary incentives such as Selective Reenlistment Bonuses and other pay options to keep cyber Sailors in uniform. But they've also begun to look at finding non-monetary incentives through the Detailing Marketplace as well as identifying creative ways to advance and keep top talent.

One such example, Nowell said, is the recently created Cyber Warrant Officer designator. For the first time since the Vietnam era, the Navy is using the Warrant Officer One paygrade, and Sailors at the E-5 level can apply. These Sailors can advance in the warrant ranks through W-5, too.

"It's a huge bump up in pay going from E-5 to Warrant One," Nowell said. "So that's a creative way that we're looking at using some of the authorities that we've got – we know that the next war could start and end in cyberspace, so we've got to be ready and we're working pretty hard at it."

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