

# SAILOR **TO** SAILOR

THE OFFICIAL NEWSLETTER OF MYNAVYHR

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**MyNAVYHR**  
Serving Sailors 24/7



# CNP UNVEILS HIS STRATEGIC DESIGN

Vice Adm. Rick Cheeseman, Chief of Naval Personnel, and Rear Adm. Stu Satterwhite, Commander, MyNavy Career Center, observe a demonstration of MNCC's Human Resource Service Center operations from Marcus Richardson, Workforce Management Traffic Analyst Supervisor. (U.S. Navy photo by MC2 Jared Catlett)

## By MCC Jason Perry, Navy Personnel Command

The Chief of Naval Personnel visited Navy Personnel Command, Oct. 24 and 25, and spoke about his vision for the future of what he calls the Navy's "most valuable weapon system" – its Sailors.

Vice Adm. Rick Cheeseman described the MyNavy HR Strategic Design to audiences during two All Hands Calls at the Naval Support Activity Mid-South Conference Center.

At its core, he said, is the mission.

"What are we about? It comes down to two words: personnel readiness," he said.

Cheeseman said with personnel readiness as the mission, all efforts across the MyNavy HR enterprise lead to his vision of what he calls, "mission-focused Sailors."

This vision, he said, has as its foundation:

**- Steady, effective recruitment and training**

**- An inclusive Navy culture that supports adaptive and resilient Sailors and families**

**- Sailor-informed, transparent, data-driven talent management**

The pillars themselves are focused on very specific initiatives: **Deliver Billet-Based Advancement**

Cheeseman said closing gaps at sea is a priority. At the same time, he acknowledges the challenges of matching Sailors to billets appropriate to their paygrades. That's where billet-based advancement comes in.

"This is the complete merging of our distribution and our advancement system," he said.

Initiatives such as the Detailing Marketplace Assignment Policy, Command Advance-to-Position, Advance-to-Position programs, and the Senior Enlisted Advancement to Position pilot, along with coming changes to the Senior Enlisted Marketplace,

are expected to correct systemic misalignment between the Navy's enlisted advancement and personnel distribution processes.

Annually, the Navy advances thousands of Sailors but does not immediately move those Sailors into positions that match their new paygrade due to impacts to losing commands.

Billet-based advancements are expected to reduce inefficiencies and eliminate critical gaps, while offering both monetary and non-monetary incentives to Sailors. It also gives Sailors more control over their careers and permanent change of station moves to include increased flexibility, transparency, and geographic stability in career decisions.

Cheeseman envisions a future where billet-based advancement becomes the standard mechanism for all enlisted Sailors through journeyman and supervisory

paybands (E5-E9) to attain the next higher paygrade.

"Transforming the Navy enlisted advancement and distribution processes into a robust, billet-based marketplace decreases billet gaps and increases Fleet readiness to ensure the right Sailor, with the right skills, is in the right billet to meet the mission," he said.

### **Deliver Ready Relevant Learning**

The Navy is in a war for talent, Cheeseman noted.

"We are focused on how we recruit, train, and educate our Nation's best," he said. "We must have Sailors who are skilled combat-ready warfighters, both disciplined and tough."

The answer: Ready Relevant Learning.

"It's a career-long learning continuum for every Sailor in our Navy," Cheeseman said. "Think officer career paths; every officer can tell you exactly what their career path is. We're trying to do the same thing for enlisted ratings. If we do that...then you're delivering that training to the point of need. We also want to deliver this content faster and make sure it's relevant to the fleet so they are at peak performance."

Modern challenges call for modern solutions, he noted.

"At its core, RRL is about creating more proficient and technically capable Sailors as they head to operational fleet units," Cheeseman said.

### **Advance Navy Culture**

Cheeseman pointed out that culture is both a foundational element and a pillar.

"In order for our Navy to win, we must have a culture that can," he said. "In order to achieve success, we all need to take ownership together and create the Navy Culture that is necessary for our Sailors, their families, and our country."

Cheeseman pointed out that, like no time since the Cold War, the Navy faces the possibility of conflict at sea with a peer competitor. With so much at stake,

the Navy has to define desired cultural characteristics; set standards and measures for how to develop great people, teams, and leaders; and then train, reinforce, incentivize, reward, and measure to the cultural standard.

This will be the task of the Integrated Culture Framework and supporting Playbook that simplifies, streamlines, and aligns existing terms, programs, and policies, providing leaders with an executable plan to develop great people, leaders and teams.

"This will illustrate what right looks like, with tools you can use to advance the culture we want," he said.

Cheeseman urged leaders and Sailors to act transparently and call out issues as they see them to avoid the "checklist culture" of the past.

"Together we own our culture and I know everyone here is on board to creating the culture that we need," Cheeseman said.

### **Provide Modern HR Service Delivery**

Cheeseman said the vision here is to "create a system that works for the 90% of us who require routine transactions that are almost automatic so the workforce can focus on the 10% that are truly unique, helping those people who need the direct touchpoints."

The transformation that has been in work since 2016 continues, albeit the pace has not been where the fleet believed it would be by now, Cheeseman acknowledged.

"But what we have done to date has been epic," he said. "We just need to understand what we are driving towards and how we'll get there."

Cheeseman said the efforts between enterprise management and enterprise support to create the solutions have greatly impressed him.

The MyNavy Career Center personnel, he said, are "working hard to provide a modern HR Service Delivery solution, with 24/7 contact support, to resolve personnel and pay issues at increased speed, improved

accuracy and reduced cost."

Cheeseman thanked the NPC and MNCC teams for strengthening programs and providing direct and honest feedback to developers.

"Thank you for all that you are doing and keep at it, because we owe it our Sailors to get this right so everyone can focus on warfighting readiness."

### **Deliver and Sustain Modern HR IT Solutions**

"The one thing that touches each of our pillars – Billet Based Advancement, Ready Relevant Learning, Advancing Culture and HR service delivery – are delivering modern IT systems," he said.

Moving forward, Cheeseman said, our IT Transformation team is laser-focused on modernizing our processes, removing barriers, fixing glitches and delivering world-class technology.

That's why enterprise support has been stood up as an OPNAV code – OPNAV N16 – to allow them the flexibility to deliver effective MyNavy HR digital transformation solutions.

Just as importantly, Cheeseman said, increased communication between enterprise support and the rest of the MyNavy HR enterprise has improved tremendously, allowing for the technical requirement to meet the needs of the functional requirements.

"This is so important and underpins everything we're trying to do," he said.

Cheeseman expressed optimism in getting the Strategic Design operational and making an effective impact on the fleet.

"As we have always done in the past, our people will step up and rise to the occasion," he said. "These five things will get us into the future where we want to be. As a MyNavy HR team, we'll get the basics right so Sailors can be the mission-focused professionals our nation deserves."

"I know we are up to the task."

# NAVY UPDATES RETIREMENT AND SEPARATION POLICY

By MCC Jason J. Perry, NPC Public Affairs

Navy Personnel Command recently updated timelines and procedures for submitting separation and retirement packages to make the process both smooth and timely.

Released Nov. 2, [MILPERSMAN 1900-015](#) outlines what is required of both Sailors, their commands and the Transaction Service Centers.

Separation packages must be submitted no less than 60 days before the actual separation date or the start of terminal leave or permissive temporary duty, such as Skillbridge, whichever is earliest. Command Pay and Personnel Administrators can submit packages to TSC Norfolk as

early as 5-9 months prior to a Sailor's separation or retirement.

Meeting this timeline allows many actions, from completing the separation orders and issuing the DD-214 Certificate of Release or Discharge from Active Duty, to processing final and retirement pay and benefits, as applicable.

If a DD-214 is not finalized – that is, reviewed and approved by the Sailor – 14 calendar days prior to the Sailor's detachment, TSC personnel may finalize the document by marking it "Signature Unattainable." Doing this does not negatively impact the Sailor nor invalidate the DD-214.

Some things to keep in mind: Make sure the effective date (date of actual separation/retirement from naval service) is correct; ensure all key supporting documents are complete and accurate; and do not allow secondary required KSDs, such as medical and dental endorsements or command checkout sheets, to delay package submission. The Command Pay and Personnel Administrator submitting the package can annotate in the Enterprise Customer Relationship Management software which documents are not yet available and an estimated completion date, if available.

## NAVFIT98 EXTENSION



- **NAVADMIN 250/22** authorizes the continued use of **NAVFIT98A** until **Dec. 31, 2023**.
- **NAVFIT98A** reports that are postmarked prior to **Jan. 1, 2024**, will be **accepted**.
- eNavFit offline process and bi-monthly live training **remains the same**.

# NAVY LEAGUE ACCEPTING ALASKA SEA SERVICE SCHOLARSHIP

## From Naval Education and Training Command Public Affairs

The Navy League of the United States and Naval Education and Training Command (NETC) announced the academic year 2023-2024 Alaska Sea Service Scholarship application requirements Oct. 14.

The program awards up to four \$1,000 scholarships annually to dependent children and spouses of Navy, Marine Corps and Coast Guard personnel, who legally claim Alaska as their state of residence, for undergraduate education.

The scholarships are possible through funds raised by Alaskan citizens for a war bond purchased as a gift to fund USS Juneau (CL-52) during World War II. After the sinking of Juneau, the Alaska territorial governor and the Secretary of the Navy agreed to keep the bond monies on deposit until an appropriate application was found.

In 1986, the Alaska Sea Service Scholarship Fund was established by the Navy.

"Alaskan citizens originally

raised these funds for the Atlanta-class light cruiser USS Juneau. Juneau was integral to the Battle of the Santa Cruz Islands, but was later sunk at the Battle of Guadalcanal prior to the gift being presented to her crew," said Ryan Donaldson, Navy League executive vice president for business operations. "Honoring the loss of Juneau's crew could not be better achieved than through supporting the education of students within her sponsoring state."

Applicants must be the child or spouse of a legal resident of the state of Alaska who is, or was at the time of death or designation as missing-in-action, a regular or reserve U.S. Navy, Marine Corps or Coast Guard member on active duty, inactive duty or retired with or without pay.

The Navy League screens all applications and submits their recommendations to NETC for final consideration and awarding. Selection criteria

includes academic proficiency, character, leadership ability, community involvement and financial need.

"It is an honor to be a part of the Alaska Sea Service Scholarship," said Al Sharlow, NETC's advanced education program coordinator. "We look forward to any opportunity to provide educational opportunities to develop the future of our great nation."

Students must provide proof of acceptance to an accredited college or university for full-time undergraduate study toward a bachelor's degree. An individual cannot receive more than two scholarship awards during the pursuit of a four-year degree.

The Navy League is accepting scholarship applications until March 14, 2023.

For additional information and a link to apply for the Alaska Sea Service Scholarship, visit <https://www.navyleague.org/programs/scholarships> or email [scholarships@navyleague.org](mailto:scholarships@navyleague.org).





# DOD CELEBRATES NATIONAL VETERANS AND MILITARY FAMILIES MONTH

LS2 Jordan Coatney, assigned to the amphibious assault ship USS Kearsarge (LHD 3), greets his family on Oct. 13, 2022. (U.S. Navy photo by MC2 David Glotzbach)

## From U.S. Department of Defense

November is National Veterans and Military Families Month.

The Defense Department recognizes the significant role military families and transitioning veterans have in supporting a stronger force.

"To the nearly 5.2 million service members and families, we celebrate and thank you for the support you give to our nation each day. November is a time to honor our families, but it is also critical to acknowledge the everyday challenges you face," said Patricia Montes Barron, deputy assistant secretary of defense for Military Community and Family Policy.

"The DOD has made it a top priority to ensure you have the support you need to thrive. The recently announced [Taking Care of Our Service Members and Families](#) initiative will further strengthen our support for military families. This initiative will address securing affordable basic needs, making moves easier, supplying added support to families, and expanding spousal employment.

We will continue to offer access to resources that help you navigate and create healthy relationships and connections throughout different MilLife experiences and transitional moments," said Barron. The department is highlighting a wide range of resources and support available to military and transitioning veterans from across the DOD, the federal government and other organizations. Visit [Military OneSource](#) to explore resources, podcasts and special offerings available throughout November.

"A strong military relies not only on training and education to ensure readiness; it relies on strong families supporting our fight for freedom. From basic training to separation, we ensure our people are prepared for any given task, including transition. Not only do we create the best warfighters in the world, we create productive members of society," said Senior Enlisted Advisor to the Chairman Ramón "CZ" Colón-López. "That is our duty, and we take it seriously."

Military OneSource connects

service members and families to information, resources and support provided by the Defense Department. Call Military OneSource at 800-342-9647 to speak with a Military OneSource consultant, or start a [live chat](#). Military OneSource provides helpful information and guidance on topics such as:

- Relationship support, parenting and caregiving
- PCS or deployment assistance
- Spouse employment opportunities
- Child care options
- Financial and tax consultation support

[Military Community and Family Policy](#) is directly responsible for establishing and overseeing quality-of-life policies and programs that help our service members, their families and survivors be well and mission-ready. Military OneSource is the gateway to programs and services that support the everyday needs of the 5.2 million service members and immediate family members of the military community. These DOD services can be accessed 24/7/365 around the world.

# FROM FLEET TO THE FLEET

BY FLTCM DELBERT TERRELL JR., PERSONNEL, MANPOWER, & TRAINING

This November, we join the nation in recognizing National Veterans and Military Families Month, and we honor you and your families for enduring and surviving challenges that most Americans will never know.

It is our commitment to our Navy and nation that binds us to one another. It is our commitment to our code of ethics that guides us in protecting freedom and democracy around the world.

President Abraham Lincoln said it best:

"Commitment is what transforms a promise into reality... It is making the time when there is none. Coming through time after time after time, year after year after year. Commitment is the stuff character is made of. The

power to change the face of things. It is the daily triumph of integrity over skepticism."

From all of us at MyNavy HR, we are committed to improving how we serve you and your families. It is our goal to ensure fleetwide personnel readiness and an inclusive Navy culture that supports adaptive, resilient Sailors. As we execute this mission, we are continuously getting real about where we are hitting the mark and where we just aren't, and we are adapting to get better. The flexibility and commitment of you, your CPPAs and your leadership have been critical to this process.

As you continue to navigate your Navy career, be sure to refer to our website for [Support Services](#).

For additional resources, information and confidential help for service members and their families, [Military OneSource](#) remains a "first line of support" - providing services that can be accessed 24/7/365 around the world.

Thank you for volunteering to wear the cloth of our nation in the face of adversity and during a time of strategic competition. I am proud to serve alongside you all each and every day.

*Fleet J.*



# GET YOUR NOMINATIONS IN NOW FOR THE NAVY'S LANGUAGE PROGRAM AWARDS!

From Chief of Naval Personnel Public Affairs

The Navy is accepting nominations for the fiscal year 2022 Language Professional of the Year (LPOY), Command Language Program of the Year (CLPOY) and Linguist of the Year (LOY) awards, as announced Sept. 19, 2022, in [NAVADMIN 212/22](#).

The awards recognize the most outstanding Command Language Program, military and civilian language professional and non-career linguists contributing to mission success through the use of foreign language.

The nine award categories include: Command Language Program of the Year, the Shannon M. Kent Award for Language Professional Excellence (Cryptologic Technician – Interpretive (CTI) rating only, E-6 and below), the Senior Language Professional of the Year (CTI rating only, E-7 to E-9), Officer Language Professional of the Year (Foreign Area Officers only), Civilian Language Professional of the Year, Linguist of the Year (open to all communities except CTI, E-6 and below), Senior Linguist of the Year (open to all communities except CTI, E-7 and above), Officer Linguist of the Year (non-FAO Officers and Chief Warrant Officers), and Civilian Linguist of the Year.

The top Navy Command Language Program and the winner of the Shannon M. Kent Award for Language Professional Excellence will go on to compete at the DoD level. The DoD program is managed by the Defense Language Institute Foreign Language Center (DLIFLC) and recognizes the most outstanding military language professionals (E-6 and below) and Command Language Programs across the military services.

All candidates must be nominated by their commanding officer (CO) or

**TIME TO SUBMIT**  
**FOR THE NAVY'S ANNUAL LANGUAGE PROGRAM AWARDS!**

**CATEGORIES:**

- Command Language Program of the Year
- Shannon M. Kent Award for Language Professional Excellence
- Senior Language Professional of the Year
- Officer Language Professional of the Year
- Civilian Language Professional of the Year
- Linguist of the Year
- Senior Linguist of the Year
- Officer Linguist of the Year
- Civilian Linguist of the Year

**DEADLINE:**  
**MARCH 31, 2023**

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officer-in-charge (OIC) and must receive an endorsement from the nominating command's immediate superior in command (ISIC). Type commanders (and equivalent commands) can only endorse and forward one nomination for each category.

Nomination criteria and package requirements can be found in [OPNAVINST 5400.46A "Command Language Programs and Awards," May 18, 2021](#).

Templates can be found on the MyNavy HR Language and Culture page, while this year's essay topics for LPOY and LOY nominees will be announced

there in December. For more information, visit: <https://www.mynavyhr.navy.mil/Career-Management/Language-Culture/Announcements/>

Submit nominations via encrypted email to [ALTN\\_N13F1@navy.mil](mailto:ALTN_N13F1@navy.mil). Mailed nomination packages are discouraged. The deadline for submitting nominations is March 31, 2023.

Award selections will be communicated to appropriate COs or OICs no later than June 15, 2023, and awardees will be announced fleetwide via NAVADMIN.





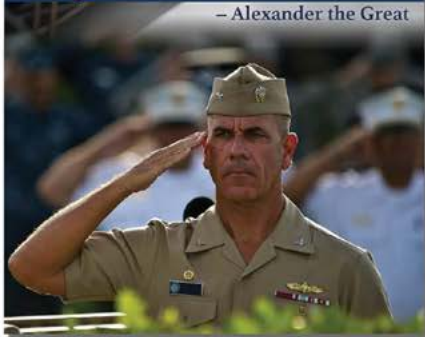
# Ethics At Your Fingertips!

Have a general ethics question? • Unsure about best practices? • Need to document a gift?

Short of always carrying it around with you, there is now a way to know exactly what the Vice Chief of Naval Operations (VCNO) Standards of Conduct Guidance says in almost an instant. The VCNO Standards app provides guidance on Navy Standards of Conduct, targeted summaries, tools, and references for the most encountered ethics topics.

**“Upon the conduct of each depends the fate of all.”**

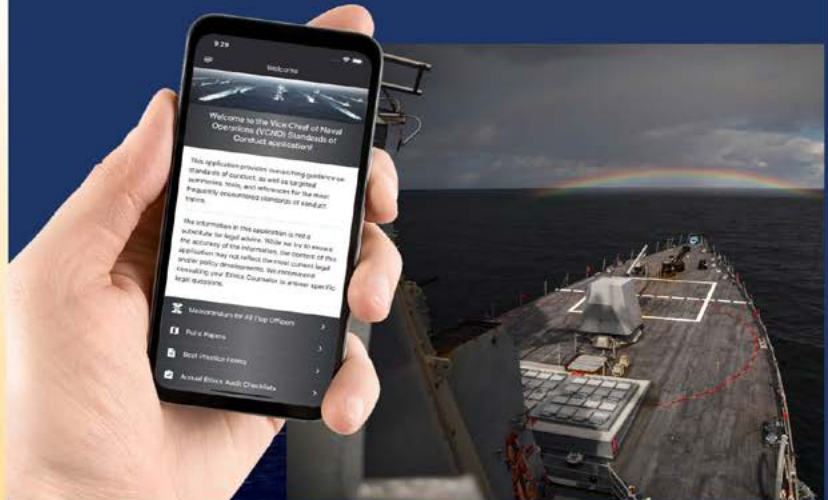
– Alexander the Great



The Memorandum for All Flag Officers and various Point Papers make up most of the app’s guidance. Although the VCNO’s Standards of Conduct Guidance is addressed to Flag Officers, the app is helpful for all Navy personnel. Also included are targeted summaries, tools, and frequently encountered topics. There are also navigation channels that offer the capability to explore possible courses of action based on chosen variables or scenarios.

## A few of the app tools available include

- Annual Ethics Audit Checklists
- Best practice forms & checklists
- Emergency Resources
- A Favorites section for bookmarking
- References to rules, regulations & ethical principles for travel, employment, and other topics



These are just a few of the many resources available within the VCNO app. Produced by the MyNavyHR IT solutions team, the VCNO app does not require authentication or authorization. Additionally, it is important to note that information provided via the VCNO app does not equal substitute legal advice or reflect the most current and/or legal developments. Users should contact their ethics counselors for specific legal queries.

**Download your pocket legal guide at: [applocker.navy.mil](http://applocker.navy.mil)**