

CNP and Fleet K Take Your Questions in Town Hall Broadcast

MyNavy HR's leadership took to the air on Feb. 15, answering Sailor's questions from around the fleet.

Chief of Naval Personnel Vice Adm. John B. Nowell, Jr. and Fleet Master Chief Wes Koshoffer donned microphones, tackling subjects that ranged from fleet manning and training to detailing and education. The broadcast was streamed on Facebook and broadcast worldwide on Armed Forces Network.

"My number one focus is on time and accurate pay, so you never have to worry about that or any personnel action," Nowell said in his opening remarks. "If you are, then you're not focused where we want you to be - on training, maintenance on warfighting readiness."

Nowell thanked Sailors and their families around the world for their service and sacrifices, while updating them on all the MyNavy HR's transformation efforts over the past few years in bringing a new, world-class human resources system online.

"Our pay and personnel system isn't perfect," Nowell said. "But I promise you, the MyNavy HR team is working hard to modernize some very outdated systems." Already, he said, the service finished merging roughly 20 of 59 major legacy data systems, some as much as 70 years old. The goal is to put them all into a single data source.

"I'm committed to ensuring that we get the best technology in the world in place to give you world-class customer service," he said. "That experience for you and your families is essential. You deserve it. We're not there yet, but we're getting closer and will minimize the impact to you as we work through that transformation."

Nowell said as new technology comes online, so will better ways to do business. Among those efforts are



"modernizing your talent management with efforts like Detailing Marketplace Assignment Policy (DMAP) and moving the Navy towards a culture of excellence, not one of just compliance."

Here's a look at highlights pulled from the nearly 90-minute broadcast. If you want to watch the whole thing, you can find it here: <https://fb.watch/bC7wa-Wc0C/>, or use the QR code below to get it on your mobile device.

Sea Duty Manning and Incentives

"We have been getting after filling gaps at sea, which quite frankly, is very, very low as we've got 10,000 more Sailors at sea now than in 2017," Nowell said. "We bought more requirements at sea, more billets, but that has brought with it more friction."

With manning increasing and gaps declining, the focus has shifted to getting the right billet fit by skill.

For example, Nowell said, "When you look at your ship, you're saying I'm 102% filled, but I don't have my combat systems maintenance manager or we don't have the right journeymen with the right NEC. So we're working at different levels to get after this with a variety of programs."

One of those programs is the recently launched DMAP. The initial ratings are ABH, ABF, CS and GSM and will expand to more sea intensive ratings in the future.

"The idea here is everyone in those ratings will go out for a four-year apprentice sea tour," Nowell said.

However, the Navy needs those Sailors at sea longer, specifically for a three-year journeyman tour. So instead of keeping initial sea tours long, DMAP wants to make it worth a Sailor's while.

"The whole idea here will be what incentivizes you...to give you flexibility and options and for you to feel good at the end of that," Nowell said. He discussed nonmonetary incentives such as geographic stability, and monetary incentives, such as the detailing marketplace incentive pay, which will range between \$200 and \$800 per month, depending on location and type of sea duty.

"We'll offer Sailors these things to take a follow-on three-year journeyman tour," said Nowell. "We also realize not all the Sailors in those ratings are going to take that follow-up three years."

Education Programs

"Bear in mind when talking about tuition assistance that we are first and foremost a warfighting organization. That's what really drives our decisions," Koshoffer said.

"We have about \$70 million allocated annually to tuition assistance and think that's a fair number and what fits into our budget of buying ships, aircraft



SCAN TO VIEW
THE TOWN HALL
BROADCAST

Continued on Pg. 6

Navy Increases Secondary Caregiver Leave to 21 Days

Sailors now have more time to spend with their family after the birth or adoption of a child as the Navy increased its maximum Secondary Caregiver Leave (SCL) to 21 days.

NAVADMIN 037/22, released Feb. 14, announced the policy change.

"Navy is dedicated to supporting our new parents, and we fully understand that our families are as much a part of our service as our Sailors," said Vice Adm. John B. Nowell Jr.

"The change, effective Feb. 11, will come first as we work with the Department of Defense to update regulations and modify our E-Leave system to reflect the change."

All system and policy updates will be completed no later than December 2022.

The Navy's Parental Leave Program details are covered in MILPERSMAN article 1050-415 and are being updated to reflect the increase. Parental leave is "non-chargeable," meaning it does not count against a Sailor's earned leave balance.

Sailors must record their SCL via the Navy Standard Integrated Personnel System (NSIPS) like any other type of chargeable or non-chargeable leave. This also allows the Navy to more accurately account for the amount of SCL that Sailors are taking every year and help inform future policy.

SCL is only for Sailors properly



designated in their service records as secondary caregivers. The leave is authorized when either a Qualifying Birth Event (QBE) or Qualifying Adoption (QA) has occurred. Steps necessary for Sailors and commands to ensure the member qualifies for the leave are also outlined in the MILPERSMAN article.

Sailors with a QBE or QA who have not yet taken their authorized Parental Leave as of the Feb. 11 effective date

qualify to take up to the new 21-day maximum with the approval of their chain of command. Parental leave must be taken within a year of the QBE or QA.

Those Sailors who have already taken their parental leave won't be eligible for additional non-chargeable leave under this program.

Complete details are available in NAVADMIN 037/22 and MILPERSMAN article 1050-415.

Spring E-4 to E-6 Meritorious Advancement Program Season Announced

Commands can now meritoriously advance Sailors until April 15 as the Navy announced Calendar Year 2022 Meritorious Advancement Season One in NAVADMIN 038/22 on Feb. 15.

The intent of the Meritorious Advancement Program (MAP) is to select the most qualified Sailors to advance to the next paygrade outside of the advancement cycles.

Deckplate leaders observing Sailors daily know them best. Through MAP, the Navy gives those leaders a voice in the advancement process by allowing commands to move up their most deserving Sailors twice each year, aligned with the semi-annual Navy Wide Advancement Exam (NWAE) cycle.

Ahead of the application window, the Navy will release this season's quotas by unit identification code in the Navy Standard Integrated Personnel System (NSIPS) on February 20.

MAP Quotas by Unit Identification Code, along with example forms and frequently asked questions, are available on the MyNavy Portal at

<https://www.mnp.navy.mil/group/advancement-and-promotion/a-enlisted-advancement-resources-and-links>. Once on the site, select the "Websites" tab in the blue banner.

To control over-manning and maintain rating health, MAP advancement to the AO3 and RS3 rates will be controlled. Meritorious advancements in these rates are still possible, but approval is through a separate process regulated by the Fleet Commanders. Requesting quotas for the controlled rates is outlined within the NAVADMIN. Any unused MAP quotas will then factor into those available for the fall NWAE cycle.

MAP advancement to ABH2, ABF2, GSM2 and CS2 is not authorized because these rates have new advancement opportunities under the Detailing Marketplace Assignment Policy (DMAP). These include Advance to Position and Command Advance to Position. More information can be found in the DMAP NAVADMIN 280/21 or on the MyNavy HR website DMAP

section, located at <https://www.mnp.navy.mil/group/advancement-and-promotion/a-enlisted-advancement-resources-and-links>.

The preferred way for commands to request all MAP advancements is through NSIPS. Those without access to NSIPS must submit their Meritorious Certification Letters by e-mail through their chain of command within the same time frames.

One reminder for commands is that Sailors being meritoriously advanced must have completed their required Professional Military Knowledge Eligibility Examination before the first day of the MAP season which was March 1.

As has been the case in recent years, meritorious advancements will account for roughly 20 percent of all E-4 through E-6 promotions during the 2022 calendar year – approximately half allocated for each of the two seasons during the year.

Complete details and points of contact are available in the NAVADMIN.

MILITARY LEADER'S TOOLKIT

TO SUPPORT **ECONOMIC SECURITY**

A military family's economic security is critical to mission readiness. The DOD has created a toolkit to help define economic security issues and provide tools and resources to help leaders support their service members.



The hot housing market is impacting many military families. Those relocating are facing rising rents and home prices, paying out of pocket for temporary lodging, waiting longer for on-base housing and paying more per month than their housing allowance covers.



Food security is having access at all times to enough food for an active, healthy life for all household members. Food security is critical for overall health and well-being, and peak service member performance.



Financial well-being is when a person can fully meet current and ongoing financial obligations, can feel secure in their financial future, and is able to make choices that allow enjoyment of life. Financial stress on a service member can affect duty performance and personal or unit safety.

ACCESS THE TOOLKIT:

www.militaryonesource.mil/leaders-service-providers/economic-security/

Sea Shore Flow Modified for Nuclear Propulsion Ratings – Here are the Details

The Navy modified the Sea Shore Flow career paths for Sailors in nuclear propulsion skills to better align second-term Sailors with career milestones, while also improving overall community manning.

The changes announced in NAVADMIN 021/22 start immediately, with the intent of increasing community retention in Reenlistment Zone B, which are those Sailors with six to ten years of service.

"The Nuclear Propulsion Program Manager identified a downward trend in reenlistment behavior in Selective Reenlistment Bonus (SRB) Zone B in the nuclear enlisted community," wrote Rear Adm. James Waters III in the message.

This trend, Waters wrote, resulted in an aggregate reenlisted inventory of 76 percent of the overall zone goal in fiscal year 2021. Breaking this down between the submarine and surface communities amounts to 84 and 63 percent of their zone goals, respectively.

As a result, initial sea tours will be extended to 54 months, up six months from the previously mandated 48 months. This tour comes after a nominal 24-month initial training pipeline.

The additional six months at sea gives Sailors more time to earn higher level qualifications such as Engineering Watch Supervisor and Propulsion Plant Watch Supervisor on their first sea tours. Also, it increases the chances of serving in senior leadership positions on their first sea tour.

Increased sea manning also gives commands more flexibility in setting at-sea watchbills.

The change allows Sailors to reenlist for shore duty without obligating for a second sea tour. This



move benefits Sailors by allowing them to reenlist for their first shore tour and collect a reenlistment bonus in Zone B without committing to additional sea duty.

A Zone B reenlistment also makes these Sailors eligible to transfer their Post-9/11 GI Bill benefits to a family member. Signing up for a complete shore tour allows Sailors to work toward college degrees using Tuition Assistance or their GI Bill benefits.

Also reworked are career milestone gates for the second and third sea tours, which will now be at the 10.5 and 17.5 years points, respectively. Sailors unable to meet a tour gate will be handled on a case-by-case basis and require a waiver.

These follow-on sea tours will be for 40 months at all paygrades. All shore tours in the nuclear propulsion community are a minimum of 24 months and a 36-month maximum.

Sailors on their first sea tour within 12 months of their previously established rotation date, as of April 1, 2022, will not have that date adjusted unless they specifically ask for it and their command endorses the change.

After April 1, Sailors with a rotation date greater than 12 months or less than 16 months will have their rotation date shifted incrementally as prescribed by NAVADMIN 021/22. Those Sailors with a rotation date more than 16 months will be realigned to the new 54-month tour length.

A graphic that displays the modified career path is available at: <https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Enlisted/Nuclear/CCC-Toolbox/>.

All the details, requirements and points of contact are available in the NAVADMIN.

FY-23 Advanced Education Voucher Program Offers Chiefs Mess Path to Master's Degree

Naval Education and Training Command (NETC) is accepting applications from senior enlisted personnel (E-7 to E-9) for the Fiscal Year 2023 (FY-23) Advanced Education Voucher (AEV) program.

The AEV program provides financial assistance to select senior enlisted personnel to complete post-secondary, Navy-relevant degrees through off-duty education.

"The AEV program supports the continued educational development of senior enlisted leaders as part of the Navy's seasoned team of naval warriors," said Albert Sharlow, NETC AEV program manager. "The program provides the Navy's chief, senior chief and master chief petty officers a platform to pursue higher education that makes them more effective leaders

with varied sets of knowledge, skills and experiences to operate, sustain and maintain an edge in today's rapidly changing security environment."

Who is eligible?

Applicants must be top performing active-duty senior enlisted personnel who are transferring to or currently on shore duty, with sufficient time ashore to complete a master's degree program. Applicants on sea duty may apply provided they submit an education plan that shows the ability to complete the degree program as specified above.

For FY-23, applicants must have already earned a baccalaureate degree from an institution of higher learning accredited by an agency recognized by the Department of Education.

How many quotas are available?

The AEV program has seven quotas for master's degrees available for FY-23.

What Navy-relevant degrees are included in the AEV program?

Degrees considered for the master's program include:

- Emergency and Disaster Management
- Human Resources
- Project Management
- Engineering and Technology
- Systems Analysis
- Information Technology
- Homeland Defense
- Leadership and Management
- Business Administration
- Education and Training

Continued on Pg.6

Navy's Maternity Uniform Pilot Program – Why You Want It



Pregnancy is both joyful and stressful, according to Lt. Taylor Alvarez, a Candidate Guidance Officer at the U.S. Naval Academy. She's in the middle of her second pregnancy and due later this spring. She and her husband, also a naval officer, juggle careers and their growing family.

Already this pregnancy is different, she says, because she's no longer stressing about uniforms.

"For my first pregnancy, I was stationed in Seattle and the closest base was an hour away in Everett," Alvarez said.

"I made the drive to purchase uniforms, and their selection was so limited, that I left empty-handed -- I was fortunate enough to have a friend purchase my uniforms at the [Navy Exchange] in San Diego, and then ship them to my home address."

Even with the uniforms in hand, she again made the two-hour round trip to the Everett Navy Uniform Shop to "get nametapes and insignia sewed on," she said. "Overall, it was a long process and a headache to deal with while trying to navigate the rest of my work and personal life."

Thanks to the Navy's recently announced Maternity Uniform Pilot Program (MPP), this hassle is in the past for Alvarez. Now, the Navy is picking up the tab for her maternity uniforms, delivering them sized and ready to wear to her front door.

The program is a team effort, administratively managed by the

Chief of Naval Personnel's Uniform Matters Office with the support of the Navy Exchange Service Command (NEXCOM) for fulfillment.

Announced in December with the release of NAVADMIN 284/21, the program opened to applications from pregnant Sailors in early January. Right now, MPP will run through Sept. 30, 2026.

As of March 4, more than 100 pregnant Sailors have signed up. This year, the program is supporting up to 400 participants. That's just a start. Following years may support more Sailors consistent with both pilot demand and funding Navy will receive.

Maternity uniforms, she said, are difficult to come by as "many NEXs don't offer them at all, or only have a small selection" because they are not high-demand items. She said this sometimes makes it challenging to locate uniform items and proper sizes.

In the past, she said, the result was "underground uniform swapping" through social media by pregnant Sailors searching for hard-to-find uniform items in the correct sizes. Now, the MPP is filling those needs.

"Pregnant women in the Navy should not have to stress over purchasing up to five new uniforms to wear over a six to 12-month period," she said. "This is why this program is so important."

Now, in support of the MPP, NEXCOM is closely monitoring stock to fill Sailor's orders quickly.

The numbers show the word is getting out as the Navy gets an average of 10 applicants each week. Still, there's room for many more Sailors to apply for the benefit.

"Sailors must have their command's approval to participate in the program," said Logistics Specialist 1st Class Meagan Cobia who manages applications for the program in the Uniform Matters Office. "We have a webpage on the MyNavy HR website that informs Sailors all they want to know about the program, how it works, how to apply, and how to contact me if they have questions."

The page is located at <https://www.mynavyhr.navy.mil/References/US-Navy-Uniforms/Maternity-Pilot-Program/>.

Once approved by their command for the MPP, Sailors download a size measurement sheet from the website, take it to the NEX Uniform Shop and get measured for their maternity uniforms. If the Sailor is not stationed near an exchange, the website has a video with instructions on measuring themselves.

If stationed closer to an Army/Air Force or Marine Corps uniform center, those shops will also help measure Sailors.

Uniform Matters then sends the approval and measurements to NEXCOM.

"The uniform items will be sent from NEXCOM's Southeast Distribution Center to the Sailor's home," said Cmdr. Terri Gabriel, Deputy Commander, Military Uniforms of NEXCOM. "The Sailor doesn't need to pick up or have their uniforms altered at the NEX. It will arrive at her door, ready to wear."

In the box are a set of maternity working, service and dress uniforms and the maternity cardigan sweater. The working uniforms come complete with sewn-on embroidered name tapes, service tapes and qualification insignia.

Enlisted E1-E6 maternity dress uniforms come with sewn-on rank insignia. Enlisted maternity dress uniforms do not have service stripes. The Navy pays for hemming and shipment of all the uniforms.

After the pregnancy is over and the maternity uniforms are no longer needed, the Sailor returns them to the NEXCOM Southeast Distribution Center. Navy again picks up the bill for shipping.

Returned uniforms are inspected, laundered and repaired if necessary. NEXCOM will reissue returned uniforms that meet acceptable wear standards to other MPP participants.

FY-23 Advanced Education Voucher Program - Cont'd

Training Degree programs other than those listed on pg. 4 must be validated as a Navy-relevant degree by the NETC AEV program manager.

How much funding does the Navy provide?

For FY-23, AEV program participants will receive funds for tuition, books and related fees for completion of their master's degree with funding limits set at a maximum of \$20,000 per fiscal year for up to 24 months from the date of signing a letter of acceptance, not to exceed a total of \$40,000 total program cost.

When does the program begin?

Applicants should be available to commence their studies after October of the fiscal year for which they are selected

Is there a service obligation?

Participants shall agree to remain on active duty for a period equal to three times the number of months of education completed or three years,



whichever is less.

What is the submission deadline?

Applications should be e-mailed to the program manager by May 23.

Where can I get additional information?

Visit the AEV information page on the Navy College Program's website at www.navycollege.navy.mil.

CNP and Fleet K Take Your Questions in Town Hall Broadcast- Cont'd

and submarines and maintaining infrastructure and paying salaries and benefits and other things."

In targeting who gets those TA dollars, Koshoffer said, "we think that is somebody who's got some time in the Navy, that's gone through initial qualifications, that's really got their legs under them, that's in a good position to utilize the benefit to maximum effect, and somebody who's proven a commitment to the Navy."

Last year, the Navy increased the annual TA semester hour allowance from 12 credit hours to 18, requiring three years of service before Sailors qualify for the benefit.

"That was driven by input from the fleet and we think we've struck the balance of the right folks using the TA benefit," Koshoffer said. "We frequently study, who's using it, how much they're using, who's closing the deal on various degree programs."

Those studies will continue, he said, as they look for ways to maximize the benefit and keep it fair for everybody in the fleet to utilize tuition assistance.

Nowell talked about the growing opportunities through the U.S. Naval Community College (USNCC) for those not yet eligible for tuition assistance.

"We got it started last year in a pilot program with about 600 Sailors," Nowell said. "That's going to grow to approximately 5,550 as we go into 2023. Its core competencies are centered around things that matter to the Navy and also matter to you."

The USNCC's degree offerings

translate directly to education the Navy wants for Sailors, such as network administration, operational or organizational leadership, nuclear engineering and military studies.

"There's something there for everyone," Nowell said. "Eventually, we're going to scale that to 25,000 Sailors across 15 core curriculums -- I'm very excited about that."

RRL and the Future of Navy Schools

The Navy's journey into Ready Relevant Learning (RRL) is gaining steam, but transforming the Navy's schoolhouses into a career-long training continuum isn't a quick fix.

Most ratings have already had their curriculum converted into block learning modules, the first step in the process. The Navy's efforts are moving to the next level, with eight ratings now converting fully into RRL for their initial training.

"Ready Relevant Learning is all about changing what we teach, how we teach it and when we teach it -- it's really pretty simple. We're going to figure out when is the right time in your career to teach you the skill sets you need," Nowell said.

"We're modernizing the way we do that. We've done eight school houses so far; Fleet K and I recently were at OS 'A' school, where they have virtual reality technology. We also went to Quartermaster 'A' school, where now they get everything they need before they get to the bridge of that ship."

Nowell said this is about continual learning. "There's going to be some formal schoolhouses, some on the job

training and some that you're going to do on your own; it is all important."

Detailing

Koshoffer fielded a Sailor's question on whether there's a worry that virtual detailing initiatives come with a loss of the human touch in the process.

"There's no plan to go full virtual," he said. "We're not removing the human dynamic. We want you to communicate with your detailer."

"We also want you to have transparency, flexibility and choice and to be able to just straight up compete in the marketplace and put some tools in your hands to show you how to make yourself more competitive."

The Navy wants to give Sailors information to do much of that work up front. "We're showing you a lot of things in the marketplace, where you stand, what the options are and maybe some of the benefits coming in the future," he said.

"We're going to set it up so that you can see how competitive you are by being able to see your final multiple score in dynamic rank order how you stack up with your peers. We think that's a powerful tool."

"The detailer is always there in the background, monitoring and is always available for you to call or send an email or discuss your career," he said. "Heck, in the days of old, all we had was the phone call to the detailer with blind faith that you were going to sort out where you were going next. -- it's evolving, but we're always going to maintain some of that human touch."



CELEBRATING NAVAL WOMEN

WOMEN'S HISTORY MONTH 2022

