



## CNP and Fleet visit MNCC Call Center to Gauge Progress and Say Thanks

Chief of Naval Personnel, Vice Admiral John B. Nowell, Jr. and Fleet Master Chief Wes Koshoffer visited the My Navy Career Center (MNCC) at Joint Expeditionary Base, Little Creek on March 2nd.

Nowell and Koshoffer spent time with the center's men and women to show their support for those working to help Sailors and families navigate personnel issues.

Open 24 hours every day, the center assists the Navy family—active, reserve, family members and retirees—with pay and other administrative personnel issues. The pair of personnel leaders also came to see new technology in use at the center and find out what help they can give to get Sailor's the answers they need quickly and efficiently.

"It's all about warfighting readiness," Nowell said. "The less time they or their families have to take to resolve a pay or personnel issue, the less they have to worry about it."

Since March 2020, operators at MNCC Little Creek have processed more than 390,000 cases. This includes helping nearly 27,000 Sailors affected by the COVID-19 stop movement order early last year with issues such as Hardship Duty Pay and rescheduling Permanent Change of Duty Station orders.

The idea behind the MNCC is to make

Navy personnel service delivery on par with commercial customer service centers that provide help over the phone and internet.

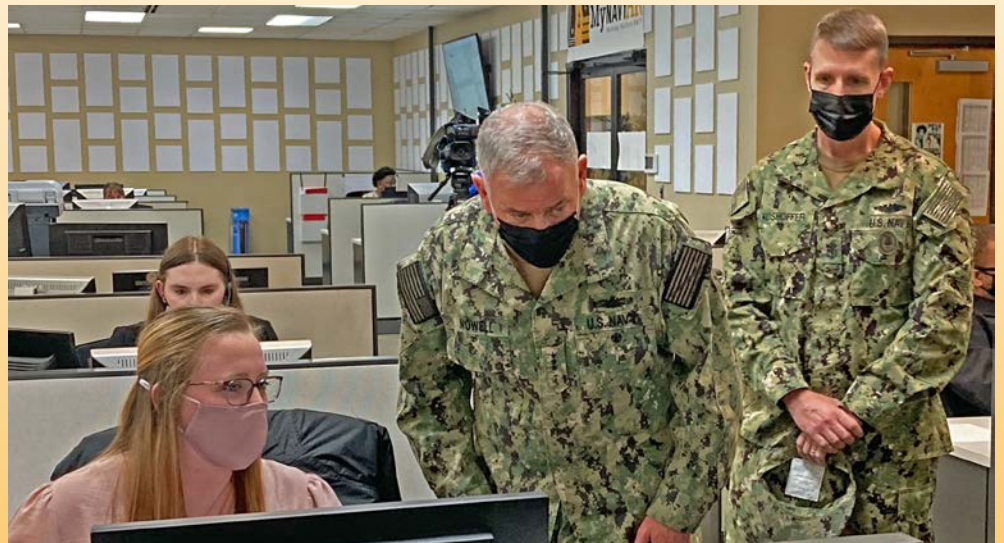
"We want them to be able to do it like they do everything else in the 21st century, on their hand-held device with tiered levels of service—they go to a website, talk to an agent—if these folks can't solve it, they bump it up to the next tier."

The new technology the leaders saw in use at the center is a new software

solution that helps operators evaluate customer' needs and provide answers.

"We wanted to hear how it is going and see if we can help them in any way," Nowell said. Though the metrics are improving, Nowell wanted to get behind the numbers and gauge those working the issues on how to make it even better.

"We wanted to hear first-hand how we are doing," he said. "But most of all, we wanted to say thank you for what they're doing, especially amid the COVID pandemic."



## OSD Announces Change to Family Separation Allowance



Shipboard Sailors with dependents will now see their deployment clocks start ticking a little sooner, thanks to a change in the law which now credits time spent in quarantine aboard ship as qualifying toward the 30 days required to start collecting Family Separation Allowance (FSA).

The change is retroactive to Jan. 1, according to a Feb. 25 Department of Defense memorandum. For Sailors with dependents, the memo states the days they are under orders aboard ships in homeport prior to departure will count toward the 30 continuous days away required to receive the \$250 in FSA.

Previously, the clock did not start until the ship had departed its home port. The rule change, however, does not

apply to anyone restricted to the ship for disciplinary reasons. Also, all other existing requirements for entitlement to FSA remain in effect, the memo said.

The change came as part of the Fiscal Year 2021 National Defense Authorization Act (NDAA) — a direct response to Sailor feedback from the COVID-19 preventive measures put in place over the past year by the Navy to protect Sailors and ensure warfighting readiness.

"This is a change that just makes sense for our Sailors and their families," said Vice Adm. John B. Nowell Jr., the Navy's chief of personnel. "After hearing from the fleet, Navy leadership and lawmakers worked together to make sure this unintended consequence of our

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# The Extremism Stand-Down: How and Why It's Happening

The Navy will not tolerate extremism in the ranks and announced its plan for a stand-down to get that message to everyone in the service.

Initially ordered by Secretary of Defense Lloyd Austin in a Feb. 5 memo to the individual services, the Navy has announced the required stand-down completion date of April 2 and provided tools to facilitate units in conducting the stand-down.

"The intent of this stand-down is to ensure service members and civilian personnel clearly understand the damaging effects of extremism and begin developing more effective, sustainable ways to eliminate the corrosive impacts extremist activity can have on our Force," wrote Vice Adm. John B. Nowell, Jr. in NAVADMIN 044/21, released on Feb. 19.

"Extremist beliefs, behaviors, and conduct are not consistent with our core values, are detrimental to good order and discipline and degrade the toughness, trust, and connectedness we are building in our Sailors and teams through our Culture of Excellence campaign."

To that end, Nowell is asking

Commanders and Commanding Officers to begin having discussions with those under their command, either in person or virtually.

The Navy has developed a facilitation guide and supplemental slide deck for commanders to use to conduct the stand-down. Commanders may tailor the message to their personnel and missions, but at a minimum, the stand-down must cover:

- The meaning of the oath of office and enlistment which not only includes our rights of Freedom of Speech and Assembly but also the limits on these rights for service members, rights we sacrifice to protect and build public trust.

- Actions that betray the oath that include prohibited activities, Uniform Code of Military Justice direction on extremist activities, review of political activity, and social media "dos and don'ts."

- The responsibility of leaders at every level to report, investigate, remain alert for signs of extremism and to intervene when necessary.

- Conduct listening sessions focused on our Core Values, our Culture of Excellence,

and the Task Force One Navy (TF1N) report.

This extremism stand-down is not meant to be a "check in the box", but a starting point for a cultural change at a time when the Navy begins to implement the work of TF1N. Listening to Sailors and conducting listening sessions needs to be the standard moving forward.

"We have been emphasizing the importance of listening sessions since the establishment of TF1N last summer. Some commands have leaned into this while others have not," Nowell wrote. "CNO's direction is that every Commander or Commanding Officer will continue to conduct listening sessions and get it into their battle rhythm. This is where the hard work of establishing trust and connectedness starts."

Nowell concluded his message by reminding Sailors of the Navy's "Signature Behaviors".

"As Sailors, we must strive to be inclusive, creating an environment where every individual understands that they are a valued member of the Navy team," Nowell wrote. "This is an All-Hands effort."

## Navy Recruiting Presents Gold "R" Award Winners

The annual Gold "R" award was created to recognize selected Navy Talent Acquisition Groups (NTAGs) for outstanding performance in recruiting. Due to the challenges the coronavirus pandemic presented, three winners were selected, differentiating the pre-pandemic and post-pandemic environments. NTAG Red River, which encompasses 150,000 square miles that includes North Texas and Oklahoma, is the recipient of the pre-pandemic Gold "R" award, and NTAGs San Antonio and Ohio River Valley are the post-pandemic Gold "R" award winners.

"I am very proud of what our team accomplished this past year," said Cmdr. Dan Boutros, Commanding Officer of NTAG Red River. "At the beginning of the year, we set out with a clear goal of being national champions, and every Sailor and civilian took ownership of that goal. It was truly an all-hands effort that earned us the Gold 'R'."

"I am very optimistic that we will make the Navy's mission this year because of the Sailors we have out there in the field working hard every day," said Rear Adm. Dennis Velez, Commander, Navy Recruiting Command.

For a district to be eligible for the Gold "R" award, the Silver "R" award must be achieved first. Commander, Navy Recruiting Region establishes a ranking system, and one district in each region is awarded the Silver "R" award as well as being that region's

"District of the Year."

The National Awards Board reviews all Silver "R" award winners and submits a recommendation to Navy Recruiting Command for the Gold "R" award. Once the recommendation is approved, that district earns the Gold "R" award and "National Navy Recruiting District of the Year."

Also, all districts can earn a Bronze "R" award. To receive this award, a district must earn the following departmental awards: the Enlisted "E", the Officer "O" and pass their National Inspection Team assessment. On top of the previous awards, a district must

also earn four out of the following six awards: Leads "L", Nuclear "N", NSW/NSO/AIRR "W", NROTC "C", Admin "A" or LSO "S."

The full list of Gold, Silver, and Bronze "R" award winners is listed below:

Gold "R": NTAG Red River Valley, NTAG San Antonio, and NTAG Ohio River Valley.

Silver "R": NTAG Nashville and NTAG Heartland.

Bronze "R": NRD New England, NTAG New Orleans, NRD Phoenix, NTAG Portland, NTAG Rocky Mountain, NRD San Antonio, NTAG Pittsburgh, and NTAG Ohio River Valley.





# Women in the Navy 2021 – Full Speed Ahead

Women's history in the Navy is a story of an ongoing journey towards equality and equity on the deckplates.

This decades-long road for equality got a boost in recent years as leadership and lawmakers worked to change laws and policies that limited service jobs and opportunities for women and set goals and policies designed to remove barriers and increase recruiting and retention.

Now it's paying off as the service has seen an increase in gender balance in the force as well as the elimination of the many stereotypes traditionally put on women's roles in the military.

The result is a new chapter for women's history in the Navy as equal footing across the service with their male counterparts becomes a part of service culture.

From 1994, when women went to sea on combatant vessels to the final removal of the combat exclusion in the past decade, Navy women have proven they're up to whatever task they take.

In March, the nation pauses for a month-long reflection on the contributions women have made to the United States and specifically the achievements women have made throughout American history.

The Navy honors the journey of women in the sea service and their contributions throughout history.

"The Navy is a better place because of the successes and accomplishments of our women shipmates," said Vice Adm. John B. Nowell, Jr., the Navy's chief of personnel. "True diversity at all levels is a force multiplier that our Navy benefits from, every day."

Each time a woman achieves something for the first time, the Navy has celebrated along with them. For the few firsts we have yet to achieve, there



are women in the ranks who will reach out and get them.

An important goal is to increase gender parity on the deckplates.

Six years ago, at a time when women made up just 15% of the Navy, the service set a goal to increase the female population to 25% of the force by 2025.

As of December 2020, the percentage of women in the active force stood at 21%. This target percentage is not an arbitrary number. Instead, it is considered a "tipping point" for women to be fully accepted into the workforce and not feel isolated.

In 1994, women were only 12% of those serving in uniform. Today's 21% of women in uniform represent a 75% increase from 1994's metric of just 12%.

The greatest increase has come in the percentage of women at the U.S. Naval Academy. In 1994, only 13% of the Brigade of Midshipmen was female – today that number has risen to 28%. This means the 25% goal is within the Navy's reach over the next four years.

The Navy has increased recruiting of women, but to build parity through the ranks, retention of women in the career force is also important.

Leaders aren't created overnight, especially in the military. However, the numbers of women in leadership roles and senior ranks have increased along with their opportunities to serve nearly everywhere.

In 1994, the Navy's flag ranks had just three females, all rear admirals. They represented just 1% of flag officers. Today, there are now 15 female flag officers—three at the three-star level— who now comprise 7% of the Navy's senior ranks. It's much the same in the senior enlisted ranks, where the Navy's chief's mess was just 3% women in 1994. Today, that has grown to 13%.

With no limitations on their service anymore, women now serve in nearly every Navy community from submarines up to the International Space Station. Women in the Navy continue to rewrite our history every day.





## OSD Announces Change to Family Separation Allowance - Continued from pg. 1

necessary COVID-19 policy was corrected quickly to not disadvantage our Sailors and their families.”

As a force protection measure, the Navy began implementing Restriction of Movement (ROM) periods and other measures aboard ships after the start of the COVID-19 pandemic to ensure ships were ready for deployment.

The result was family separations starting weeks earlier than normal, resulting in more time away prior to actually leaving home port.

This change means that now,

once a Sailor sets foot on their ship in preparation for deployment, they immediately start getting credit toward earning FSA, as long as they are ultimately gone at least 30 days.

Family separation allowance is nontaxable and was originally created in 1963 as an extra monthly stipend to help families defray household expenses they would not normally incur if the service member was at home. The flat-rate payment has gradually increased over the years from its initial \$30 per month to the \$250 payment it is today.



## The Navy's Real Good Day Campaign: A New Navy Health and Wellness Hub

The Navy's Real Good Day campaign is building a community focused on sharing actionable health and wellness strategies that work. Each day is a chance for Sailors to take care of themselves, their family, and their Navy community better than ever before. Real Good Day provides tools to aid in a Sailor's personal growth, tips to build healthy habits, ideas for how to recognize the connection between themselves and something bigger, and resources for

investing in positive relationships – just for the health of it.

Find the Real Good Day campaign on Instagram, Twitter, and Flickr (search for @RGDCampaign). Check out the Real Good Day blog on Medium and read some of the latest articles full of helpful tips:

•Six Things to Do for a Real Good Day: <https://rgdcampaign.medium.com/six-things-to-do-for-a-real-good-day-e0ea631f7410>

•Ideas for Setting Healthy Boundaries: <https://rgdcampaign.medium.com/ideas-for-setting-healthy-boundaries-e70fead20845>

•Five Ways to Chill Out Before Bed: <https://rgdcampaign.medium.com/five-ways-to-chill-out-before-bed-718a912f29b2>

Share Real Good Day campaign content and join the conversation. Contact the campaign team by emailing: [everysailoreveryday@navy.mil](mailto:everysailoreveryday@navy.mil)

## NETC Recognizes Force Development's Top 2020 Military Instructors

Naval Education and Training Command (NETC) announced its 2020 Military Instructors of the Year (MIOY) March 2 at a virtual ceremony from the command headquarters onboard Naval Air Station Pensacola.

Ten finalists for five MIOY categories serving throughout the MyNavy HR Force Development domain rose through a number of competitions to represent the top achievers in training from a group of more than 11,000 instructors.

The 2020 NETC MIOY are:

\* JUNIOR ENLISTED – Operations Specialist 2nd Class Dominique Vance, Recruit Training Command, Great Lakes,

Illinois

\* MIDGRADE ENLISTED – Aircrewman Survival Equipmentman 1st Class Kenneth Heckman, Center for Security Forces Detachment North Island, San Diego, California

\* SENIOR ENLISTED – Chief Aviation Boatswain's Mate (Handling) Benjamin O'Dea, Center for Security Forces Detachment North Island, San Diego, California

\* OFFICER – Lt. Alfonso Sciacchitano, Naval Submarine Training Center Pacific Detachment, Santa Rita, Guam

\* NROTC – Lt. Carolee Dearman, University of Illinois NROTC, Champaign,

Illinois

Rear Adm. Pete Garvin, NETC commander, congratulated all the finalists for their roles in shaping the Navy's future force and for their contributions to the training and education mission. Garvin awarded each MIOY with a Navy and Marine Corps Commendation Medal.

"The NETC bumper sticker is 'Fleet Readiness Starts Here,' never has this been more true," said Garvin. "The military instructors recognized today exemplify the drive and passion of delivering the best trained Sailors to the Fleet, ready to fight and win on day one, against any adversary, anytime, anywhere."

The NETC MIOY program recognizes Sailors throughout the domain who exhibit attributes, such as sustained superior performance, leadership, mentorship, knowledge and teaching of military history and heritage, self-improvement, command and community involvement, and exemplary military bearing.

"It is always a difficult challenge to select our five MIOY from a vast group of highly motivated and talented Sailors and Marines," said NETC Force Master Chief Matthew Harris. "They all epitomize the honor, courage, and commitment of our professional military instructors throughout MyNavy HR Force Development."



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