

SAILOR **TO** SAILOR

THE OFFICIAL NEWSLETTER OF MYNAVYHR

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MyNAVYHR
Serving Sailors 24/7



YOUR VOICE MATTERS!

TAKE THE 2022 HEALTH OF THE FORCE SURVEY TODAY

Sailors assigned to the Whidbey Island-class amphibious dock landing ship USS Gunston Hall (LSD 44). (U.S. Navy Photo by Mass Communication Specialist 3rd Class Keith Nowak)

From Chief of Naval Personnel Public Affairs

The Navy launched its annual Health of the Force (HOF) survey July 2022.

The survey, which can be taken by any active-duty Navy service member, focuses on programs and policies that impact Sailors' personal lives, as well as a core set of measures used to assess the Navy's culture and the well-being of the fleet.

Access the survey by [clicking here](#).

This year, the survey includes questions about childcare, work-life balance, collocation, and more.

Most Sailors can take the survey

in 5-20 minutes. Sailors who are married, who have children, or who are dual-military will have more questions available to answer.

There is also space to share your thoughts with Navy leadership.

Sailors have until Aug. 31 to take the survey.

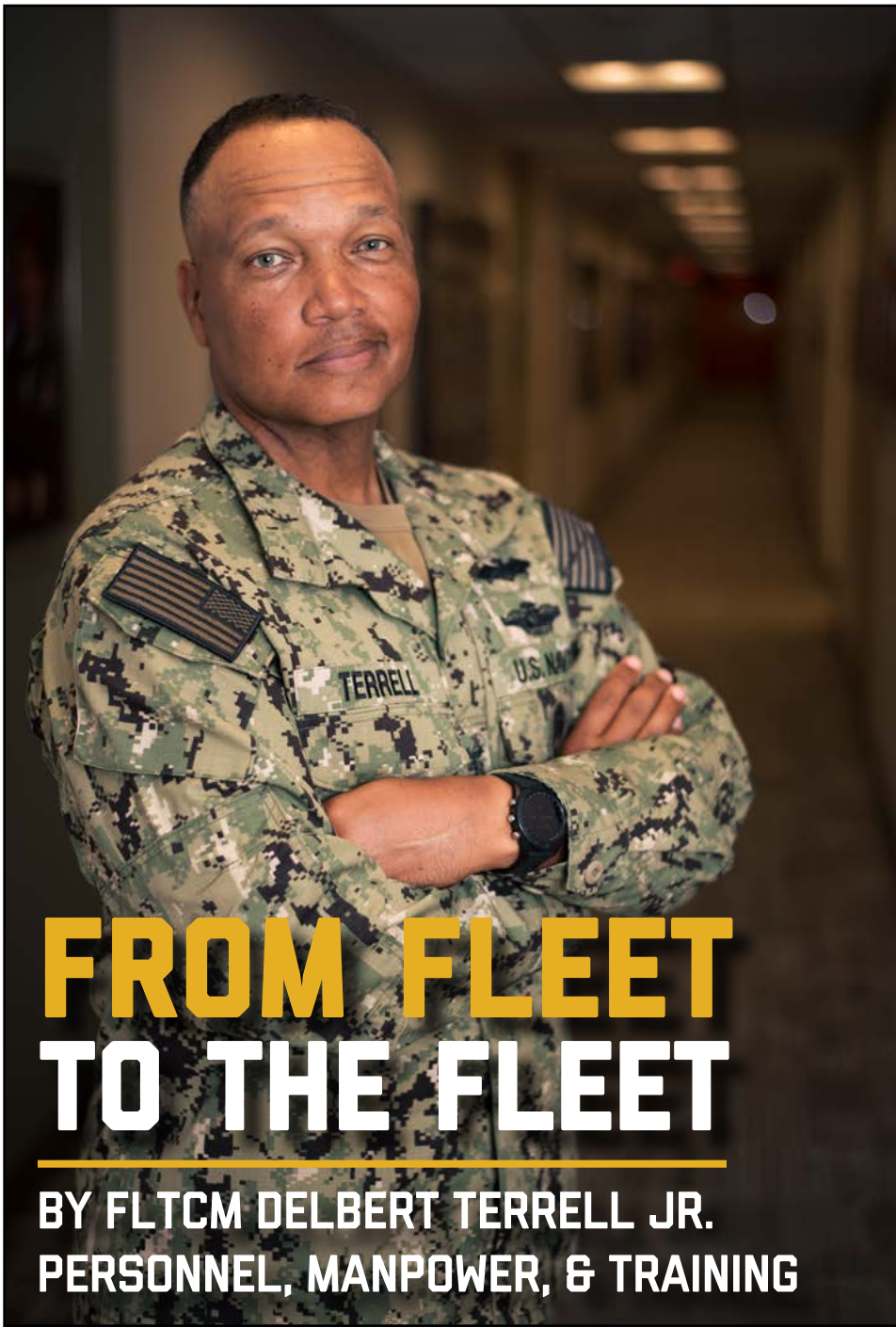
During the 2021 HOF, more than 10,000 Sailors shared their opinions with Navy leadership.

Surveys - and the conclusions made from their results - are a critical tool in shaping Navy programs and policies. They help objectively demonstrate whether the Navy's efforts are producing

desired results, and provide important insights.

Sailors who choose to participate in these surveys are the ones driving Navy policy. This also means that the Sailors who do not participate have fewer opportunities to be heard on important issues. If you pass on taking a survey, the Sailor next to you filling it out is driving change - change you may or may not agree with.

Take the HOF survey today, and remember: you aren't just filling out a form. You're also stepping up to help shape Navy policy.



Our surveys have shown these are the top 5 reasons enlisted Sailors stay in the Navy:

1. Medical/dental benefits (for member and family)
2. Other benefits (paid leave, education, experience, NEX, Commissary, support services)
3. Monetary compensation and retirement pension
4. Job satisfaction
5. Housing (availability, quality allowance, and berthing)

I agree with the reasons above. However, I also serve because of the service members who raised their hand before me to support and defend our constitution, nation, and to make our way of life better for our neighbors, families, and future families.

While we all have different reasons for what led us to enlist, we are united in our service. For me, I continue to wear this uniform to serve you, and so do your leaders.

CNP and I met with your leadership during our time in Norfolk. They are fully committed to your success, supporting your families, and mission accomplishment. However, as MyNavy HR leaders, we recognize that if we do not provide you with support on those first two – career success and family support – you will not be able to stay focused and accomplish the mission.

We are committed to recognizing our shortcomings and actively working to improve outcomes for you and your families. Your feedback is critical to this process, too. I look forward to speaking to you all again in the fleet and at our next CDS. Thank you for what you do each and every day!

Fleet J.

Why do we serve?

A couple of weeks ago, the Chief of Naval Personnel (CNP) and I had the opportunity to travel to Norfolk and engage in the Mid-Atlantic Career Development Symposium (CDS). What a great event to observe and witness first hand - Sailors taking care of Sailors. During the visit, we were able to participate in a few all-hands calls and even sneak away the first day to have lunch

at the galley “unannounced” with two amazing Sailors. The second day we visited the NEX Food Court at Naval Air Station Oceana and received feedback straight from the Sailors... **through open and honest conversation.** These specific interactions led me to reflect on why I serve. For me, it was pretty simple, I needed a little – “just a little” – discipline and focus. It turned out the Navy had more to offer me though.



MYNAVY CAREER CENTER COMMANDER TO CPPAS: 'GET REAL, GET BETTER' IS HERE

Rear Adm. Stuart Satterwhite, commander, MyNavy Career Center responds to questions from Sailors during a town hall event kicking off Career Development Symposium Mid-Atlantic. (U.S. Navy photo by Mass Communication Specialist Seaman Moises Sandoval)

From Navy Personnel Command Public Affairs

The Navy's "pay boss" is getting real.

Rear Adm. Stu Satterwhite, commander, MyNavy Career Center, spoke to command pay and personnel administrators attending the MyNavyHR Career Development Symposium, held at Naval Station Norfolk July 13 and Naval Air Station Oceana July 14, to announce several new initiatives the Navy is implementing to get after challenges with Sailor pay.

Satterwhite discussed the key initiatives outlined in a July 9 task order from U.S. Fleet Forces Command, U.S. Pacific Fleet, and U.S. Naval Forces Europe aimed at improving Sailor pay. These initiatives, Satterwhite said, support a goal of making sure by the end of the year all Sailors

receive the pay and entitlements they are supposed to get within 14 days of becoming eligible for them.

The Sterling, Virginia, native told those assembled that the Navy recognizes the work ahead of it.

"We're changing our organization, we're listening to you. We're getting real, and we're getting better. With your help we'll make it happen," he said.

Satterwhite explained to nearly 300 CPPAs what each initiative in the task order is and how it helps tackle the problem. He started with establishing waterfront tiger teams at Transaction Service Centers and Regional Support Centers to reduce the number of transactions

awaiting completion. These additional personnel will receive specialized training that will allow them to have release authority for transactions once they return to their parent commands. This will expand the pool of qualified personnel who can submit personnel and pay transactions and possess the authority to process those transactions.

All CPPAs will also receive fleetwide training to improve the quality of submitted transactions. Satterwhite said the training is slated to begin in August and is dedicated to the biggest transactions, "to elevate your comfort in doing this work."

"You've asked for more resources, and that's what we're going to provide you. We're

getting after this," he said. "The biggest impact I can give you is more training, more capability so you can do this work. And that's a big deal to us."

Next, Satterwhite discussed developing an enhanced Unit Commander's Financial Report to give transparency and feedback to each commander of their unit's pay situation. MNCC is working with the Defense Finance and Accounting Service to roll out the eUCFR, expected later this year. This report, to be made available inside NSIPS, will give CPPAs and commanders an overview which will help them identify problems with their Sailors' pay and entitlements earlier.

"You can look down this list and see someone didn't get their BAH this month. You'd say, 'OK, that's a problem I should investigate,'" Satterwhite said. "With this dashboard, you can see where your transactions are at; so can your skipper, so can your ISIC and so can I. Transparency comes with it, so we can see it and you can get credit for what you do."

Lastly, Satterwhite said a working group was stood up to determine which key supporting documents, or KSDs, are required for processing transactions. KSDs

are crucial to justifying claim payments and are required in the event of an audit. The group's aim is keeping the number of required KSDs as minimal as possible, all with the aim of significantly streamlining transactions and reducing errors. This working group consists of MNCC staffers, fleet representatives, members of CNP's leadership team and DFAS experts.

"Step one is to identify what is the absolute minimum of what we need for KSDs," he said. "Why are there so many of these things? How do we minimize those?"

As the TSCs and RSCs come online, Satterwhite noted, CPPAs and Sailors will see standardization across the Navy on how pay and personnel procedures are done.

"If you're in San Diego and you transfer to Norfolk, we do business the same way. That gives us the ability to get stronger and be more uniform," he said. "We're working with the fleets, we're working with local commanders; we've realigned our organization, we've changed our manpower structure. We're changing our IT system to make the system better for you, so that Sailors get

paid when they should get paid."

CPPAs who attended CDS and listened to Satterwhite said they were encouraged. Navy Counselor 1st Class Angelecia Faison, assigned to Fleet Electronic Support Norfolk, says of the initiatives Satterwhite described, "the increased training is very important. I want our Sailors, especially our junior Sailors, to gain confidence in the system and when that happens, it's one less thing they have to worry about."

Chief Hospital Corpsman Plinio De Los Santos, assigned to 2nd Marine Division at Camp Lejeune, North Carolina, has been a CPPA since 2015, and recently took on the responsibilities as the admin chief. He also sees training as the biggest force multiplier.

"Whenever we can increase the level of knowledge, we're empowered," he said. "There's a lot of stuff I wouldn't have felt comfortable doing before, but with the training I'll be in better shape to help my Sailors."

Senior Chief Navy Counselor Wesley Fox from USS Bataan (LHD 5) says he's looking forward to the standardization of policies and procedures.

"As a CPPA, I need to know what the expectation is from one clerk to another," Fox said. "I'll be interested to see how the RSCs and TSCs work to make things uniform."

Satterwhite wrapped up the discussions by telling the CPPAs he – and the fleet commanders – need their support, ideas and cooperation.

"You make things happen for Sailors, so thank you for what you do as a CPPA. I don't need Sailors worrying about their pay; I want them focused on the mission," he said. "We're not perfect, but we are getting real about that; we will get better, and each and every one of you can help me out on that."



MNCC
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MYNAVY CAREER CENTER

24/7, 365 ASSISTANCE FOR SAILORS AND THEIR FAMILIES



NAVY RECRUITING COMMAND SEEKS FLEET SUPPORT IN RECRUITING

Navy Counselor 1st Class Daniel Hearn speaks with students from a Los Angeles high school about Navy career opportunities. (U.S. Navy photo by MCSN Elijah Newton)

By Elijah G. Leinaar, Navy Recruiting Command Public Affairs

Commander, Navy Recruiting Command (NRC) launched a recruiting campaign communicating that all U.S. Navy Sailors hold a responsibility to help in the recruiting mission as influencers within their local, online and hometown communities.

The campaign, Every Sailor is a Recruiter, drives home the mission that Sailors around the world have a responsibility to share their Navy experiences, and inform people of what careers, benefits and experiences the Navy offers. The goal is to spread Navy awareness and influence people to join the Navy as a career path. Each and every active and reserve Sailor has an obligation to help select, mentor and prepare the next generation of Sailors to man the fleet.

"I remember several times going to the USS Cod Submarine Memorial as a child and hearing sea stories from the WWII veterans who volunteered there," Master Chief Navy

Counselor Gerald Allchin, NRC National Chief Recruiter said. "Their stories inspired me, and eventually I joined the Navy. I believe it was my experiences, career and my stories that influenced my sister and brother to follow in my footsteps and join the Navy too."

Because sea stories told to family and friends by Sailors can improve their understanding of the Navy, in April 2019 NRC launched its Sea Story podcast, which can be found on [America's Navy YouTube channel](#), along with other informative content.

"I believe every one of us joins the Navy for one of three reasons, with a singular goal in mind," Rear Adm. Alexis "Lex" Walker, commander, Navy Recruiting Command, said. "We joined to get away from something, to get to something, or to change something about ourselves. All of which leads to the goal of being the best version of ourselves in service to our country. Right now America has the lowest

propensity to serve than it ever has. We have almost 350,000 people in the Navy and each of us has a unique, but common story about where we came from and the many opportunities the Navy has provided since joining. Those personal stories, when shared, are a recruiting force multiplier."

Sharing their experience of life at sea, naval operations, training missions and much more, not only inspires future Sailors to join, but it also increases the public's understanding of how the Navy internationally impacts trade, security and humanitarian aid.

"Every Sailor has a voice, and it's not just up to recruiters to represent the Navy back at home, but it is their duty to share their experiences and inspire people to serve their country," Allchin said. "Growing up in Cleveland, Ohio, I know firsthand how rare it can be in non-fleet concentration areas to hear anything about the Navy. So, I tell

my shipmates to share your stories!"

NRC leadership recognizes that young Americans today have more employment options and opportunities than ever before, so the Navy is offering record high enlistment bonuses from \$25,000 to \$50,000 to be competitive with the strong civilian labor market.

"I recognize that we're in competition for the best and the brightest young Americans from all walks of life," Walker said. "Nevertheless, I believe military service is not just about the money. There is a lot of pride that

"EVERY SAILOR HAS A VOICE, AND IT'S NOT JUST UP TO RECRUITERS TO REPRESENT THE NAVY BACK AT HOME."

comes from serving your nation and helping those in a time of need. I feel the added economic incentive, military benefits package and the inherent excitement tied to service in the world's premiere Navy, helps us attract and retain the kind of talented young people our Navy

needs to maintain our competitive advantage into the future."

Thousands of recruiters are working nationwide to achieve a goal of more than 40,000 new active and reserve Sailors for fiscal year 2022, with a similar goal in fiscal year 2023.

As part of the Every Sailor is a Recruiter campaign, a referral system has been created for Sailors to use by texting NAVYNOW to 764764. This generates a Navy referral message linking them to the [Navy referral submission website](#).



By Mass Communication Specialist 1st Class Joseph R. Wax

Being "Forged By the Sea" isn't just a cool slogan used in Navy Recruiting. It's a phrase used to describe the process of becoming mentally and physically prepared

for contingencies through hard work and lots and lots of training. Sailors train so that they can be ready when their nation calls on them. For one local Indiana Navy

Recruiter, the call to action came closer to home than usual.

Culinary Specialist (Submarine) 1st Class Bobby Weaver was on his way to work at the Valparaiso, Indiana, Navy Recruiting Station, July 25, when the car in front of him lost control, striking the back of a stationary emergency vehicle and careening off the road into a deep ditch.

"I couldn't see the car, but I saw a splash come up, so I knew I needed to get down there," said Weaver. "I went running down to the ditch. By the time I got down to the car, the driver was climbing out of the passenger side window."

While the car continued to fill with water, the driver, Alyssa Jankowski of Wanatah, Indiana, let Weaver know that her 5-year-old and 2-year-old sons were still in the backseat. Without hesitation, Weaver waded in.

Weaver rescued Jankowski and her two young sons that day.

To read the full story, [click here](#).

**IF YOU KNOW A SAILOR WHO DESERVES RECOGNITION,
PLEASE EMAIL THEIR STORY TO NXAG_PA02@NAVY.MIL.**



NAVY PRESENTS

2022 CAPT. JOY BRIGHT HANCOCK AND MASTER CHIEF ANNA DER-VARTANIAN LEADERSHIP AWARDS

(Left) Capt. Joy Bright Hancock, a veteran of WWI and WWII, was one of the first women officers in the U.S. Navy, and she directed the WAVES in the late 1940s and early 1950s, a period that saw women achieve status as part of the regular Navy. (Right) Yeoman Master Chief Anna Der-Vartanian made history in 1959 as the first woman in the U.S. Armed Forces to be promoted to E-9.

From Chief of Naval Personnel Public Affairs

Navy leaders presented the Capt. Joy Bright Hancock and Master Chief Anna Der-Vartanian Leadership Awards at the 2022 Joint Women's Leadership Symposium hosted by the Sea Services Leadership Association in Norfolk, Va., July 12, 2022.

Rear Adm. James P. Waters, director of Military Personnel Plans and Policy, and Personnel, Manpower, and Training Fleet Master Chief Delbert Terrell Jr. recognized five award winners and five honorable mentions as part of the symposium's Navy Day events.

The Navy announced the award recipients in NAVADMIN 118/22.

Captain Joy Bright Hancock Leadership Award Winners

Senior Officer: Lt. Cmdr. Emily A. Curran, Pre-Commissioning Unit John F. Kennedy (CVN 79)

Junior Officer: Lt. Christina A. Danai, USS Manchester (LCS 14)

LDO/CWO: Lt. Natalia F. Luchetti, Special Projects Patrol Squadron Two (VPU-2)

Master Chief Anna Der-Vartanian Leadership Award Winners

Senior Enlisted: Chief Master-at-Arms Markeeta Y. Hardin, USS Carl Vinson (CVN 70)

Junior Enlisted: Hospital Corpsman 1st Class Brittany M. Robinson, Combat Logistics Regiment 27, 2D Marine Logistics Group

Honorable Mentions

Senior Officer: Lt. Cmdr. Christine Cairoli, Naval Support Activity Panama City, and Lt. Cmdr. Ashley Farina, Strike Fighter Squadron Two (VFA-2)

Junior Officer: Lt. Kimberly Rios, Judge Advocate General's Corps, Defense Service Office, Rota, Spain

Senior Enlisted: Senior Chief Musician Erin Horn, Navy Band Northeast

Junior Enlisted: Navy Counselor

1st Class Lauren Lemmel, Tactical Operations Control Squadron 10

Established in 1987, and open to both men and women, these annual leadership awards honor the visionary leadership of Sailors whose ideals and dedication foster an inclusive culture while furthering the integration of women in the Navy.

Candidates were nominated by their commanding officers and officers-in-charge with endorsements from their immediate superior in command. Convening boards, composed of senior leaders from the Office of the Chief of Naval Operations, then reviewed nominees on the criteria of inspirational and innovative leadership, professional accomplishments, character, command climate, and community involvement.

To read the full story, [click here.](#)



Lt. Cmdr. Emily A. Curran
Pre-Commissioning Unit John F. Kennedy (CVN 79)



Lt. Christina A. Danai
USS Manchester (LCS 14)



Lt. Natalia F. Luchetti
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Hospital Corpsman 1st Class Brittany M. Robinson
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U.S. Navy attendees of the Joint Women's Leadership Symposium pose for a group photo. (U.S. Navy photo by Mass Communication Specialist 1st Class Jeanette Mullinax)



AMERICA'S
NAVY
FORGED BY THE SEA



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