

Coming in 2022 from MyNavy HR



As MyNavy HR moves into 2022, Sailors will see program changes, updates and entirely new initiatives during the coming year.

"Shipmates, for the past five years, we have been laying the groundwork to maximize putting your career development decisions where they belong, in your hands," said Vice Adm. John B. Nowell, Jr., the chief of naval personnel.

"This year, we begin to roll out the Detailing Marketplace Assignment Policy, which will incentivize sea duty to benefit our Sailors and their families. This continued service at sea, in turn, benefits the fleet with the people necessary to stay mission ready."

But that's not all; updates and improvements are coming across the MyNavy HR enterprise from training and education to policies and programs impacting transfers and uniforms. Here's a look:

Detailing Marketplace Assignment Policy (DMAP)

DMAP improves fleet manning by rewarding Sailors in sea-intensive ratings who stay Navy and stay on sea duty longer than the current five-year maximum, specifically for four years as an Apprentice (E4 and below) and three years as a Journeyman (E5).

Developed with input from fleet focus groups and comprehensive surveys, DMAP provides Sailors with more options, greater flexibility and incentives that include special pay, priority in the assignment process and increased advancement opportunities.

Announced Dec. 9 in NAVADMIN 280/21, Phase I launches on March 1 with four ratings -- ABF, ABH, GSM and CS.

Electronic Performance Evaluations

The long-awaited shift from the paper-based NavFit98 evaluation program to a web-enabled performance evaluation program

begins in 2022. This year's launch of the web-based eNavFit system moves evaluations and fitness reports to a completely online system.

eNavFit improves report accuracy, timeliness, and administrative quality, freeing leaders to focus on enhancing Sailor outcomes. The move was announced in NAVADMIN 267/21 on Nov. 24.

Maternity Uniform Pilot Program

A five-year pilot program launched Jan. 1 testing the idea of service-loaned maternity uniforms, with no out-of-pocket costs for Sailors. The pilot will provide maternity uniforms on a first-come, first-served basis for up to 400 officers and enlisted annually.

The maternity uniform loans can last for up to 12 months. The Navy picks up the tab for shipping, tailoring, and sewn-on accouterments which will all be provided by the Navy Exchange Southeastern Distribution Center, in Pensacola, Florida.

Sailors must meet the criteria of the program for participation. Details are available in NAVADMIN 284/2, released on Dec. 15.

Government Travel Charge Card (GTCC)

Using the GTCC during your Permanent Change of Station (PCS) travel is now mandatory for O-6 and above and E-9 service members.

The move eliminates out-of-pocket costs for Sailors and their families during transfers while streamlining the submission of travel claims using the MyPCS Travel Voucher app.

Starting on July 1, the GTCC becomes mandatory for PCS among all remaining paygrades. Details are available in NAVADMIN 286/21 released Dec. 15.

Basic Military Training

Recruit Training Command expands from 8-to-10 weeks in 2022. The two extra weeks are for a "Sailor for Life" training module focusing on finalizing the transformation from civilian

to Sailor through lessons in mentorship, small-unit leadership, professional and personal development and advanced Warrior Toughness skills.

Warrior Toughness

Warrior Toughness training will make its fleet-wide debut in 2022. These skills have been taught during Recruit and Officer Training accession for the past several years with marked success.

The fleet-wide rollout presents these psychological and character development skills to all Sailors, in an effort to help maximize their performance in challenging environments.

Ready Relevant Learning (RRL)

RRL has been changing how we train our Sailors by leveraging technology to fuel career-long learning, providing Sailors with the training they need for their following assignments and advancements. Five additional ratings will launch into Ready Relevant Learning in 2022 -- ARACT, ABE, ABF, ABH, LS and LSS.

Navy Leader Development Program

The Navy Leader Development Program is beginning a transition in 2022 from a mobile training team concept to using command-level facilitators to teach the course.

Trainers from the Naval Leadership and Ethics Command train these facilitators to conduct these courses at their commands.

A minimum of two qualified facilitators must be certified for commands to teach these courses at the local level.

The United States Naval Community College (USNCC)

The United States Naval Community College launched its inaugural Naval Studies Certificate courses on Jan. 10.

The first 125 Navy, Marine Corps and Coast Guard students are now piloting the five courses making up the core of every USNCC degree program.

The USNCC will launch several efforts with partner institutions this year.

A Military Studies associate degree program is coming with the help of Arizona State University. Alexandria Technical & Community College will be offering Nuclear Engineering Technology associate degrees through USNCC starting in the fall.

In the works is a Cybersecurity associate degree program which is also expected to be ready this fall.

As part of its expansion, USNCC will offer application periods throughout the year for these programs and expects to add Aviation Maintenance Technology, Organizational Leadership, Data Analytics, and Logistics in Spring 2023.

Navy Cuts Time Requirements to Attend Navy Officer Candidate School

Navy Recruiting Command (NRC) has improved opportunities for enlisted Sailors to earn a commission through the Unrestricted Line Officer (URLO) In-Service Procurement Program (ISPP), reducing time in service (TIS) requirements for qualified applicants from years to as little as six months.

Rear Adm. Dennis Velez, who commands Navy Recruiting Command, said the program would help reflect America's diversity within the officer community.

"This program draws directly from the fleet's Task Force One Navy feedback, and I am excited to see the expanded opportunity for all junior enlisted personnel who qualify," said Velez.

"ISPP will enable our leaders in the fleet to identify and fast-track the best of the best from their deckplates into the direction of greater responsibility, a key element to retaining our brightest talent in today's highly competitive job market."

Recruiting command fully supports long-term enlistments, however, this program will expedite the opportunity to transition from enlisted to commissioned URL officers earlier in a Sailor's career. Lt. Cmdr. James Barfoot, Branch Head of General Officer Accessions, said the URLO ISPP not only retains Sailors who want to excel as naval officers, but it expedites the process, allowing them to stay in the officer community longer.

"We have been working on this for months, and I'm excited about this NAVADMIN release," Barfoot said.



"OPNAVINST 1420.1B requires Sailors to have completed years of TIS, but this NAVADMIN allows us to reduce that time to six months TIS. The Sailor does have to have completed their initial training pipeline to apply."

Barfoot said that starting the process sooner mitigates several problems, such as Sailors leaving the Navy because they had to wait too long for the opportunity to apply.

The new process helps "the Sailor who is close to the end of their contract, or senior Sailors who had aspirations of being an officer but became more invested in their enlisted careers."

URL officer designators include Explosive Ordnance Disposal, Naval Aviation, Nuclear Submarine and Nuclear Surface Warfare Officer, Special Warfare

and conventional Surface Warfare Officer.

"ISPP is open to all active-duty Sailors who meet Officer Candidate School and URL designator specific requirements," Barfoot said. "Candidates have to pass the officer aptitude test, meet physical fitness requirements, have no NJPs [non-judicial punishment] and expect to obligate eight years of service as an officer."

As this program is fast-tracked, ISPP applicants must be 100% fully qualified, with no waivers accepted.

Additionally, the Sailor must be nominated by their commanding officer and favorably endorsed by the first flag officer in the chain of command. For more information on this program, please see the NAVADMIN and Program Authorization 100F.

Navy Starts Administrative Separations for COVID-19 Vaccine Refusers

The Navy issued guidance to commanders for moving forward with administrative separations of Sailors continuing to refuse COVID-19 vaccination, while leaving the door open for those who change their minds.

The Navy released these procedures, points of contact and other details in NAVADMIN 283/21 on Dec. 15.

"In order to ensure a fully vaccinated force, U.S. Navy policy is, first, that all Navy service members receive the vaccine as directed and, second, that any who refuse the vaccine be processed for separation at the earliest possible opportunity," wrote Vice Adm. John B. Nowell, Jr., the chief of naval personnel.

"While the vast majority of Navy service members have already received the vaccine, it remains in the interest of the Navy to encourage remaining Navy service members to become fully vaccinated as soon as possible and, at such time, consider them for retention."

However, Sailors currently refusing the vaccine who change their minds still have a path to stay Navy, even if they cannot meet the Navy's stated vaccination deadlines.

Once these Sailors initiate their vaccination series, they can now work through their commands to report their updated status to the COVID Consolidated Disposition Authority

(CCDA). Unless there are extenuating circumstances, Sailors could see their administrative separation paused or stopped.

Sailors with pending COVID-19 vaccination exemption requests will not be processed for separation. However, if denied, they must start vaccination within five days of notification. Continued refusal after that will result in administrative processing for discharge.

The message applies to anyone on regular active duty, the Training and Administration of the Reserves (TAR), and Selected Reserves (SELRES).

Sailors refusing the vaccine who are eligible for retirement, separation or transfer to the Fleet Reserve on or before June 1 will be allowed to leave the service via expedited processing. Unless they have extenuating circumstances, these separation requests will result in an Honorable Discharge. This will "maximize speed and equity in achieving a fully vaccinated force" Nowell wrote.

Sailors with less than six years of service are not entitled to an Administrative Separation (ADSEP) board. For these Sailors refusing the vaccine, separation processing will result in an Honorable Discharge.

Sailors with more than six years of service are eligible for an ADSEP

board for enlisted or a board of inquiry for officers. For these Sailors refusing the vaccine, a board can result in a discharge with a characterization of General (Under Honorable Conditions). However, those willing to waive their administrative separation board or board of inquiry can do so in exchange for an Honorable Discharge.

Unchanged in the separation process is any other administrative consequence of vaccine refusal detailed in previous CCDA NAVADMINs. This means that unless expressly waived by the CCDA, all other administrative actions will continue to apply, including those affecting pay, promotion or advancement, and education, regardless of the path to leaving the Navy.

Also, officers separated for vaccine refusal who have not yet completed their service obligation for attending the U.S. Naval Academy or being awarded a Naval Reserve Officer Training Corps Scholarship will be required to repay their educational expenses.

No Sailor separated based on vaccine refusal will be eligible for involuntary separation pay.

Complete details, explanation of all options and required command actions are in the NAVADMIN, along with a list of points of contact who can answer any remaining questions.

DMAP

DETAILING MARKETPLACE ASSIGNMENT POLICY

WHAT:

The Detailing Marketplace Assignment Policy (DMAP) replaces the Sea Shore Flow (SSF) Policy

WHY:

To ensure highest priority sea duty billets are manned

WHO:

All enlisted ratings

- ▶ Sea-Intensive Ratings: DMAP 4+3
- ▶ Non-Sea-Intensive Ratings: DMAP

WHEN:

Phased in over several years

- ▶ PHASE I (MAR 2022): ABF, ABH, GSM, CS

HOW:

Reward Sailors who choose sea duty

- ▶ Establish 4+3 sea duty option for sea-intensive ratings
 - 4-year Apprentice (E4 and below) sea tour
 - + 3-year Journeyman (E5) sea tour
 - Incentivized in Detailing Marketplace
 - DMIP, A2P, CA2P, CSDC
 - Not all Sailors will receive a +3 sea tour with incentives
- ▶ Maintain SSF for non-sea-intensive ratings
 - Adds incentives to maximize sea billet fill
 - A2P, CA2P, CSDC
- ▶ Remove tour length limits for all ratings
- ▶ Require 3-year obligation to accept E5 +3 billet

INCENTIVES

DMIP: Detailing Marketplace Incentive Pay

Sailors selected for a 4+3 sea duty tour will earn extra money through the DMIP program. DMIP will be paid to Sailors each month for the entire 36 months of their Journeyman (E5) sea tour.

A2P: Advance-to-Position

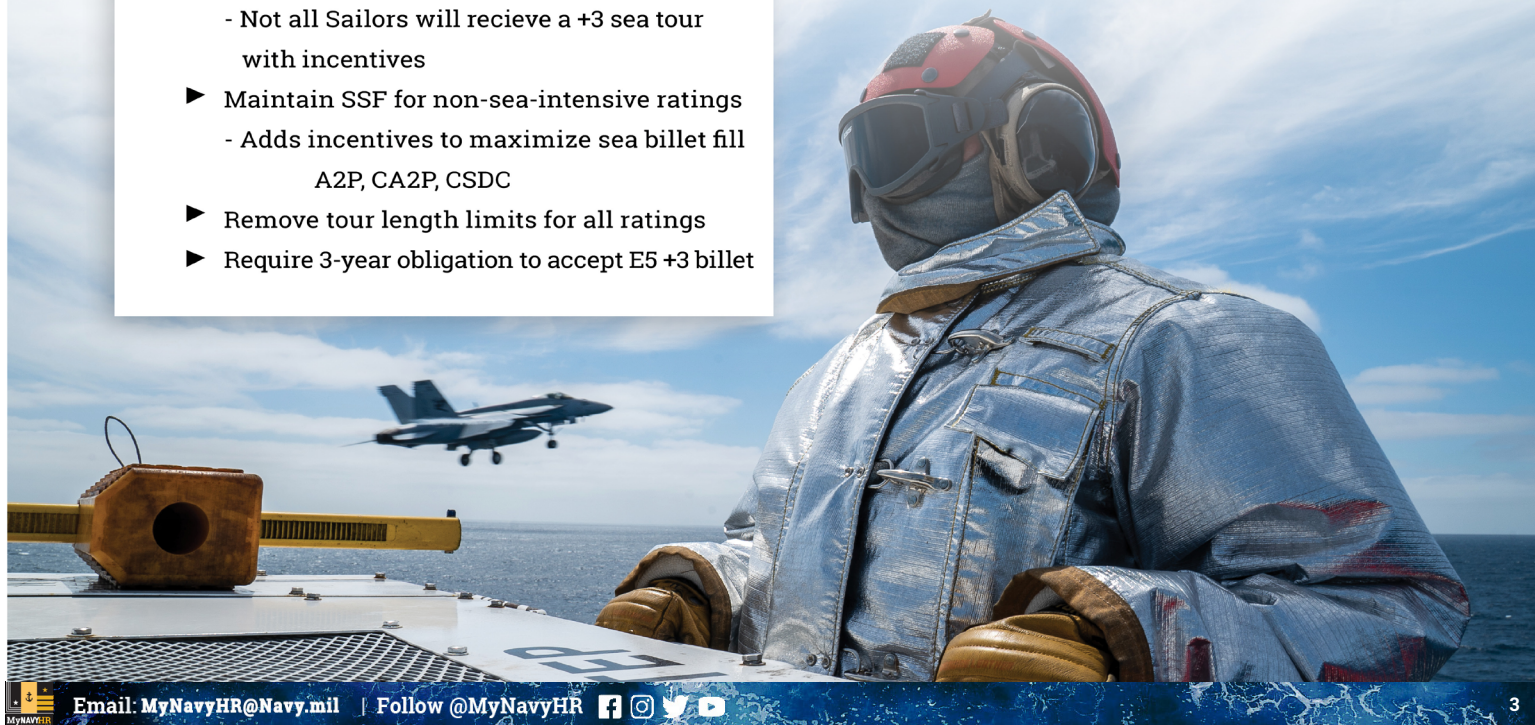
Sailors selected for an E5 position get advanced upon reporting.

CA2P: Command Advance-to-Position

Replaces the current Meritorious Advancement Program (MAP). Allows commanding officers to advance their top performing E5-eligible Sailors for a 3-year Journeyman (E5) tour.

CSDC: Continuous Sea Duty Credits

Provides priority in the Detailing Marketplace.



From information libraries to essential career advancement tools, there is no shortage of resources in the Navy App Locker (NAL) from MyNavy HR IT Solutions.

Last month, the MyNavy Family App received one of the most significant updates in 2021. Contrary to a majority of the apps in the Navy App Locker which are Sailor-focused, the primary target of the MyNavy Family app is in its name: the families of our Sailors.

The Healthy Living, Recreation, Lodging, Shopping & Travel section has long afforded Sailors and their families the ability to do things like book stays at the Navy Lodge, find their nearest Navy Exchange, or check out activities at their home station MWR.

According to a November article in U.S. News & World Report, “as many as 160,000 active-duty military members are having trouble feeding their families.” Sailors dealing with such issues can now go to websites like Feeding America’s food bank directory and the USDA’s food assistance programs list through the MyNavy Family app.

To meet that need, the development team included an “Ask the Chiefs” tab, in which Sailors can email the Uniform Matters Office directly. Upon clicking the icon, an email draft appears with an outline of what details a Sailor should enter within their inquiry to ensure the UMO response is helpful.

to their roles in the service. In other situations, work behind these products means the end of an application once its purpose has been carried out, such as the sunset of the "New to the Navy" app last August.

to some of their favorite apps as 2022 progresses. A Sailor's success is in their hands the moment they enter the service, and the MyNavy HR IT Solutions team is right there every step of the way, accelerating their careers with digital solutions.



Voices Forged by the Sea - NHHC's Annual New Year's Day Deck Log Contest



Naval History and Heritage Command (NHHC) is excited to announce its second annual New Year's Day Deck Log Contest, with entries due Feb. 25.

A ship's log has always been a vital tool for the navigation of the sea and the exchange of information. While the contents of a deck log are generally fiercely regulated, the United States Navy has long held the tradition of the Midnight New Year's Day Poem - the first entry of the New Year, written in verse, that gives a brief glimpse into the minds of Sailors and shipboard life, and provides a human voice to what can otherwise be a

somewhat impersonal sounding document.

Everything we know about sea travel today is because someone else, at some point, wrote it down. Antonio Pigafetta - a relatively unknown name, but one immensely important to the history of the deck log, was one of the almost 300 crew that set sail under the famed Magellan-Elcano expedition in 1519. In 1522, he was one of only 18 men who returned to Spain, successfully completing the first circumnavigation of the world.

In those 3 years, Pigafetta kept a meticulous daily journal recording all

events that had occurred during the voyage, including detailed notes on the geography, climate, flora, fauna and people the expedition encountered. He also inadvertently documented the international dateline (not officially established until 1884). His comprehensive notes proved invaluable to later navigators.

Times change, and while no longer a vital navigation tool, the ship's log (or deck log) is still an indispensable source of information.

The focus of the New Year's Day Deck Log Contest is to celebrate the voices of our Sailors and to help preserve the Midnight New Year's Day Poem Navy tradition.

To enter the contest, please email a PDF copy of the deck log page(s) with your poem to the Deck Log email with "New Year's Day Deck Log Contest Submission" in the subject line. All submissions must be received by Friday, Feb. 25. Due to the public facing nature of this contest, submissions should not contain classified material.

If a Sailor would like to be recognized as the author of the poem, they must provide their contact information with the submission email. The poem can also be submitted anonymously. In cases with no named author, the ship will be recognized and receive the award.

Poems will be judged on coherence, imagery, originality and how they reflect the Sailor experience. Selections will be made for 1st, 2nd and 3rd place. Winners will be featured on the NHHC website alongside historic examples from generations past. Top prize for 1st place is a piece of historic USS Constitution copper. Winners will be announced in late April.

Navy Kicks off Maternity Uniform Pilot Program - Here are the Details

Having a baby is a joyous time that can also be stressful and expensive. To relieve some of that stress, the Navy and the Department of Defense launched a pilot program to provide maternity uniforms at no cost to the Sailor.

Announced Dec. 15 in NAVADMIN 284/21, this pilot program will test the idea of issuing expectant mothers maternity uniforms, fully hemmed with all required sewn-on accoutrements and shipped at no cost to the Sailor. The program officially started on Jan. 2.

"The pilot will run for the next five years" said Robert Carroll, head of Navy Uniform Matters. "The program can support up to 400 Sailors annually starting in calendar year 2022. It's open on a first-come, first-served basis to officers and enlisted in the active and Reserve components worldwide."

Sailors will be issued the uniforms at no costs, and have the uniforms shipped to them free of charge from the Navy Exchange (NEX). However, Sailors will be required to turn the items in once their maternity period is over. Participating in the pilot program more than once over the five years is allowed.

Issued maternity uniforms will be the Navy Working Uniform Type III and Service Khaki for E7 and above, and the Navy Service Uniform for E-6 and below. If needed, Service Dress Whites and Blues and the Cardigan Sweater will also be

issued.

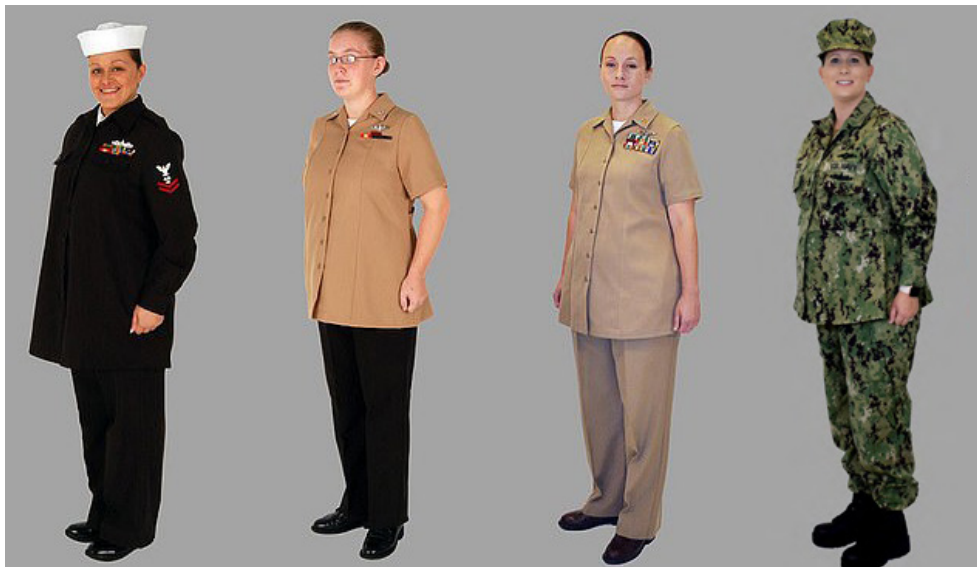
Only the main uniform items, such as blouses, shirts and pants will be issued along with hemming and all required sewn-on accoutrements attached as needed.

Participation starts with Sailors routing a request through their chain of command. Once approved, their local NEX uniform shop will measure each for their uniform items. Sailors then forward the

request and measurements to the points of contact listed in the NAVADMIN, who will review the Sailor's request for final approval.

Once given final approval, the Sailor's information is forwarded to the NEX Call Center by the Uniform Matters team, which will contact the participants directly.

The complete process, details and points of contact are in NAVADMIN 284/21.



HAPPY NEW YEAR



From My Navy HR

2022



Email: MyNavyHR@Navy.mil

| Follow @MyNavyHR

