



eNavFit

USER GUIDE

Version 1.0

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Record of Changes

Version	Date	Entered By	Reason for Change

1 Overview

1.1 Introduction

The eNavFit interface:

- Produces formal evaluation data for use in various downstream talent management processes.
- Automates NAVFIT98A processes for creating, editing, routing, review, and submission.
- Provides business rule and policy validations at the user end.

This document is organized around key process workflows for the creation and submission of a performance evaluation and fitness report. It is important to note that while this document contains specific overviews of various eNavFit workflows, it is not fully exhaustive and special circumstances may exist when creating a report. Support for those situations can be found online at: www.mynavyhr.navy.mil/Career-Management/Performance-Evaluation or MyNavy Career Center (MNCC) at 1-833-330-MNCC (6622).

1.2 Using the Guides

1.2.1 eNavFit User Guide (Printed Manual)

This guide explains the usage and functions of the eNavFit interface.

- Display examples. This guide uses screen shots from the interface to display process workflows visually.
- Symbols. This guide uses the following symbols and conventions:



Caution. This indicates important notices and restrictions for using the interface.



aNote. This indicates supplementary explanations and useful tips about interface operations.



Reference. This indicates information relevant to a particular function. "Section X.X" is used to refer to pages within this guide. References external to this guide are displayed by the signatory command and SSIC. (Ex: BUPERSINST 1610.10F).



Terms. This indicates terms that do not have an explanation in the policy.

1.2.2 eNavFit Tutorial Series (Video Manual)

The tutorial series offers a user the opportunity to watch an eNavFit user operate the interface and performance several specific process workflows for the creation and submission of a performance evaluation or fitness report. The eNavFit Tutorial Series can be found online at:

www.mynavyhr.navy.mil/Career-Management/Performance-Evaluation

1.3 System Description

1.3.1 eNavFit Interface

The eNavFit interface is built upon the Adobe Experience Manager (AEM) platform as a technology bridge between NAVFIT98A and the Navy's future performance appraisal application. It is currently hosted on the BUPERS Online (BOL) web portal with access to users with CAC-PKI credentials. Despite being an interim change, eNavFit boasts many benefits for the Navy enterprise and its Sailors including electronic routing and submission, digital signature, user-end policy validation, and PII reduction.

1.4 Learning Objectives of eNavFit

The purpose of this document is to provide a training tool specifically for the eNavFit interface of the CRM solution for users to develop interface proficiency. The learning objectives are based on evaluation of the learner audience, current training conditions and constraints, existing materials, and industry best practices. Factors identified below will influence design, development, and delivery of interface training.

- Identify key features and functionality
- Understand terms and references
- Identify knowledge resources
- Successfully navigate the eNavFit interface

2 User Roles and Browser Access

2.1 Roles

The eNavFit Interface has four User Roles.

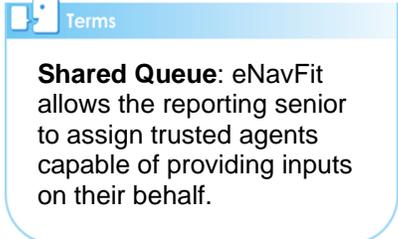
- Reporting Senior
- Trusted Agent
- Member
- Reviewer

2.1.1 Reporting Senior

Every summary group must have a reporting senior regardless of the number of reports. The Reporting Senior must acknowledge their User Role before they can be assigned to a summary group. The reporting senior must review and sign each performance appraisal prior to submission to Navy Personnel Command. This User Role will normally be filled by the commanding officer, officer in charge, or unit commander. However, exceptions apply based on summary group paygrade (See BUPERSINST 1610.10F).

2.1.2 Trusted Agent

A reporting senior may assign a trusted agent through the *shared queue* capability of eNavFit. (Section XX). This User Role is only necessary when using the online version. The Reporting Senior must assign the trusted agent before action can be taken by them within the interface. A trusted agent cannot assign themselves. Once assigned, the trusted agent may perform ALL administrative tasks within eNavFit that the Reporting Senior has access to. Trusted agents may ***not*** apply digital signatures on behalf of the Reporting Senior.

A light blue rounded rectangular box with a small icon of a document with a checkmark in the top left corner. The word "Terms" is written in a small font next to the icon. The main text inside the box reads: "Shared Queue: eNavFit allows the reporting senior to assign trusted agents capable of providing inputs on their behalf."

Shared Queue: eNavFit allows the reporting senior to assign trusted agents capable of providing inputs on their behalf.

2.1.3 Member

Every summary group must have a member regardless of the number of reports. The member is who the performance appraisal is being created for.

2.1.4 Reviewer

Reviewers are a group of individuals who the reporting senior or trusted agent assign to review a report. These individuals may be the rater, senior rater, or someone important to the members chain of command who the reporting senior or trusted agent believe can provide some insight into the members' actions during the evaluative period.

2.1.5 Regular Reporting Senior (Concurrent Reports)

The Regular Reporting Senior will have all the responsibilities of the reporting senior user role. The concurrent reporting senior must be a Commanding Officer to whom the member has been assigned for Additional Duty or Temporary Additional Duty by competent written orders or directives, or that CO's successor or delegated reporting senior. The Regular Reporting Senior will ensure that all reports have been received and have the proper countersignature prior to submission to Navy Personnel Command per BUPERSINST 1610.10F. A countersignature verifies that the report has been properly processed but does not necessarily imply agreement with the contents of the report.

2.2 Changing Your User Role

Personnel assigned to a unit may fill all User Roles throughout an evaluative period depending on the performance appraisal submission schedule found in BUPERSINST 1610.10F. User roles will be based on the inputs provided by the reporting senior or trusted agent during summary group creation.

2.3 Updating Your User Profile

There are no specific profiles captured and retained within eNavFit. Information for members is downloaded from BOL as part of an auto-fill capability based on login credentials or input by a reporting senior, trusted agent, or reviewer during summary group and performance appraisal creation. Although no profiles are created, it is highly recommended that members maintain their email information within BOL to ensure that the email search for member and routing functionalities of eNavFit work properly. (Section 3.2)

2.4 Internet Browsers

The eNavFit interface has been tested and operates best when using Google Chrome. However, it will work with other HTML 5 compatible internet browsers such as Microsoft Edge, Mozilla Firefox, and Apple Safari.



Caution

The eNavFit interface will not operate correctly when using Microsoft Internet Explorer or other HTML 5 incompatible browsers.



Note

Microsoft Edge users may experience errors when using the eNavFit interface due to Microsoft Internet Explorer 11 compatibility mode. Microsoft Edge retained compatibility mode allowing it to access and display legacy websites. It is highly recommended that users disable compatibility mode if authorized.

3 Accessing the Interface

3.1 First Time Log In

Step 3.1.1: Using a recommended browser, **type:** <https://www.bol.navy.mil/BAM/> into the browser bar at the top of the screen.



Step 3.1.2: **Select** Personal Security Credentials (CAC PKI) for access to BOL.

Step 3.1.3: **Select** “CAC Login”

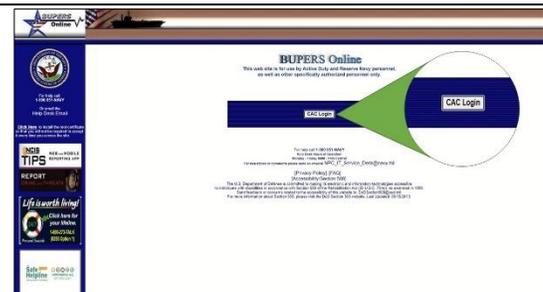


Figure 3-1: CAC Login

Step 3.1.4: **Select** “Navy Personnel Command Document Services” from the BOL Application Menu.



Figure 3-2: NPC Document Services

Step 3.1.5: **Select** Personal Security Credentials for access to Navy Personnel Command Document Services.

Step 3.1.6: **Navigate** to the tab labeled “eNavFit” under the “Categories” located on the left side of the screen.



Figure 3-3: eNavFit Categories

3.2 Information Verification



Note

If it has been greater than 90-days since your last login to BOL, you will be asked to verify your email before proceeding into BOL (See Section 2.4).

Step 3.2.1: From the BOL Application Menu, **Select** “Update” at the top of the screen.

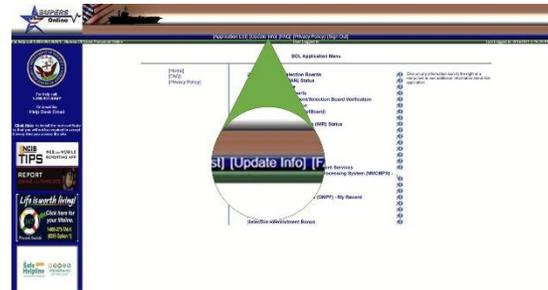


Figure 3-4: Update Information

Step 3.2.2: **Enter** the required information. **Do not** use dashes in the phone number. Using a “.navy.mil” email address is highly recommended to ensure proper routing within the eNavFit interface.

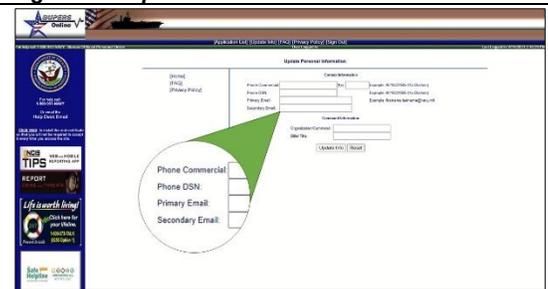


Figure 3-5: Personal Information Entry

Step 3.2.3: **Select** the “Update Info” button to save the entered information.

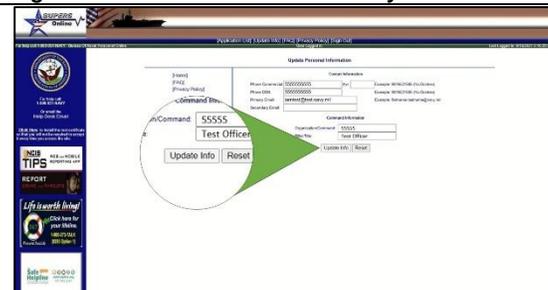


Figure 3-6: Update Info Button

Step 3.2.4: **Select** the “Main Menu” button to return to the BOL Application Menu.

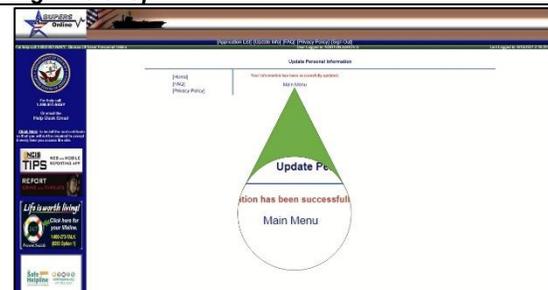
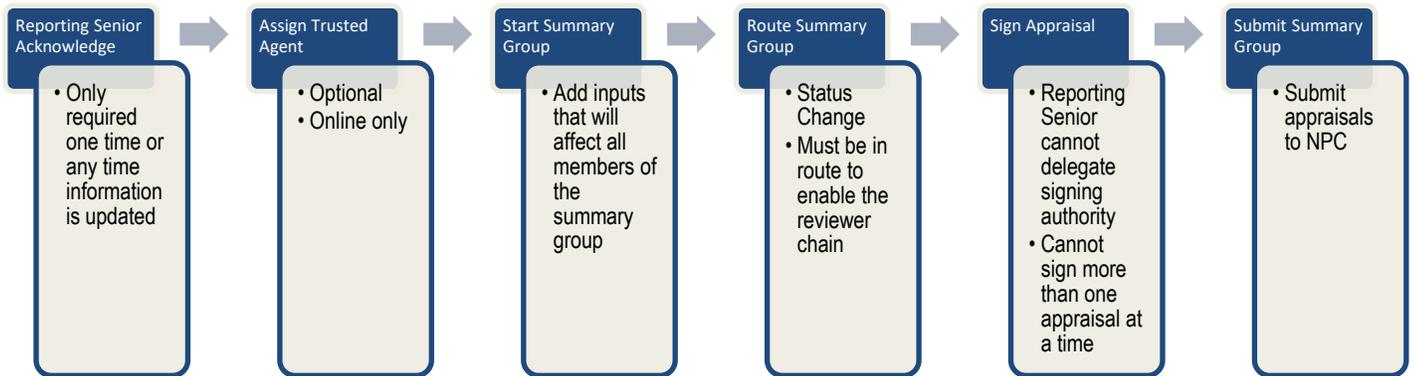


Figure 3-7: Main Menu Button Selection

4 Process Workflow

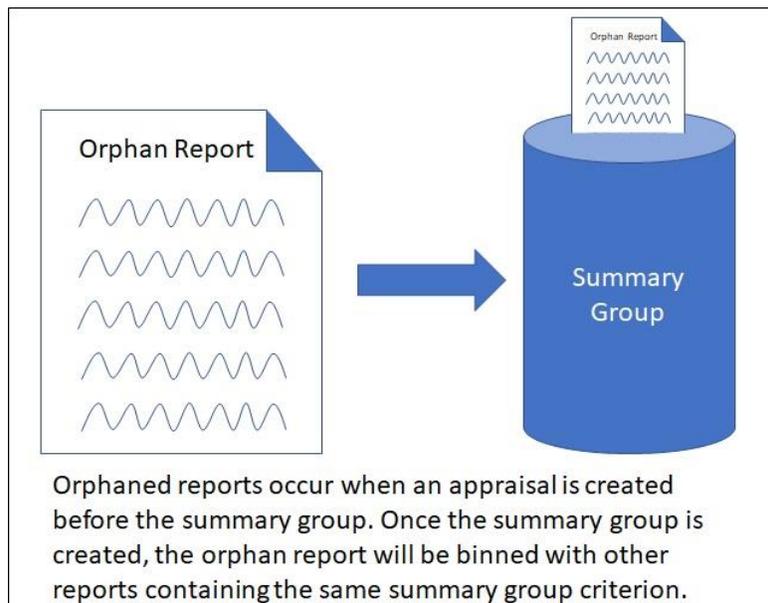
4.1 Expected Summary Group Workflow

The expected summary group workflow represents the most common workflow executed with eNavFit. The following steps should occur to complete a periodic workflow:



4.2 Orphaned Reports

An orphaned report will occur when an appraisal is created and there is no summary group with matching criterion. This may occur when a member provides input through the *Start Appraisal* menu option and submits it to the interface. Orphaned reports will be auto-grouped with reports that have matching Summary Group Criterion once a summary group is created. They will be visible to the Reporting Senior, Trusted Agent, Member, and/or report creator until a summary group matched. Orphaned reports may be modified in the manage appraisal menu.



4.2.1 Summary Group Criterion

The following fields are used for Summary Group comparison within the eNavFit interface to determine appraisal similarities with existing or future Summary Groups.

- Paygrade
- Designator (Officer only)
- Duty Code
- Unit Identification Code (UIC)
- Promotion Status
- Period of Report To Date
- NOB Status
- Type of Report
- Billet Subcategory
- Reporting Senior

5 Navigation

5.1 Home Page

The eNavFit interface has no dashboard or homepage. A user will encounter all options available within Navy Personnel Command Document Services Hub upon entry.

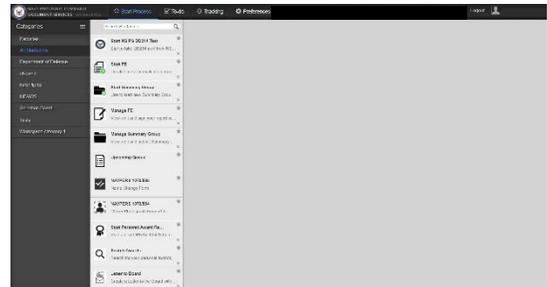


Figure 5-1: NPC Document Hub

Navigate to the tab labeled "eNavFit" under the "Categories" located on the left side of the screen to display the eNavFit options only.

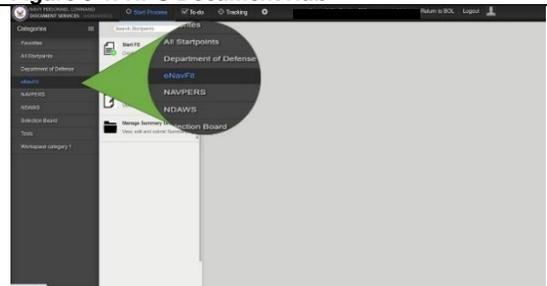


Figure 5-2: eNavFit Categories

5.2 Navigating Tabs

There are five event tabs associated with the eNavFit interface. The *Start Appraisal* and *Manage Appraisal* tabs work within individual fitness reports and evaluations. The *Start Summary Group* and *Manage Summary Group* tabs provide management functions for summary groups with one or more members. All performance appraisals require a summary group to complete per BUPERSINST 1610.10F.

5.2.1 Start Appraisal

The *Start Appraisal* Tab allows a user to commence and provide inputs for an appraisal by an individual member. If the Reporting Senior has acknowledged their User Role and a Summary Group has been created, the report will appear in the Report Senior or Trusted Agent queue for action.

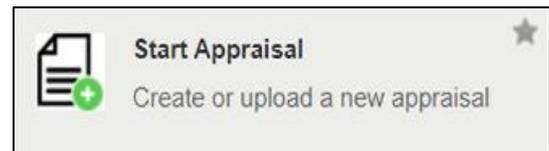


Figure 5-3: Start Appraisal Tab

The *Start Appraisal* options begin with the question:

"How would you like to start a FITREP/EVAL?"

- For yourself
- For someone else
- Upload an offline form
- Download a new form



Figure 5-4: Start Appraisal Tab

For yourself: If you are the member, you can provide inputs and create an appraisal using this radio button. The user must provide as much data as possible to enable the auto-grouping function. The reporting senior data will be auto-populated based on the DODID or email address input and the acknowledgement of user role by the reporting senior.

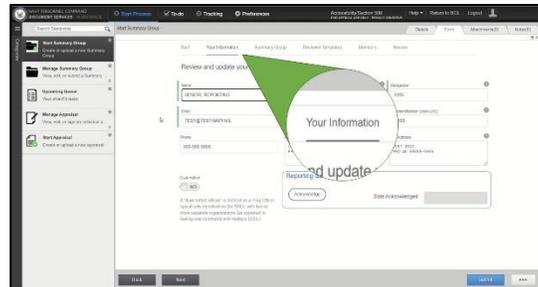


Figure 5-5: Start Appraisal for Yourself

Note

If the reporting senior has NOT acknowledged their User Role, the error “Reporting senior not found” will be displayed after the DODID or email address is input and the search button or enter are pressed.



Figure 5-6: Reporting Senior Not Found Error

For someone else: If you are providing inputs on another member and are not the trusted agent or reporting senior, you will use this menu option to create an appraisal. The initial entry point will require the User to provide the DODID or email address for the summary group reporting senior. The interface will display the information from the most recent reporting senior acknowledgement IF the reporting senior has acknowledged their User Role.



Figure 5-7: Start Appraisal for Someone Else

Upload an offline form: If you have taken an appraisal offline using the eNavFit download function at any time, you can upload those forms back into the interface using this radio button option. Once you have selected the file to submit, press the Blue “Submit” button in the bottom right corner of the screen.



Figure 5-8: Start Appraisal-Upload Offline Form

Download a new form: If you need to download an appraisal, select this radio button. Once selected you will need to determine if the report is for yourself as the reporting senior or for someone else (as a trusted agent).

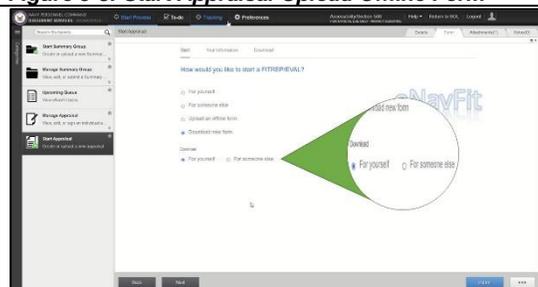


Figure 5-9: Start Appraisal-Download Offline Form

- In the download menu, you will have the option to download an auto-populated appraisal, blank appraisal, or a blank summary sheet.

Note

Per BUPERINST 1610.10F, a summary sheet is only required for printed/mailed in submissions to Navy Personnel Command.

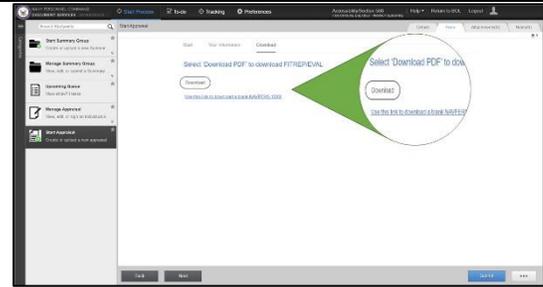


Figure 5-10: Start Appraisal-Download Blank Form

5.2.2 Manage Appraisal

The *Manage Appraisal* tab allows a user to receive reports commenced by other members including the reporting senior or trusted agent. The *Manage Appraisal* tab is split into two additional tabs, *My FE* and *FE's I have Access to*. The *My FE* tab will allow a user to view their own reports and the *FEs I have Access to* tab displays reports where a member has tasking for review or inputs.



Figure 5-11: Manage Appraisal Tab

The *Manage Appraisal* tabs are:

- My Appraisals
- Appraisals I have access to

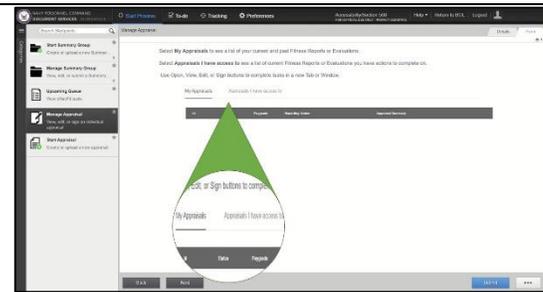


Figure 5-12: Manage Appraisal Menu

My Appraisals: This tab allows a user to see a list of **their** current and past appraisals that have been captured using the eNavFit interface and require input. This tab will display appraisals that are in an *Active*, *Route*, and *Submitted* Status for the user. If a member is not assigned for routing as part of the *Reviewer Template*, the member will not see the appraisal when it is in a *Route* status. Appraisals that were completed using any other method will not be displayed.

Appraisals I have access to: This tab allows a user to see a list of appraisals that they have been assigned action on as a Reviewer. Appraisals will only be visible in this menu when they are in a *Route* status AND when it is their turn to review the document for inputs per the *Reviewer Template*.

5.2.3 Start Summary Group

The *Start Summary Group* tab allows a reporting senior or trusted agent to provide inputs that affect entire summary groups such as reporting senior data, summary group paygrade, end date, command achievements, etc. This information is promulgated to all reports created within the summary group.

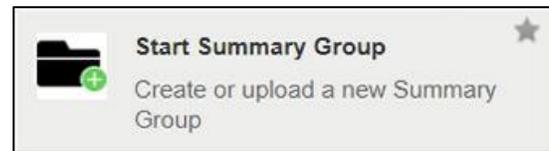


Figure 5-13: Start Summary Group Tab

The *Start Summary Group* options begin with the question:

“How would you like to start a Summary Group?”

- For yourself as Reporting Senior
- For someone else as Reporting Senior
- Upload an offline form
- Download a new form



Figure 5-14: Start Summary Group Menu Options

For yourself as Reporting Senior. If you are the reporting senior for a summary group, you can provide inputs and create a summary group without the aid of a trusted agent using this radio button option. The initial entry point will display your data as the reporting senior and provide the option to modify any information that is incorrect.

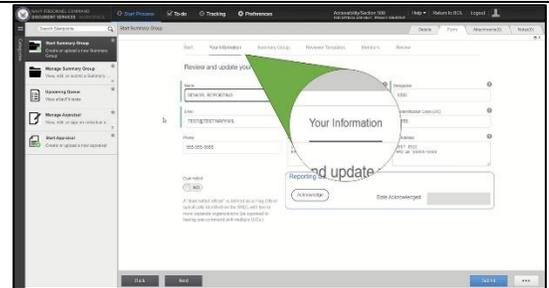


Figure 5-15: Start Summary Group-Yourself

For someone else as Reporting Senior. If you are the trusted agent for a reporting senior, you can provide inputs and create a summary group using this radio button option. The initial entry point will require the Trusted Agent to provide the DODID or email address for the summary group reporting senior. The interface will display the information from the most recent reporting senior acknowledgement IF the reporting senior has acknowledged their User Role.

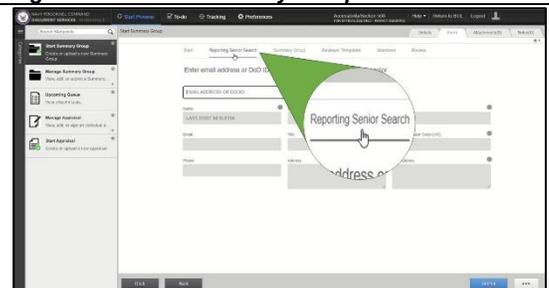


Figure 5-16: Start Summary Group-Someone Else

Note
If the reporting senior has NOT acknowledged their User Role, the error “Reporting senior not found” will be displayed after the DODID or email address is input and the search button or enter are pressed.

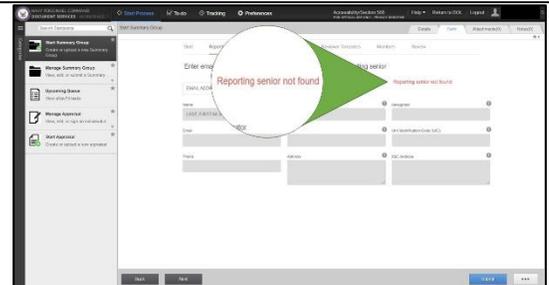


Figure 5-17: Start Summary Group-RS Find Error

Upload an offline form: If you have taken a summary group offline using the eNavFit download function at any time, you can upload those forms back into the interface using this radio button option. Once you have selected the file to submit, press the Blue “Submit” button in the bottom right corner of the screen.

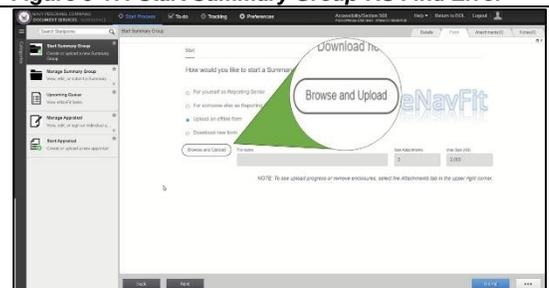


Figure 5-18: Start Summary Group-Upload

Download a new form: If you need to download the *FE* (Fitness Report/Evaluation) *Manager*, select this radio button. Once selected you will need to determine if the report is for yourself as the reporting senior or for someone else (as a trusted agent).

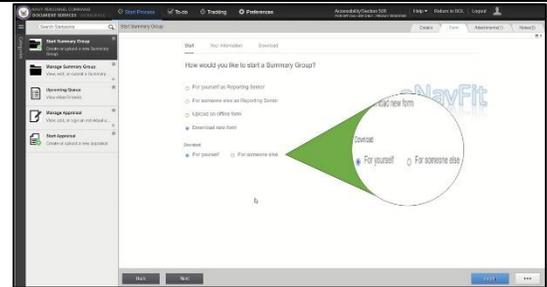


Figure 5-19: Start Summary Group-Download

5.2.4 Manage Summary Group

The *Manage Summary Group* tab allows a reporting senior or trusted agent edit controls over summary groups that have been created, change summary group status, ability to submit, and other summary group level functions.

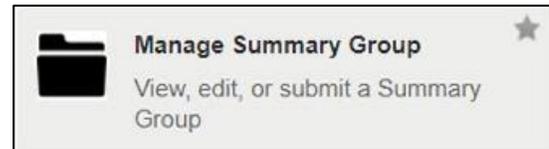


Figure 5-20: Manage Summary Group Tab

The *Manage Summary Group* tabs are:

- Acknowledge Role
- Active
- Submitted

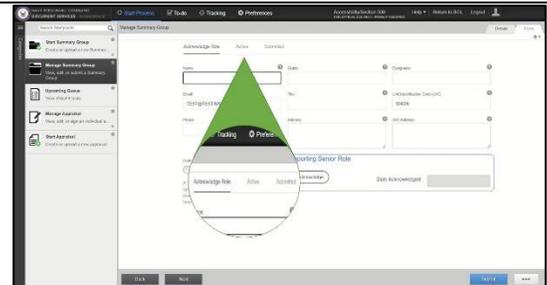


Figure 5-21: Manage Summary Group-Options

Acknowledge Role: Chapter 6 details how to acknowledge the Reporting Senior User Role using the on-screen inputs and auto-populated information.

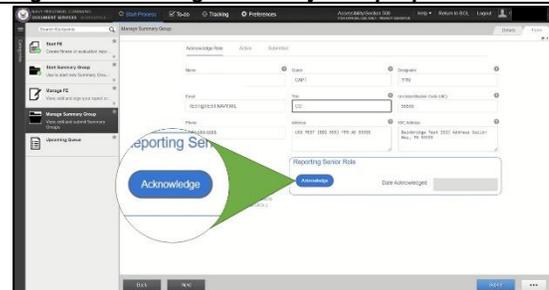


Figure 5-22: Acknowledge Role Button

Active: This tab displays information and links to summary groups that are currently in an active workflow status and require input. The black information bar lists key information for summary group verification including the summary group name, status, reporting senior, paygrade of summary group, trait average of all appraisals within the summary group, and expected and uploaded reports. The action button allows the summary group to be opened for modification and is dependent upon summary group status. Some statuses limit user input ability.



Figure 5-23: Manage Summary Group-Active Tab

Submitted: This tab displays information and links to summary groups that have been submitted to Navy Personnel Command. Selecting the *Open* button from this menu will display the *Manage Summary Group* level view. To print or save reports, you must open each report and select the *View Report* button.

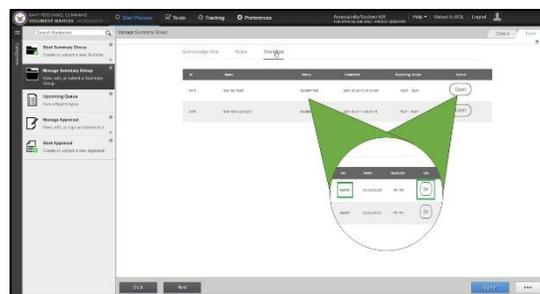


Figure 5-24: Manage Summary Group-Submitted Tab

5.2.5 Upcoming Queue

The *Upcoming Queue* tab allows a user to view workflow tasking that has been assigned to them.

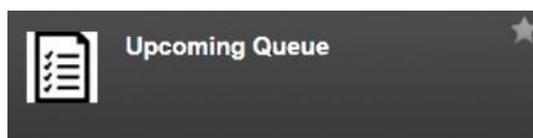


Figure 5-25: Upcoming Queue Tab

Upcoming Queue: This queue allows a user to see all reports that they have actions and lists:

- Member
- Reviewer
- Reporting Senior



Figure 5-26: Upcoming Queue

Member: This row displays information pertaining to reports where the user is the member of a summary group if the summary group has been created and has a status.



Figure 5-27: Upcoming Queue-Member Row

Reviewer: This row displays information pertaining to reports where the user has been assigned as a reviewer (reviewer, rater, or senior rater).



Figure 5-28: Upcoming Queue-Reviewer Row

Reporting Senior: This row displays information pertaining to reports where the user is the reporting senior of a summary group.

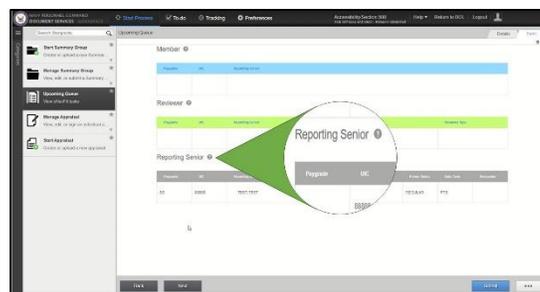


Figure 5-29: Upcoming Queue-Reporting Senior Row

5.3 eNavFit Statuses

The summary group status plays an integral role in the workflow functionality.

Online: To change the status of a summary group, navigate to the drop-down menu at the bottom right of the form next to the Save button and select the desired status.



The interface may not allow some statuses to be changed unless validations have passed.



Figure 5-30: Online Status Change Field

Offline: To change the status of a report in the offline forms, navigate to the upper right. Some statuses are not available in the offline version due to functionality constraints.

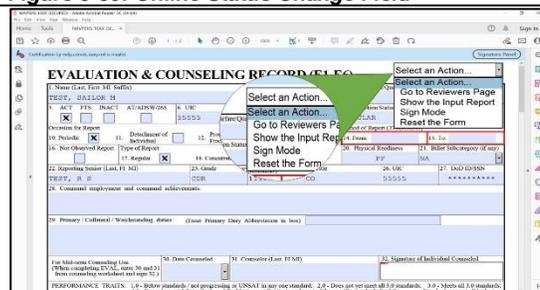


Figure 5-31: Offline Status Change Field

Status	Description	Pass Requirement
Active	Initial Status when a summary group or appraisal is created.	
Route	Route appraisal to first Reviewer in the Reviewer Template	
Reviewing	Currently enroute through the Reviewers	Reviewer has selected “Next Reviewer” completing their review.
Reviewed	All reviews completed	Automatic status when all reviewers have selected “Next Reviewer” and completed their review.
Sign	Ready to be signed	Document must pass validation.

Status	Description	Pass Requirement
Signing	Currently enroute for signature by all included users	
Signed	All required signatures completed	Report signed by all users or alternate signature(s) provided
Completed	All appraisals in summary group have passed validation, are signed, and ready to be submitted to NPC PERS for processing	Automatic status when all signatures or alternate signatures have been applied.
Delete	Delete user appraisal from summary group	Summary group in Active or Reviewed Status
Submitting	Summary Group is being electronically submitted to NPC	All appraisals passed validation, all required signatures on appraisals
Submitted	Summary Group has been received by NPC	

5.4 Error Validation

The eNavFit interface uses real-time AND save error validations to compare current policy to user inputs.

Real-time error validations will occur as inputs are entered without additional action such as spelling check. There are also field validations that require a comparison of inputs from previously entered fields such as promotion recommendation and trait averages.

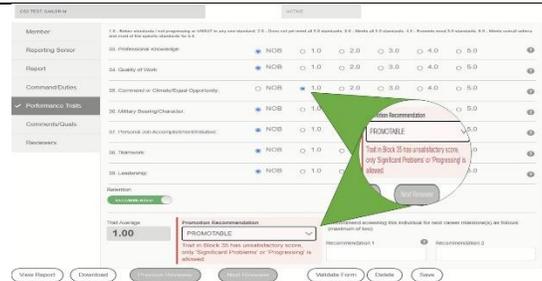


Figure 5-8: Error Validation Example

5.5 Automatic EP/MP Calculation Tool Bar

SG Average	Sig. Problems	Progressing	Promotable	Must Promote	Early Promote	Max EP+MP	Max EP
0.00	0	0	0	0	0	1	1

5.5.1 SG Average

The “SG Average” is the summary group trait average from all submitted appraisals. Appraisals must be uploaded or completed within the online eNavFit interface for this field to update.

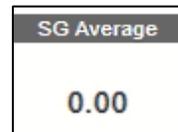


Figure 5-32: SG Average

5.5.2 Promotion Recommendations

The promotion recommendations will update as input is provided based on the Summary Group size. Appraisals must be uploaded or completed within the online eNavFit interface for these fields to update.

Sig. Problems	Progressing	Promotable	Must Promote	Early Promote
0	0	0	0	0

Figure 5-33: Promotion Recommendations

5.5.3 Early Promote (EP) & Must Promote (MP) Calculations

The eNavFit interface will display the total number of EP and MP authorized for a given summary group in the “Max EP+MP” field. This number is based on the table found in BUPERSINST 1610.10F for summary groups up to 30 members. Summary groups of 31 or more are based on the calculations found in the directive:

- Early Promote + Must Promote Maximum = $N \times 0.6$ (60%) = X1
- Early Promote Maximum = $N \times 0.2$ (20%) = X2 (rounded up).
- Must Promote Maximum = $X1 - X2 = X3$.

Max EP+MP	Max EP
1	1

Figure 5-34: EP/MP Calculations

The validation fields are pictured displaying the error bars. The error bar will display in red if too many EP or MP recommendations are assigned to a summary group.

5.6 Tool Tips

Tool tips are selectable buttons throughout eNavFit to provide the user with basic information from the policy. Tool tips are not meant to replace the policy. For in depth information, see BUPERSINST 1610.10F.



Figure 5-35: Tool Tip Selection

Select the  from any field within eNavFit.

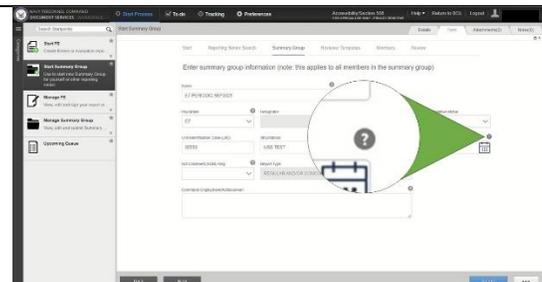


Figure 5-36: Tool Tip On Screen

The tool tip will display summarized policy information pertinent to the field.

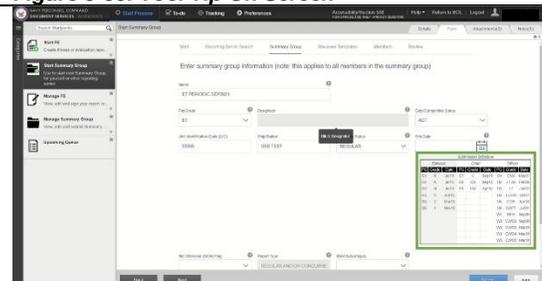


Figure 5-37: Tool Tip Description

5.6.1 Calendar Operation

The eNavFit calendar tool allows a user to quickly select dates from a calendar in the appropriate format.

Select the desired day from the calendar.



Figure 5-38: Day Selection

Select the Month at the top of the tool to display a monthly calendar.



Figure 5-39: Month Selection

Select the Year at the top of the tool to display a range of years.



Figure 5-40: Year Selection

6 Reporting Senior Administration

6.1 Reporting Senior Acknowledgement

A reporting senior must acknowledge their User Role to create a summary group. The following steps describe this process workflow for acknowledgement of the reporting senior User Role.

Step 6.1.1: Follow the steps in Section 3.1 for Accessing the Interface.

Step 6.1.2: **Select** the "Manage Summary Group" tab from the menu options on the left side of the screen.



Figure 6-1: Manage Summary Group Tab

Step 6.1.3: The "Acknowledge Role" tab will be displayed.

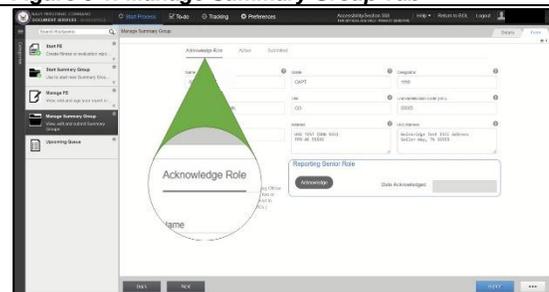


Figure 6-2: Acknowledge Role Tab

Step 6.1.4: **Verify** and/or **Update** all fields displayed on the webpage.



Use abbreviated titles such as CO, OIC, DEPT HEAD, etc.

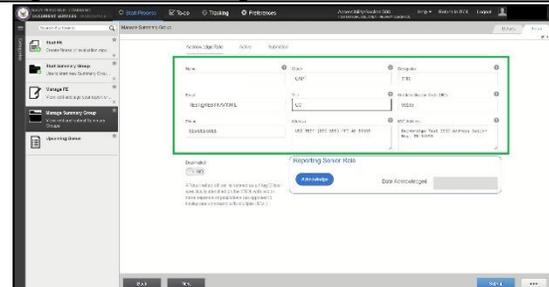


Figure 6-3: Acknowledge Role Inputs

Step 6.1.5: **Select** the "Acknowledge" button in the "Reporting Senior Role" box on the bottom right side of the screen.

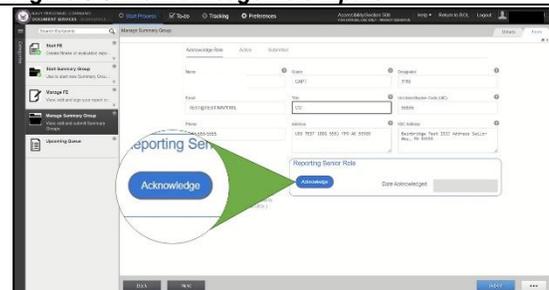


Figure 6-4: Acknowledge Role Button

Step 6.1.6: **Select** the “OK” button from the pop-up window at the top of the screen.

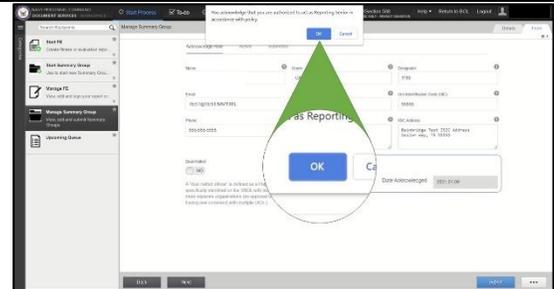


Figure 6-5: Acknowledge Role OK

Step 6.1.7 **Verify** that the “Date Acknowledged” field says, “Just Now.”

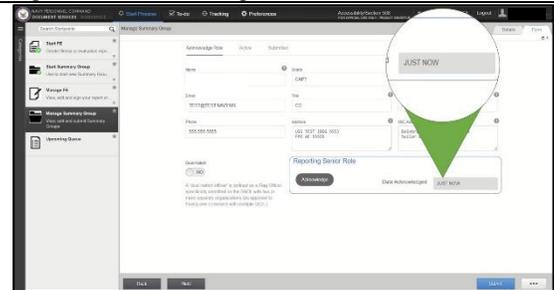


Figure 6-6: Acknowledgment Date

Step 6.1.8 **Select** the blue "Submit" button on the bottom right side of the screen.

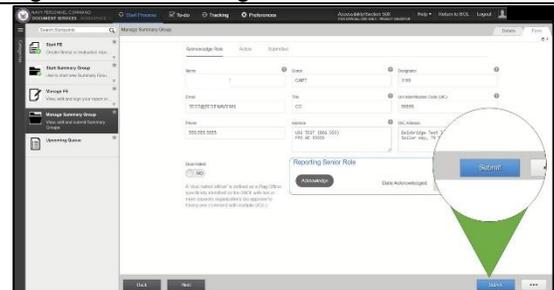


Figure 6-7: Acknowledgment Submission

6.2 Assigning a Trusted Agent

A trusted agent (administrative assistant) may be assigned by the reporting senior to share their queue and complete administrative tasking on their behalf. A trusted agent is **NOT** capable of applying digital signatures to documents but has interface authority for all other actions of a reporting senior. All performance appraisals that the reporting senior has action on will be visible and editable by the trusted agent. The reporting senior can add multiple trusted agents if it is desired. Trusted agents are optional and not necessary to complete the performance appraisal process.

Trusted agents cannot assign themselves to another member's queue without authorization. The reporting senior must enter the interface and assign a member if they desire to share their queue. The following steps describe the process workflow for assignment of a trusted agent by the reporting senior.

 **Caution**

The Trusted Agent should be an individual that is trusted to act on behalf of the reporting senior, normally an administrative officer. The Trusted Agent will have access to all appraisals that the reporting senior has action on until they are removed.

Step 6.2.1: Follow the steps in Section 3.1 for Accessing the Interface.

Step 6.2.2: **Select** the "Preferences" option on the black toolbar banner at the top center of the screen.

 **Note**

If "Preferences" does not appear at the top of the screen, select the Cog Wheel Icon.

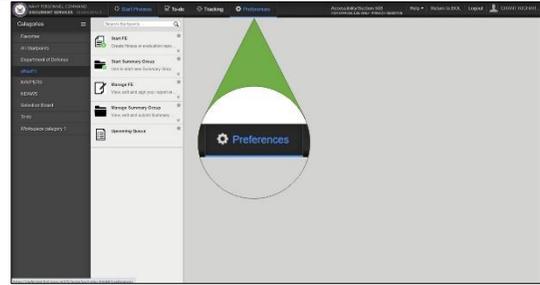


Figure 6-8: Preferences Selection

Step 6.2.3: **Select** the "Queues" tab on the top right side of the screen.

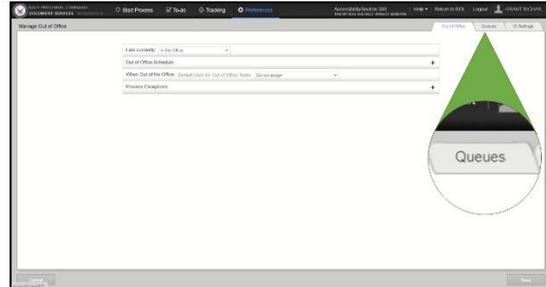


Figure 6-9: Queues Tab

Step 6.2.4: **Select** the plus sign (+) next to the option "Users currently sharing my queue".

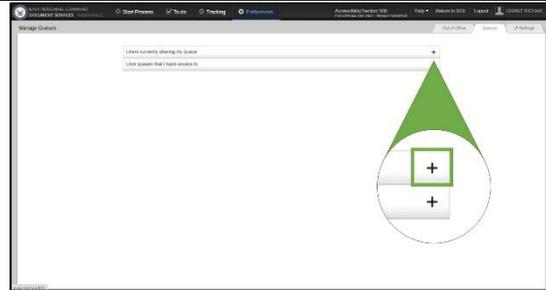


Figure 6-10: Shared Queue + Sign

Step 6.2.5: **Enter** the name of the trusted agent to be assigned in the search box in the top right corner of the "Share my queue" window.

 **Note**

The name should be entered as: Last Name First Name without a comma, but with a space between the Last Name and First Name. (i.e., Smith John)

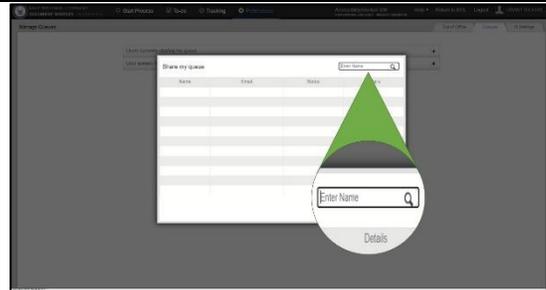


Figure 6-11: Enter Name of Trusted Agent

Step 6.2.6: **Select** the name or email address of the trusted agent to be assigned from the list of members displayed.

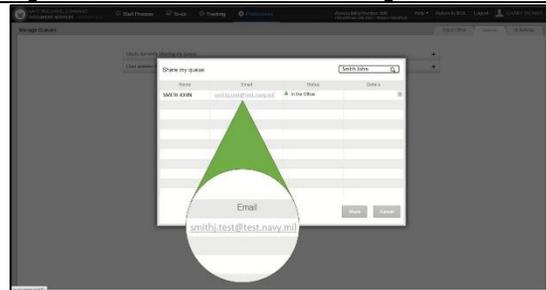


Figure 6-12: Select the Trusted Agent

Step 6.2.7: **Select** the “Share” button to share the reporting senior administrative operations within eNavFit.

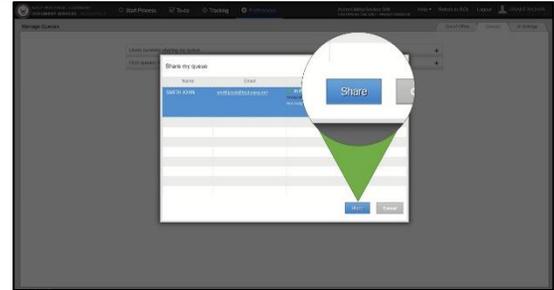


Figure 6-13: Share RS Queue

Step 6.2.8: **Verify** that the desired trusted agent is being displayed.

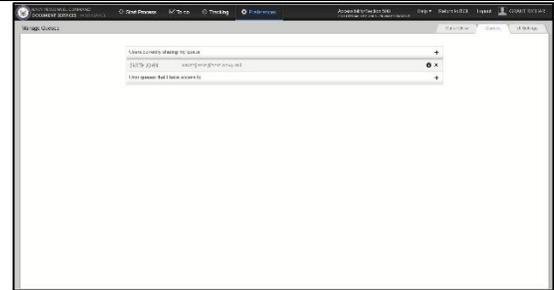


Figure 6-14: Verify Trusted Agent Assignment

Step 6.2.9: **Select** “Start Process” from the top of the screen to complete this operation.



Figure 6-15: Select Start Process

6.3 Removing a Trusted Agent

A trusted agent may be removed by the reporting senior at any time and will not affect the performance appraisal workflow. The following steps describe the process workflow for removal of a trusted agent by the reporting senior.

Step 6.3.1: Follow the steps in Section 3.1 for Accessing the Interface.

Step 6.3.2: **Select** the “Preferences” option on the black toolbar banner at the top center of the screen.



If "Preferences" does not appear at the top of the screen, select the Cog Wheel Icon.

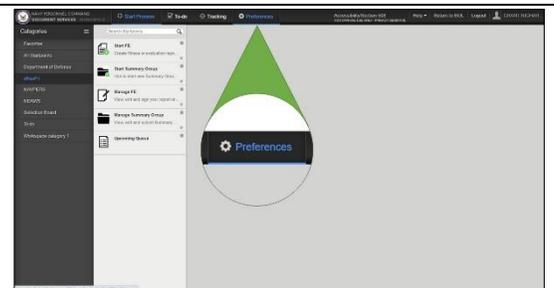


Figure 6-16: Personal Information Entry

Step 6.3.3: **Select** the "Queues" tab on the top right side of the screen.

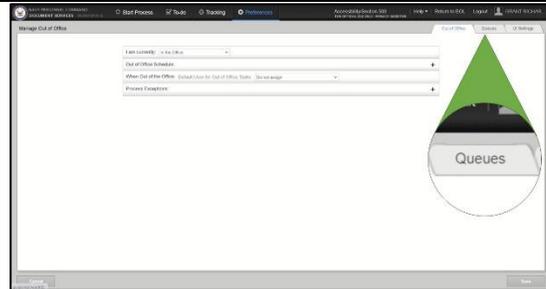


Figure 6-17: Queue Selection Tab

Step 6.3.4: **Select** the "X" next to the Trusted Agent that will be removed.



Figure 6-18: Remove Trusted Agent "X"

Step 6.3.5: **Verify** that the Trusted Agent has been removed from the shared queue.

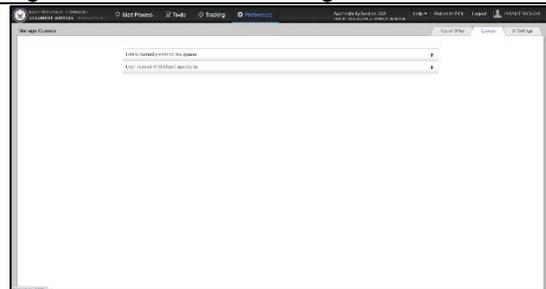


Figure 6-19: Verify Trusted Agent Removed

Step 6.3.6: **Select** "Start Process" from the top of the screen to complete this operation.



Figure 6-20: Select Start Process

7 Workflow Management

7.1 Creating Periodic Reports

7.1.1 Start Summary Group as a Trusted Agent (Online)

Step 7.1.1.1: Follow the steps in Section 3.1 for Accessing the Interface.

Step 7.1.1.2: **Select the "Start Summary Group" tab from the menu options on the left side of the screen.**



Figure 7-1: Start Summary Group Menu

Step 7.1.1.3: **Select the "For Someone Else as Reporting Senior" radio button from the menu options.**



Figure 7-2: For Someone Else as Reporting Senior

Step 7.1.1.4: **Select the "Reporting Senior Search" tab located on the top of the Start Summary Group screen.**

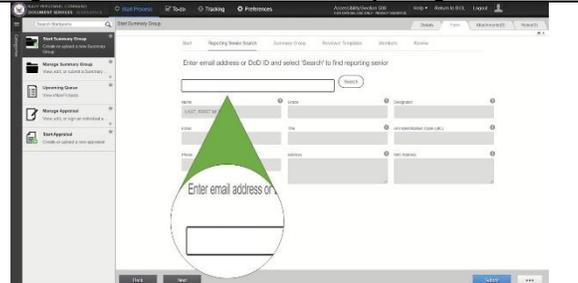


Figure 7-3: Reporting Senior Search Field

Step 7.1.1.5: **Enter the DODID OR Email Address of the Reporting Senior.**

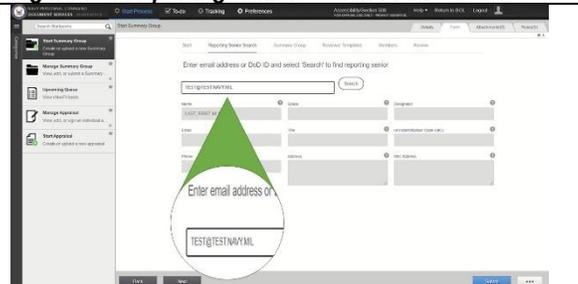


Figure 7-4: Reporting Senior Email/DoDID

Step 7.1.1.6: **Select** the "Summary Group" tab located on the top of the Start Summary Group screen.

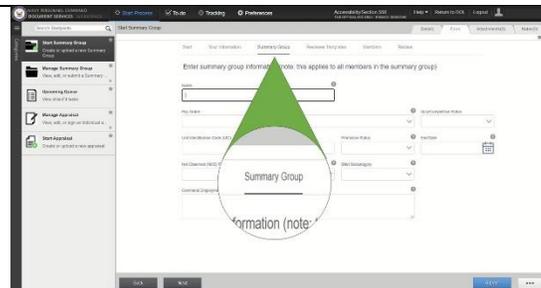


Figure 7-5: Summary Group Tab

Step 7.1.1.7: **Type** a unique identification for the Summary Group into the "Name" field to easily identify it from others (ex: E7 PERIODIC SEP2021). Ensure that the Summary Group name can be identified by others during creation.

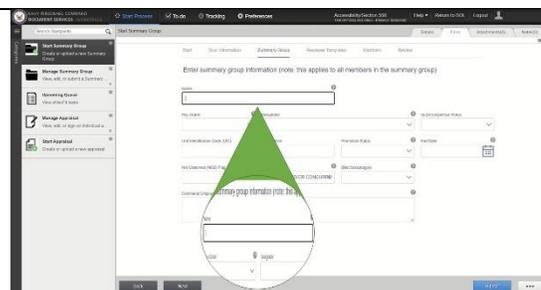


Figure 7-6: Summary Group Name Field

Step 7.1.1.8: **Select** the paygrade of the members to be evaluated from the "Paygrade" dropdown list.

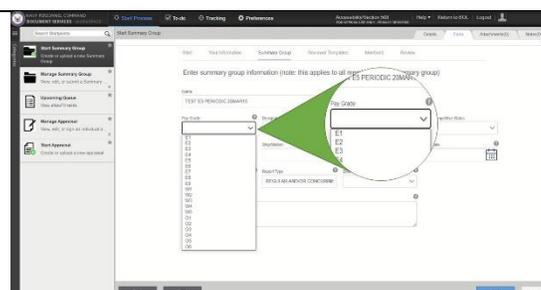


Figure 7-7: Paygrade Field

Step 7.1.1.9: **Note** The "Designator" field is only enabled at the Summary Group Level if Officer Fitness Reports are being created as a Summary Group criterion. Enlisted warfare qualifications can be entered into the individual member appraisals.

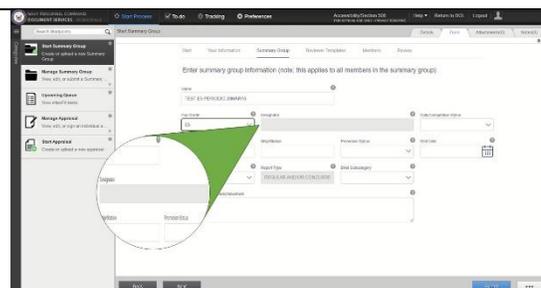


Figure 7-8: Designator Field

Step 7.1.1.10: **Select** the "Duty/Competitive Status" from the dropdown list.

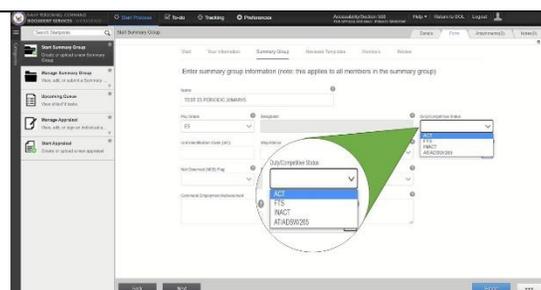


Figure 7-9: Duty/Competitive Status Field

Step 7.1.1.11: **Type** the "Unit Identification Code (UIC)" for the members being evaluated. If the Summary Group will contain reports for multiple UICs, enter the UIC on the members report.



Figure 7-10: UIC Field

Step 7.1.1.12: **Type** the unit of the member being evaluated in the "Ship/Station" Field. This field is limited to 18 characters.

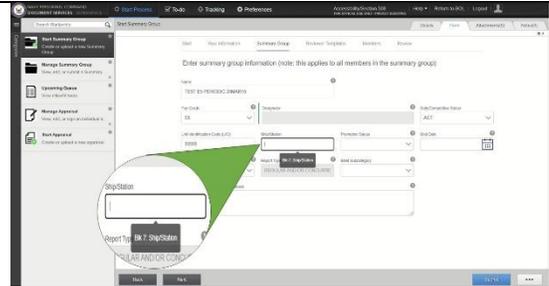


Figure 7-11: Ship/Station Field

Step 7.1.1.13: **Select** the "Promotion Status" from the dropdown list.

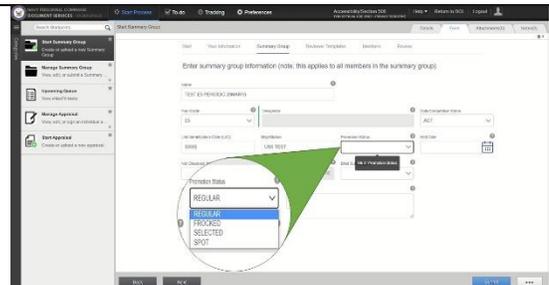


Figure 7-12: Promotion Status Field

Step 7.1.1.14: **Type or Select** the report end date in "End Date" Field.



The calendar can be used instead of typing.



Figure 7-13: End Date Field

Step 7.1.1.15: **Select** the "Not Observed (NOB) Flag" to indicate if the summary group will contain NOB reports. (See Section 7.2)

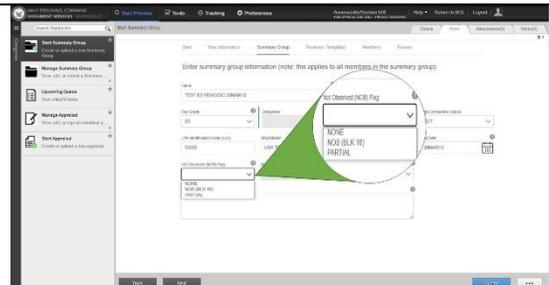


Figure 7-14: NOB Flag Selection

Step 7.1.1.16: **Verify/Select** the Report Type from the "Report Type" dropdown list. For enlisted members this field will be grayed out as they will always be regular and/or concurrent. Officer fitness reports will have the option to select OPS CDR. Select the correct option at the appraisal level during input.

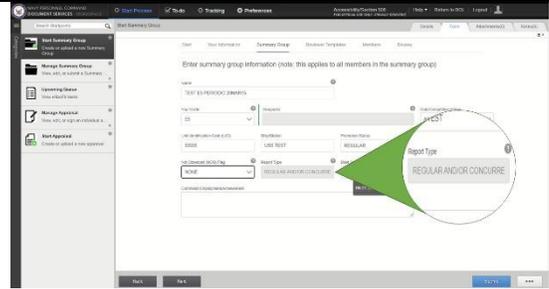


Figure 7-15: Report Type Field

Step 7.1.1.17: **Select** the Billet Subcategory from the dropdown list.

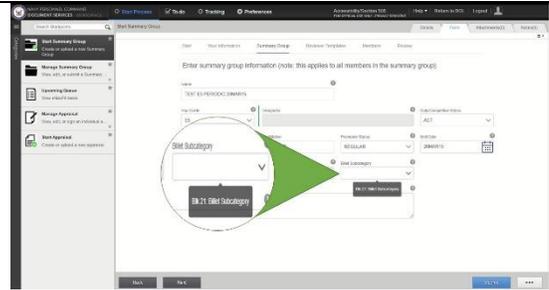


Figure 7-16: Billet Subcategory Field

7.1.2 Adding Reviewers

Separate *Reviewer Templates* can be created based on the command structure for divisions, departments, or branches (i.e., CS Division, YN Division, N1, etc.). It is important that each of the *Reviewer Templates* list only one Rater, Senior Rater, and/or Regular Reporting Senior for proper routing. The appraisal will route from the first member listed to the last in sequential order.

Step 7.1.2.1: Follow the steps in Section 7.1.1 for entering Summary Group information.

Step 7.1.2.2: **Select** the "Reviewer Templates" tab located on the top of the *Start Summary Group* screen.

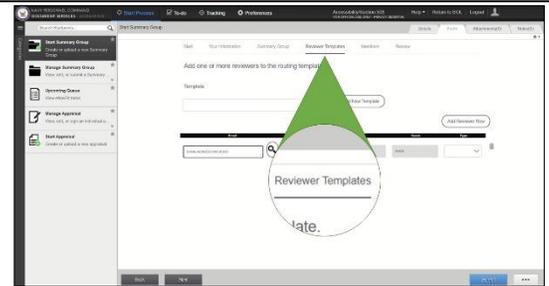


Figure 7-17: Reviewer Templates Tab

Step 7.1.2.3: **Skip** the field labeled "1: DEFAULT".

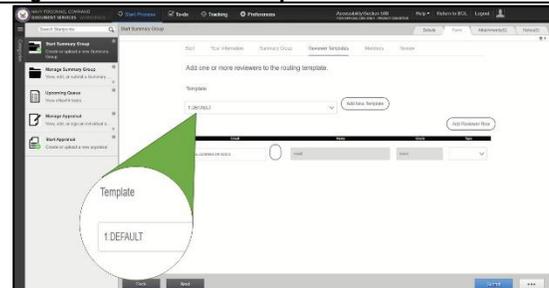


Figure 7-18: Skip the "Default" field

Step
7.1.2.4:

Select "Add New Template" Button

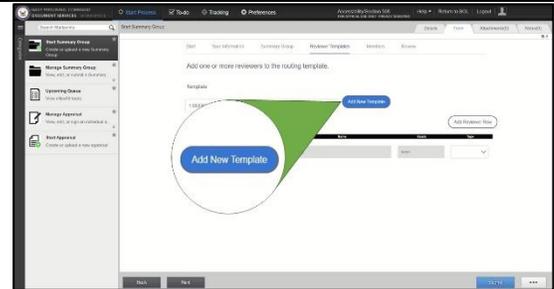


Figure 7-19: Add New Reviewer Template

Step
7.1.2.5:

Type a unique identification name in the pop-up window. Multiple reviewer templates can be created depending on desire. A different reviewer template can be created for each unit division or department. (Ex., CS Division, N4 Reviewer, etc.)



Figure 7-20: Reviewer Template Name

Step
7.1.2.6:

Select "OK"

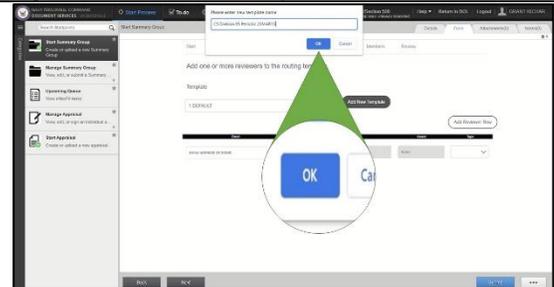


Figure 7-21: Acknowledge Reviewer Template

Step
7.1.2.7:

Type the DoDID OR email address for the desired reviewer in the "Email Address or DoDID" field.

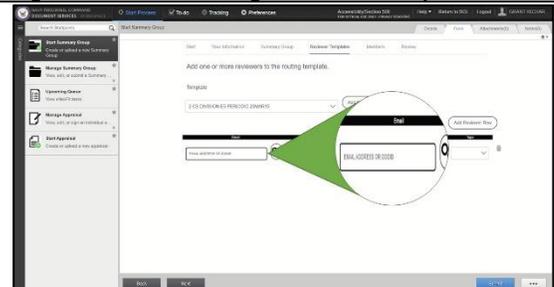


Figure 7-22: Add Reviewer by email/DoDID

Step
7.1.2.8:

Select the Magnifying Glass icon or press Enter to search the interface for the member.

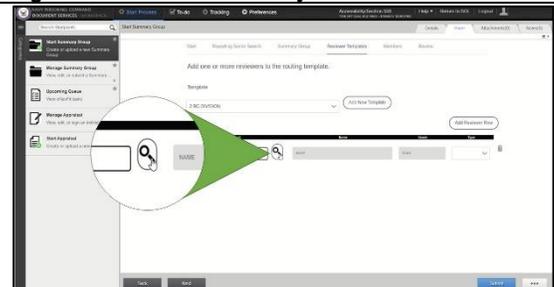


Figure 7-23: Select Magnifying Glass or Enter

Step 7.1.2.9: **Select** the dropdown arrow below "Type" to identify the User Role of the reviewer.



Note
If the reviewer is not the Rater, Senior Rater, or Reporting Senior leave this field blank.

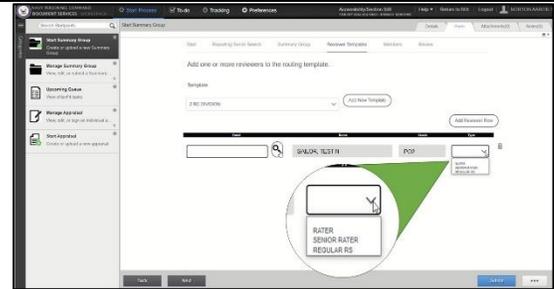


Figure 7-24: Reviewer Type Selection

Step 7.1.2.10: **Repeat** steps 6.1.2.7 through 6.1.2.9 for each additional reviewer if more than one is desired using the "Add Reviewer Row" button.



Figure 7-25: Add Reviewer Button

7.1.3 Adding Members

Step 7.1.3.1: Follow the steps in Section 7.1.1 for entering Summary Group information.

Step 7.1.3.2: **Select** the "Members" tab located on the top of the *Start Summary Group* screen.



Figure 7-26: Add Members Tab

Step 7.1.3.3: **Enter** the DODID OR email address of the member(s) to be evaluated in the "Email Address or DODID" field.



Figure 7-27: Add Member by email/ DoDID

Step 7.1.3.4: **Select** the Magnifying Glass symbol or press Enter to search the interface for the member.

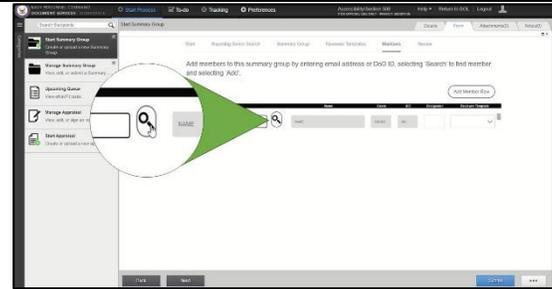


Figure 7-28: Select Magnifying Glass or Enter

Step 7.1.3.5: **Select** the desired Reviewer Template from the drop-down menu under the "Reviewer Template" on the right side of the member information to assign a set of reviewers to the member report.



Figure 7-29: Select Reviewer Template

Step 7.1.3.6: **Select** the "Review" tab located on the top of the *Start Summary Group* screen.

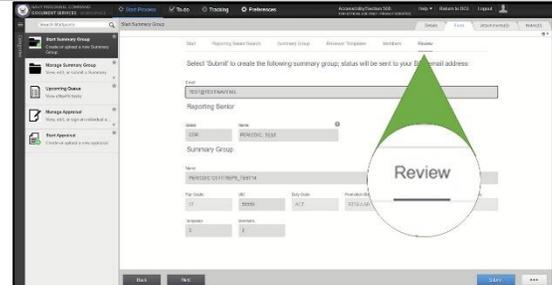


Figure 7-30: Review Inputs Tab

Step 7.1.3.7: **Select** "Submit" on the bottom, right side of the screen.

Note

If an error is detected, the interface will take you to the first error detected and with a change bar displaying the error in red. The user must navigate through each tab by selecting the **Summary Group**, **Reviewer Templates**, or **Members** tabs **OR** the user may select **Back** or **Next** until all errors are resolved. Once the User returns to the review tab and all issues are resolved, **Select** "Submit".

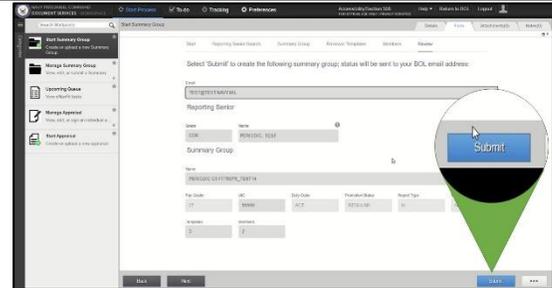


Figure 7-31: Submit Summary Group Inputs

7.1.4 Routing Reports

When a summary group is placed in a *Route* status, the appraisals will be forwarded per the individual *Reviewer Templates* that have been assigned, sequentially from top to bottom of the listing to each Reviewer. Only the individual Reviewer, Trusted Agent, and Reporting Senior will be capable of viewing/editing the report while in a *Route* status.

Step 7.1.4.1: **Select the "Manage Summary Group" tab from the menu options on the left side of the screen.**



Figure 7-32: Manage Summary Group Tab

Step 7.1.4.2: **Select the "Active" Tab**



Figure 7-33: Manage Summary Group-Active Tab

Step 7.1.4.3: **Select the "Open" button next to the Summary Group to be routed.**

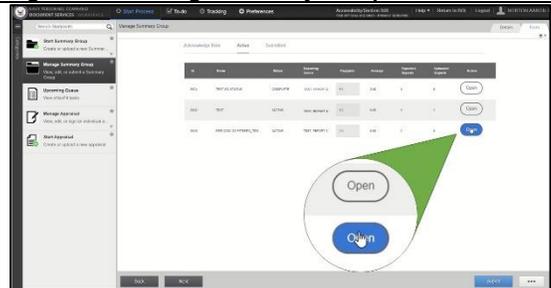


Figure 7-34: Manage Summary Group-Open Report

Step 7.1.4.4: **Select "Route" in the "Status" drop-down menu at the bottom of the screen.**



Note
Currently displays "Active".

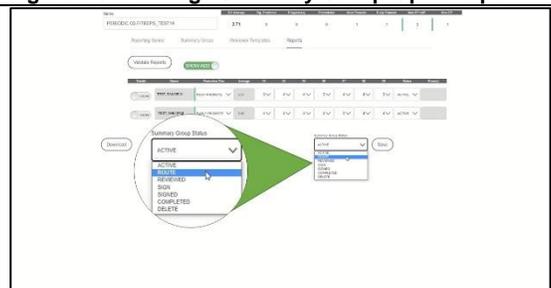


Figure 7-35: Change Summary Group to Route Status

Step 7.1.4.5: **Select "OK",** on the popup window acknowledging that all Member's in this summary group will be changed to a "route" status.

Note
The interface will automatically save when "OK" is selected.

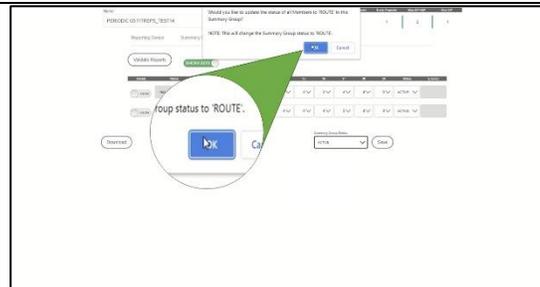


Figure 7-36: Status Change Acknowledgement

7.1.5 Reviewing Reports

When a summary group is in a *Route* Status, the appraisals will be forwarded per the individual *Reviewer Templates* that have been assigned sequentially from top to bottom of the listing. If the Reporting Senior and a Reviewer have an appraisal opened for editing at the same time, the last changes will be the saved appraisal. They will receive a notification that the appraisal has changed since they opened it and provided an opportunity to accept before saving.

Step 7.1.5.1: **Select the "Manage Appraisals" tab** from the Startpoint options on the left side of the screen.



Figure 7-37: Manage Appraisal Menu

Step 7.1.5.2: **Select "Appraisals I have Access To" Tab**



Figure 7-38: Appraisals I have Access to

Step 7.1.5.3: **Select the "Open" button** next to a Member's name from the summary group.

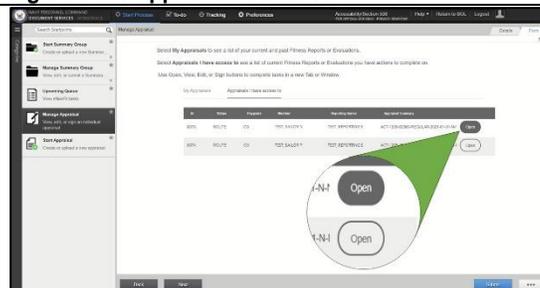


Figure 7-39: Opening Member Reports

Step 7.1.5.4: **Select** and review the desired tabs of the appraisal. All fields are modifiable with exception to those that display in dark grey.

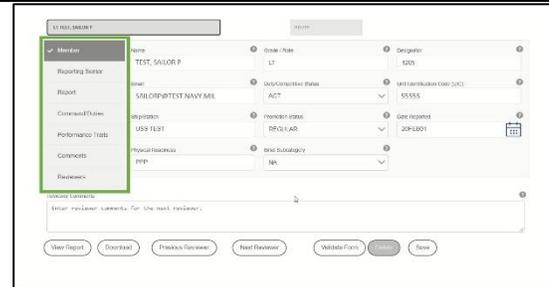


Figure 7-40: Appraisal Menu Options

Step 7.1.5.5: **Note** Reviewers may leave notes during their review for subsequent reviewers. Notes will remain in the *Reviewer Comments* panel until the appraisal status is no longer in a *Route* status.

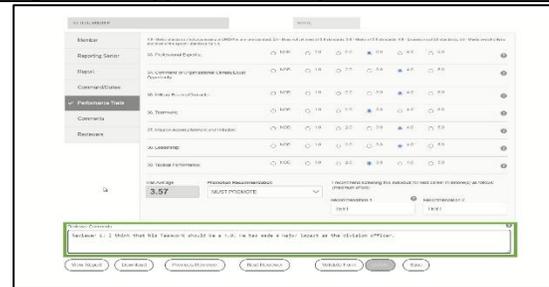


Figure 7-41: Reviewer Comments Field

Step 7.1.5.6: **Select** the "Next Reviewer" button located on the bottom of the screen. The appraisal will automatically save when the "Next Reviewer" button is selected.



Figure 7-42: Next Reviewer Button

Step 7.1.5.7: **Close** the "Appraisal Task" browser window.

Note Once all appraisals have been reviewed, the status interface will automatically change to "Reviewed" when the reporting senior or trusted agent enter the *Manage Summary Group* tab.

7.2 Not Observed (NOB) Reports

Creating a NOB report will lock blocks 16, 31-44, and 46 from editing. To create a NOB report, the Reporting Senior or Trusted Agent must select "NOB (Blk 16)" or "PARTIAL" from the *Start Summary Group* drop down menu when creating a summary group. If "NONE" is selected, it may result in a Summary Group validation error.

Note

A NOB promotion recommendation up to three performance traits may be applied in blocks 33-39 without resulting in a validation error. This applies to an observed report with a Not Observed Promotion Recommendation only. Block 40 (Promotion Recommendation) is open for editing.

Step 7.2.1: **Select** the “*Start Summary Group*” tab from the menu options on the left side of the screen.

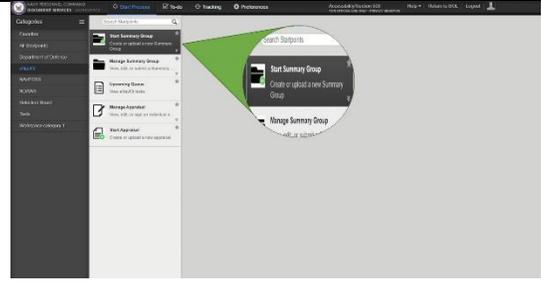


Figure 7-43: Start Summary Group Menu

Step 7.2.2: **Select** the “*Summary Group*” tab and navigate to the “*Not Observed (NOB) Flag*”.

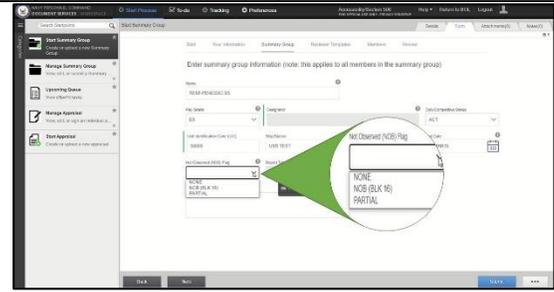


Figure 7-44: Not Observed (NOB) Flag Options

Step 7.2.3: The “*Not Observed (NOB) Flag*” drop-down menu presents a user with three options:

- NONE: If there will be no NOB reports in the summary group.
- NOB (Blk 16): If the entire summary group is NOB.
- PARTIAL: If some reports within a summary group are NOB.

Step 7.2.4: **IF** “*PARTIAL*” was selected on the “*Not Observed (NOB) Flag*”, the “*Not Observed Report*” toggle must be selected in the individual appraisal to annotate the report that will be NOB.

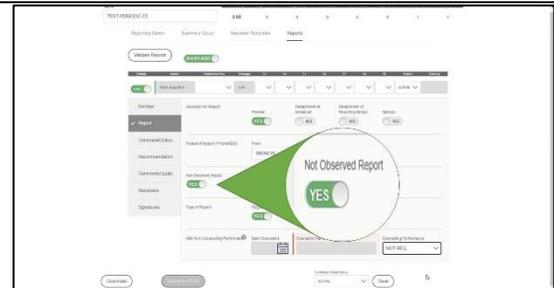


Figure 7-45: Appraisal Level NOB toggle

7.3 Concurrent Reports

The Regular Reporting Senior for Concurrent reports **must** be added to the *Reviewer Template* when creating a summary group to identify them for review and signature purposes. The Regular Reporting Senior will receive the report as the last signatory during the signature application routing. Signature by the Regular Reporting Senior does not imply concurrence with the report, only that the process was correctly applied in its creation.



If the Regular Reporting Senior is not added to the *Reviewer Template*, they will not receive the appraisal for review or signature.

Step 7.3.1: **Select** the "Start Summary Group" tab from the menu options on the left side of the screen.



Figure 7-46: Start Summary Group

Step 7.3.2: **Select** the "Reviewer Templates" tab located on the top of the Start Summary Group screen.

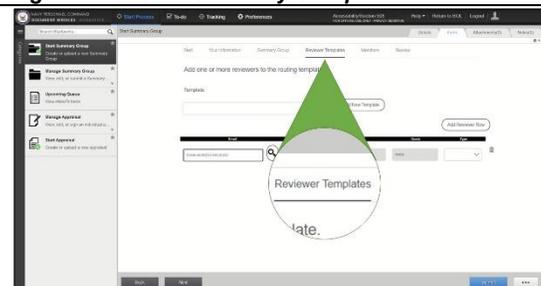


Figure 7-47: Reviewer Templates Tab

Step 7.3.3: **Type** the DODID OR email address for the Regular Reporting Senior in the "Email Address or DODID" field.

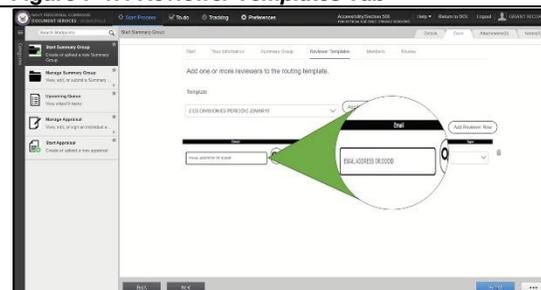


Figure 7-48: Add Reviewers by email/DoDID

Step 7.3.4: **Select** the Magnifying Glass icon or press Enter to search the interface for the member.



Figure 7-49: Search for Reviewers based on inputs

Step 7.3.5: **Select** the "Regular RS" from the Type drop-down menu.

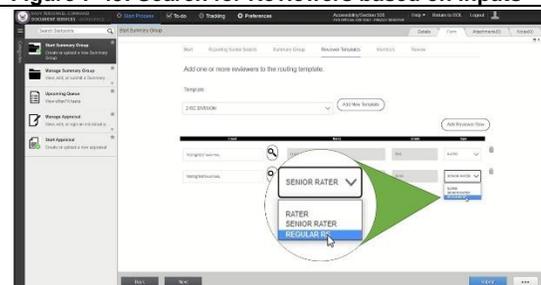


Figure 7-50: Reviewer Templates Field-Type

Step 7.3.6: **Select** the “Manage Appraisal” tab from the menu options on the left side of the screen and select the desired report.

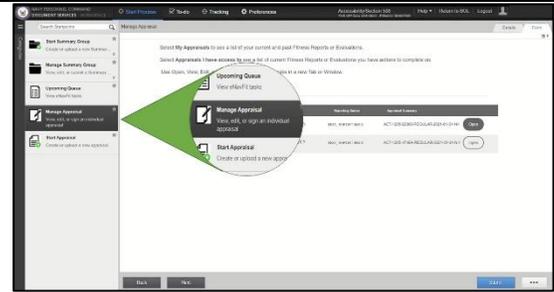


Figure 7-51: Manage Appraisal Menu

Step 7.3.7: **Select** the “Reports” tab from the left side of the screen.



Figure 7-52: Appraisal Level -Report Tab

Step 7.3.8: **Select** the *Concurrent* toggle to switch it from “NO” to “YES”.



Figure 7-53: Concurrent Toggle Switch

8 Digital Signature

8.1 Applying Digital Signatures as the Reporting Senior

Per BUPERSINST 1610.10F, the Reporting Senior must sign each individual appraisal and it cannot be delegated to a Trusted Agent. The Reporting Senior or Trusted Agent will change the summary group to a “Sign” status to apply digital signatures. Once the summary group is in a “Sign” status, all appraisals will be locked for editing and will begin a routing chain in the following order:

- Reporting Senior
- Rater
- Senior Rater
- Member
- Regular Reporting Senior



Note

If the summary group status is changed after signatures have been applied to a lower-level status (e.g., active, route, etc.) all signatures will be cleared from the document.

The following steps describe the process workflow for applying signatures as the reporting senior.

Step 8.1.1: **Enter** eNavFit as the Reporting Senior or Trusted Agent.

Step 8.1.2: **Select** the “*Manage Summary Group*” tab from the menu options on the left side of the screen.

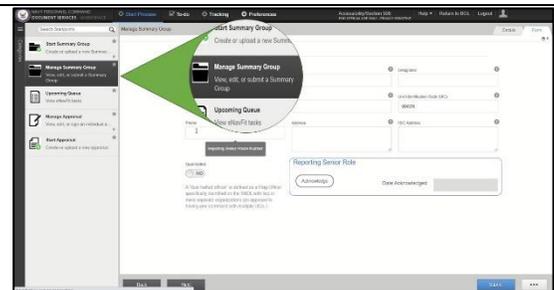


Figure 8-1: Manage Summary Group Menu

Step 8.1.3: **Select** the “*Active*” Tab

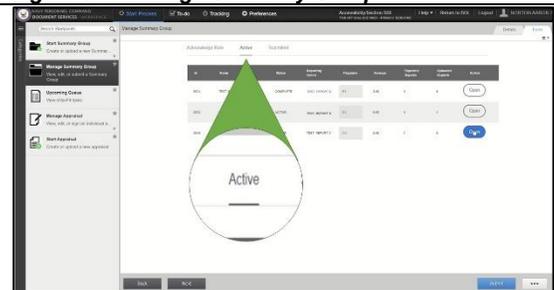


Figure 8-2: Manage Summary Group-Active Tab

Step 8.1.4: **Select the "Open" button next to the Summary Group to be signed.**

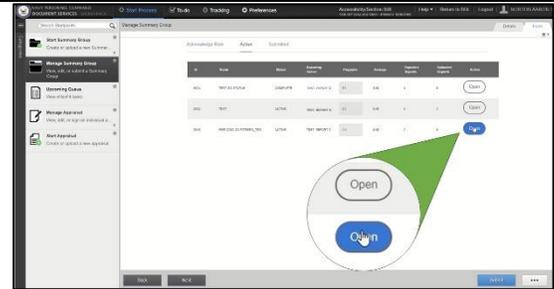


Figure 8-3: Manage Summary Group-Open Report

Step 8.1.5: **Select "Sign" in the "Status" drop-down menu at the bottom of the screen next to the "Save" button.**

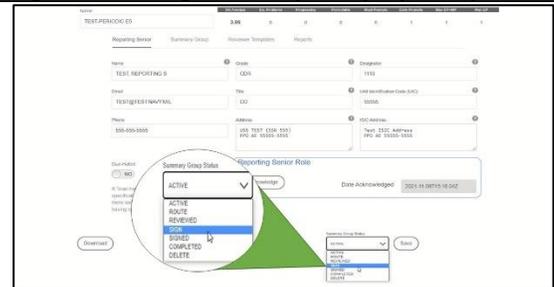


Figure 8-4: Status Change – Sign Status

Step 8.1.6: **Select the "OK" button on the dialogue box that appears. The appraisal will automatically save.**

Note

When the report is placed in *Sign* status, the appraisals will be locked from editing and if no Senior Rater is assigned, the signature block will be changed to "NONE AVAILABLE".

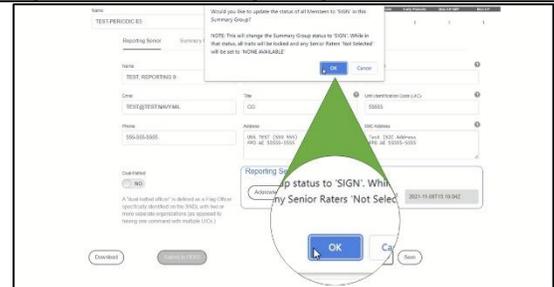


Figure 8-5: Status Change Acknowledgement

Step 8.1.7: **Enter eNavFit as the Reporting Senior (if status was changed by the Trusted Agent).**

Note

A Trusted Agent cannot apply a signature on behalf of the Reporting Senior.

Step 8.1.8: **Select the "Manage Summary Group" tab from the menu options on the left side of the screen.**

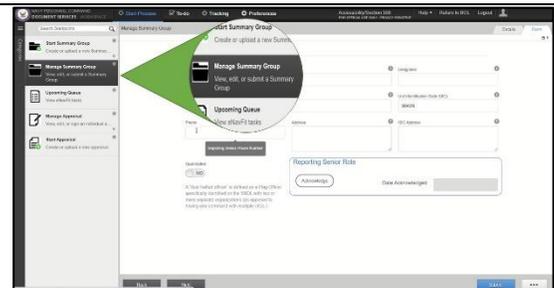


Figure 8-6: Manage Summary Group Menu

Step 8.1.9: **Select the "Active" Tab**

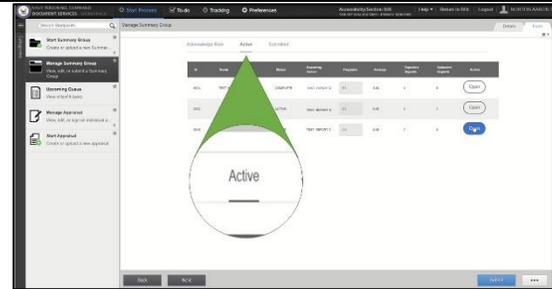


Figure 8-7: Manage Summary Group – Active Tab

Step 8.1.10: **Select the "Open" button next to the Summary Group to be signed.**

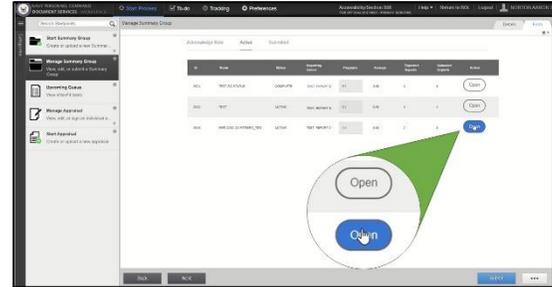


Figure 8-8: Manage Summary Group-Open Report

Step 8.1.11: **Select the "Reports" tab from the top menu.**



Figure 8-9: Manage Summary Group-Reports Tab

Step 8.1.12: **Select the "SHOW" toggle next to the first member listed if not currently in expanded view.**

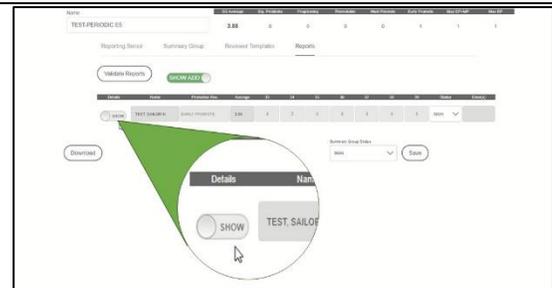


Figure 8-10: Show/Hide Report Information Toggle

Step 8.1.13: **Select the "Open" button in the bottom-left corner of the Member tab.**



Note
The user will have to use the show/hide toggle to the left of the member's name to display the tabs associated with each member.



Figure 8-11: Open Appraisal Level View

Step 8.1.15: **Select** the "Signatures" tab in the newly opened browser window "Appraisal Task".

Note

Appraisals cannot be signed from a Summary Group menu by a reporting senior. All reports must be individually signed by the Reporting Senior.



Figure 8-12: Appraisal-Signatures Tab

Step 8.1.16: **Select** the "Sign" button in the Reporting Senior block.



Figure 8-13: Signatures Tab-Sign Button

Step 8.1.17: **Select** the "Ok" button in the pop-up stating, "I certify this is an electronic signature and submitting constitutes a legal signature."

Note

When "OK" is selected, the system automatically saves.

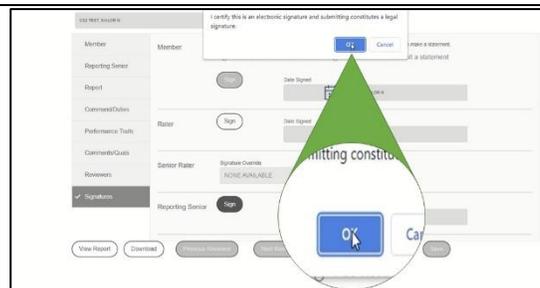


Figure 8-14: Acknowledge Signature Application

Step 8.1.18: **Repeat** steps 12-17 for the remaining members in the summary group.

8.2 Applying Digital Signatures as the Member/Reviewers

Step 8.2.1: **Select** "Manage Appraisal".



Figure 8-15: Manage Appraisal Menu

Step 8.2.4: **Select "Sign" button next to your Appraisal from the *My Appraisals* tab.**



Note

Verify that the appraisal is in a "Sign" Status and that the button states "Sign" prior to selecting.



Figure 8-16: Manage Appraisals-Sign Button

Step 8.2.5: **Select the "Signatures" tab on the right side of the screen.**



Figure 8-17: Appraisal Level-Signatures Tab

Step 8.2.6: **Select the "I do(do not) intend to submit a statement" radio button.**

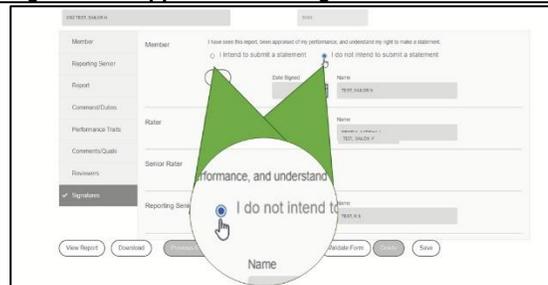


Figure 8-18: Statement Submission Intention

Step 8.2.7: **Select the "Sign" button in the Member block.**



Figure 8-19: Member Signature Application

Step 8.2.8: **Select the "Ok" button in the pop-up stating "I certify this is an electronic signature and submitting constitutes a legal signature."**



Note

When "OK" is selected, the system automatically saves.

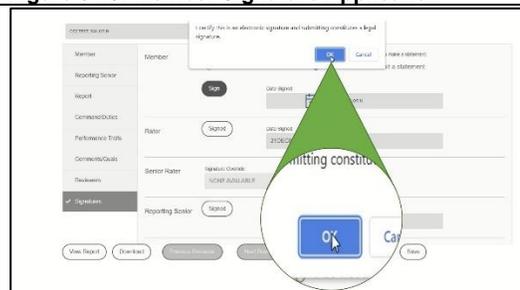


Figure 8-20: Member Signature Acknowledgement

Step 8.2.9: **Select** the "View Report" button located on the bottom left side of the screen to open new browser tab containing a digital representation of the NAVPERS 16XX form.

 **Note**

Use the "View Report" button to print/save completed appraisals for member and command copies.

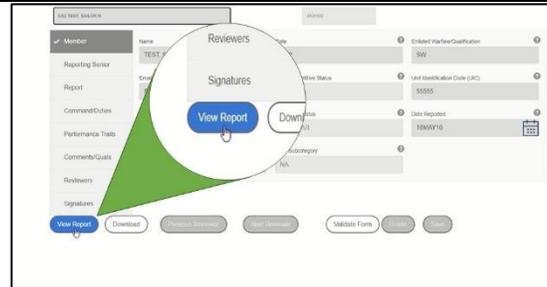


Figure 8-21: View Report Button

8.3 Applying Alternate Signatures as the Reporting Senior

The reporting senior may apply an alternate signature in lieu of member, rater, or senior rater. Alternate signatures may only be applied when a summary group is in a "Sign" status.

 **Note**

If the summary group status is changed after signatures have been applied to a lower-level status (e.g., active, route, etc.) all signatures will be cleared from the document.

The following steps describe the process workflow for applying alternate signatures as the reporting senior.

Step 8.3.1: Commence from a summary group in "sign" status.

Step 8.3.2: **Enter** eNavFit as the Reporting Senior or Trusted Agent.

Step 8.3.3: **Select** the "Manage Summary Group" tab from the menu options on the left side of the screen.

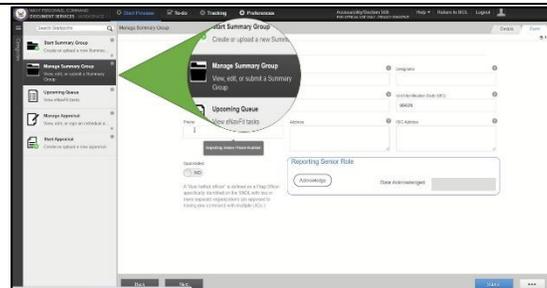


Figure 8-22: Manage Summary Group Menu

Step 8.3.4: **Select** the "Active" Tab

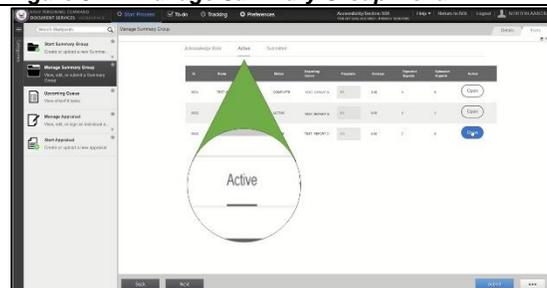


Figure 8-23: Manage Summary Group-Active Tab

Step 8.3.5: **Select the "Open" button next to the Summary Group to be signed.**

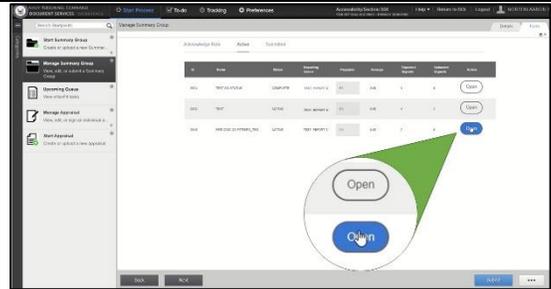


Figure 8-24: Manage Summary Group-Open Button

Step 8.3.6: **Select the "Reports" tab from the top menu.**

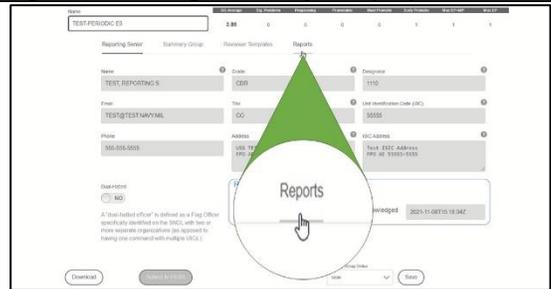


Figure 8-25: Reports Tab

Step 8.3.7: **Select the "SHOW" toggle next to the first member listed if not currently in expanded view.**

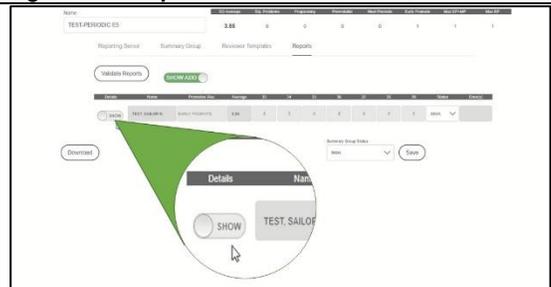


Figure 8-26: Show/Hide Member Data

Step 8.3.8: **Select the "Signatures" tab in the newly opened browser window "Appraisal Task".**



Figure 8-27: Signatures Tab

Step 8.3.9: **Select the "ALT SIG" toggle switch to the left of the User Role where an alternate signature will be applied.**



Note

An alternate signature cannot be applied to the Reporting Senior field.



Figure 8-28: Alternate Signature Override

Step 8.3.10: **Select** the alternate signature reason from the drop-down menu that most fits the circumstance.

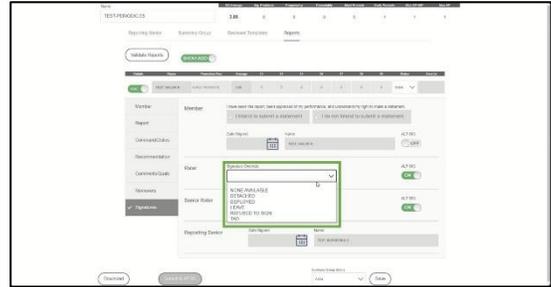


Figure 8-29: Alternate Signature Application Reasons

Step 8.3.11: **Select** the “Save” button on the bottom right of the screen.

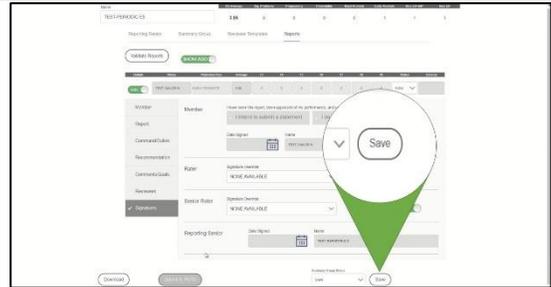


Figure 8-30: Save Button

9 Submission

9.1 Submitting Reports to NPC

The Reporting Senior or Trusted Agent may submit a Summary Group to NPC once all a Summary Group has been validated and all signatures are applied.

Step 9.1.1: **Select** the “*Manage Summary Group*” tab from the menu options on the left side of the screen.



Figure 9-1: Manage Summary Group Menu

Step 9.1.2: **Select** the "Active" Tab

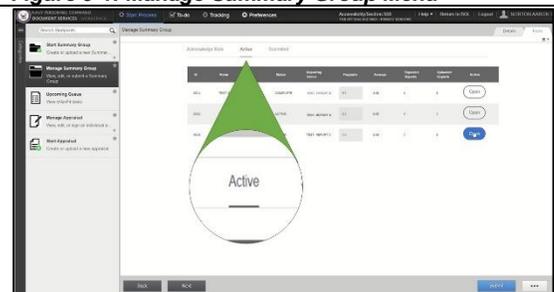


Figure 9-2: Active Tab

Step 9.1.3: **Select** the "Open" button next to the Summary Group to be submitted.

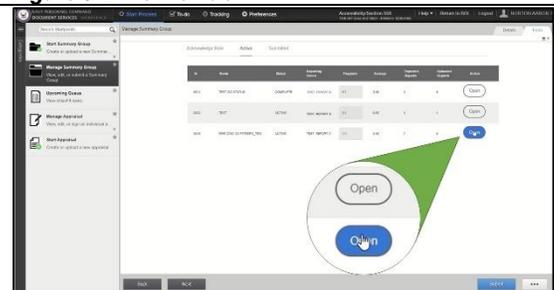


Figure 9-3: Manage Summary Group-Open

Step 9.1.4: **Select** the “OK” button signifying that the reports have completed all reviews, zero validation errors, and all signatures have been applied.

Note

Completed is an automatic status change if all pass requirements are met. The “Submit to PERS” button will not enable until this condition is met.

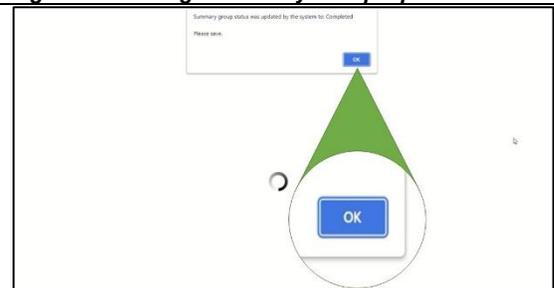


Figure 9-4: Completed Button Acknowledgement

Step 9.1.5: **Select** the "SAVE" button on the bottom-right side of the screen.



Figure 9-5: Save Button

Step 9.1.6: **Select** the "Submit to PERS" button at the bottom of the screen.

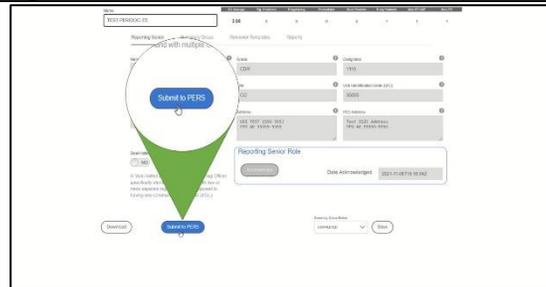


Figure 9-6: Submit to PERS Button

Step 9.1.7: **Select** "OK" on the pop-up dialogue box stating, "Please confirm submission to PERS for processing?"



Figure 9-7: Submit to PERS Acknowledgement

Step 9.1.8: **Close** the Appraisal Task browser window and refresh the "Manage Summary Group" tab by selecting the "Manage Summary Group" tab.

Step 9.1.9: **Select** the "Submitted" Tab in the Manage Summary Group task window.

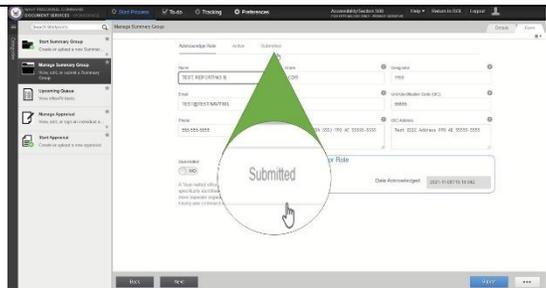


Figure 9-8: Submitted Tab

Step 9.1.10: **Verify** the summary group is in this list and has a status of "submitted" or "submitting" in the status column.

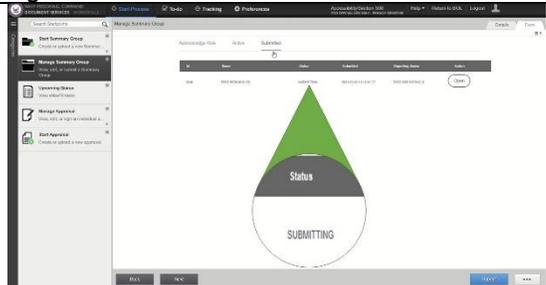


Figure 9-9: Submission Verification

10 eNavFit Offline

10.1 Placeholder

10.2 Placeholder

11 Intermittent Operations

11.1 Downloading Created Appraisals as a Member

Step 10.1.1: **Select** the “Manage Appraisal” tab from the Startpoint options on the left side of the screen.



Figure 11-1: Manage Appraisal Menu

Step 10.1.3: **Select** the "Open" button next to the member's name in the “My Appraisal” tab.

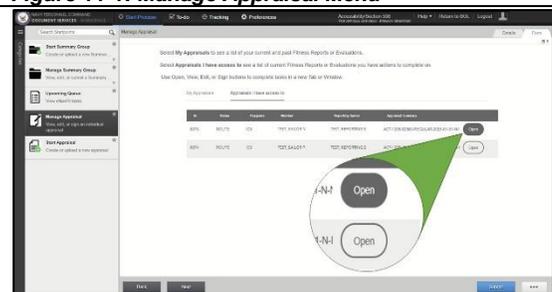


Figure 11-2: Manage Appraisal-Open Button

Step 10.1.4: **Select** the "Download" button.



Figure 11-3: Download Appraisal

Step 10.1.5: Follow the steps for offline workflows found in Section 10.1.

11.2 Uploading Appraisals as the Member

Step 10.2.1: **Select** the "Start Appraisal" tab from the menu options on the left side of the screen.



Figure 11-4: Start Appraisal Menu
Main Menu Selection

Step 10.2.2: **Select** the radio button next to "Upload Offline Form".

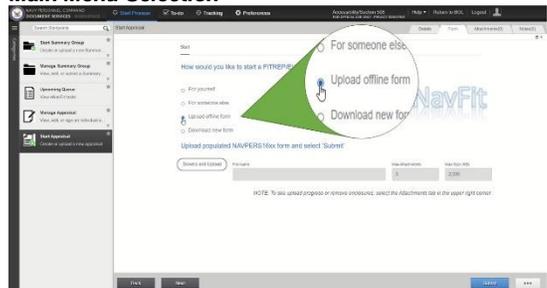


Figure 11-5: Upload Offline Forms

Step 10.2.3: **Select** the "Browse and Upload" button.



Figure 11-6: Browse and Upload Button

Step 10.2.4: **Select** the files to be uploaded from the pop-up dialogue box.

Step 10.2.5: **Select** the "Open" button in the dialogue box.

Step 10.2.6: **Select** the blue "Submit" button on the bottom, right side of the screen.

Note

Only 3 files, not exceeding 2000KB total in size can be uploaded at a time. If you have more than 3 files to attached or exceed the file size, the user will need to repeat these steps until all PDFs have been uploaded.

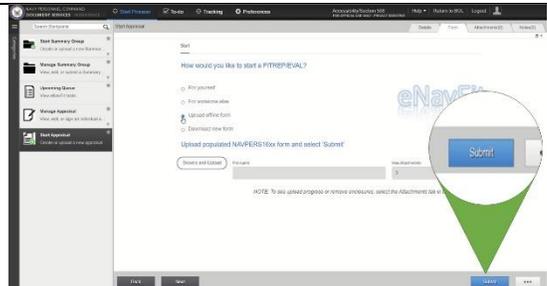


Figure 11-7: Submit Uploaded Documents

11.3 Downloading Blank Forms

Blank .pdf forms can be downloaded from:

- Start Summary Group: Download an offline Appraisal Manager
- Start Appraisal: Download an offline Appraisal



The .pdf versions of eNavFit contain metadata tags that identify them as eNavFit forms and allow them to be uploaded and downloaded to/from the eNavFit interface. If these documents are printed and scanned, the metadata will be cleared, and they will not longer be accepted as eNavFit documents. Printed appraisals must be wet-signed and mailed to Navy Personnel Command for processing.

Step 11.3.1: **Select** the “*Start Summary Group*” tab from the menu options on the left side of the screen.



Figure 11-8: Main Menu Selection

11.4 Using the Appraisal Manager

Step 11.4.1: **Select** the “Start Summary Group” tab from the menu options on the left side of the screen.



Figure 11-9: Start Summary Group Menu

Step 11.4.2: **Select** “Download New Form”.

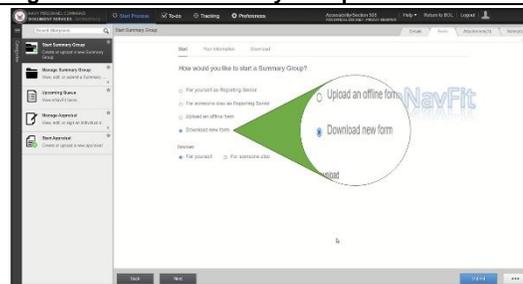


Figure 11-10: Download New Form Button

Step 11.4.3: **Select “For Yourself” or “For Someone Else”.**



Figure 11-11: Download Selection Button

Step 11.4.4: **Select the Download tab**

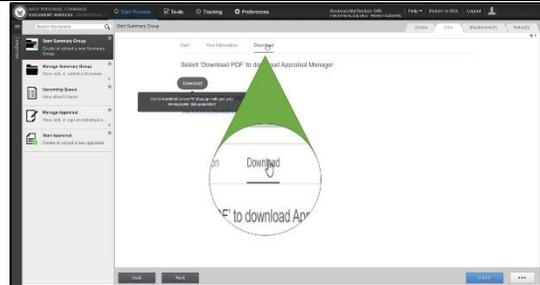


Figure 11-12: Download Tab

Step 11.4.5: **Select “Use this link to download a blank Appraisal Manager”.**

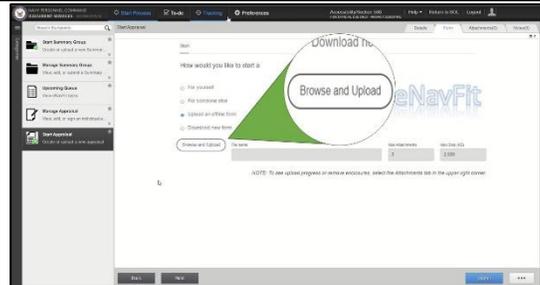


Figure 11-13: Browse and Upload Button

10. A Save-As dialogue box will appear with a generated file name. Rename your file per your choice of naming convention; select the location where you would like to save the file and select Save.

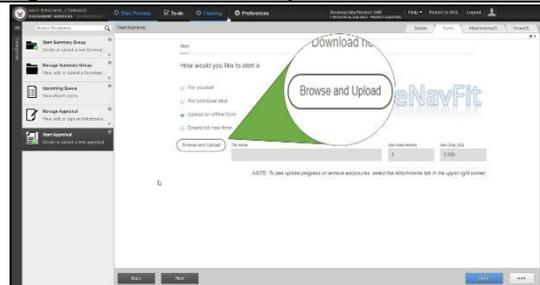


Figure 11-14: Main Menu Selection

11. If the file does not automatically open, find the file you saved in step 10 and open it in Adobe Reader

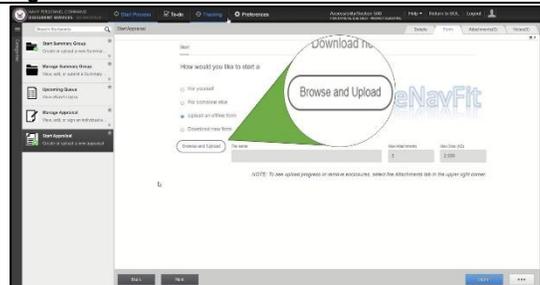


Figure 11-15: Main Menu Selection

12. Select enable all features if the option displays across the top in a yellow bar of the opened Adobe file.



Figure 11-16: Image Placeholder

13. Scroll to Page 3-users should note that the submission schedule for periodic FITREPs/EVALs are on page 2.

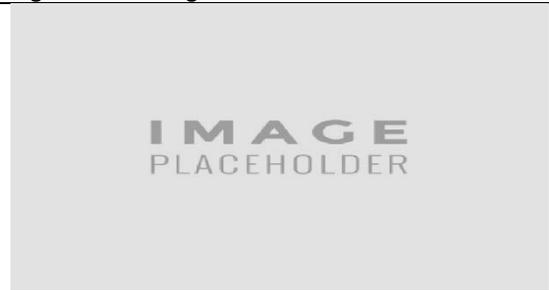


Figure 11-17: Image Placeholder

14. Complete Reporting Senior information, skipping the ranking board user defaults



Figure 11-18: Image Placeholder

a. Reporting Senior Email



Figure 11-19: Image Placeholder

b. Reporting Senior DODID

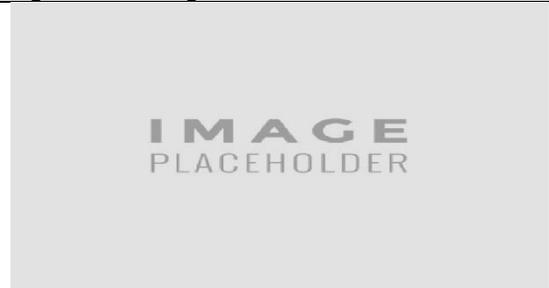


Figure 11-20: Image Placeholder

c. Summary Group Paygrade

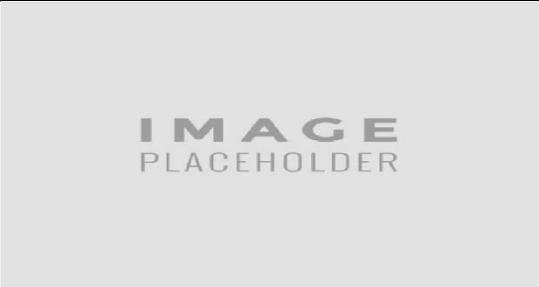


IMAGE
PLACEHOLDER

Figure 11-21: Image Placeholder

d. Reporting Senior Name (Last, First MI) (BLK 22)



IMAGE
PLACEHOLDER

Figure 11-22: Image Placeholder

e. Reporting Senior Grade (BLK 23)



IMAGE
PLACEHOLDER

Figure 11-23: Image Placeholder

f. Reporting Senior Designator (BLK 24)

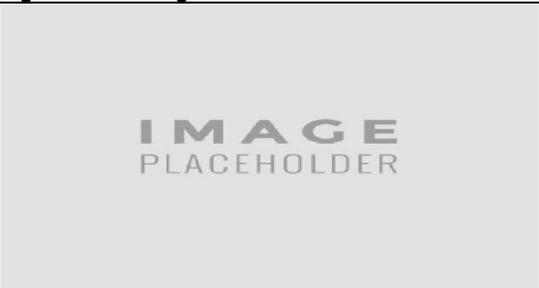


IMAGE
PLACEHOLDER

Figure 11-24: Image Placeholder



IMAGE
PLACEHOLDER

Figure 11-25: Image Placeholder

g. Reporting Senior Title (BLK 25)

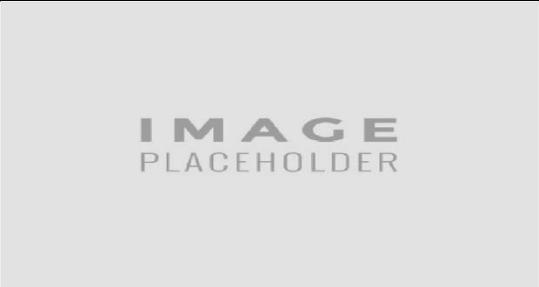


IMAGE
PLACEHOLDER

Figure 11-26: Image Placeholder

h. Reporting Senior UIC (BLK 26)

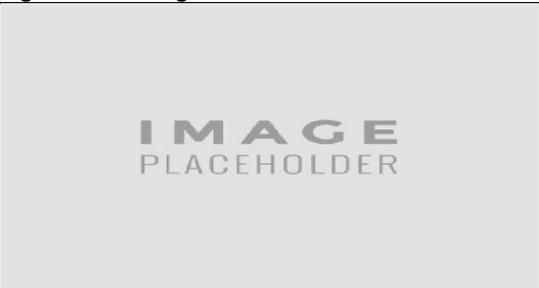


IMAGE
PLACEHOLDER

Figure 11-27: Image Placeholder

i. Reporting Senior DODID (BLK 27)

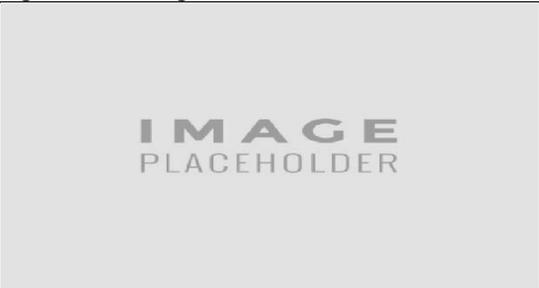


IMAGE
PLACEHOLDER

Figure 11-28: Image Placeholder

j. Reporting Senior Address

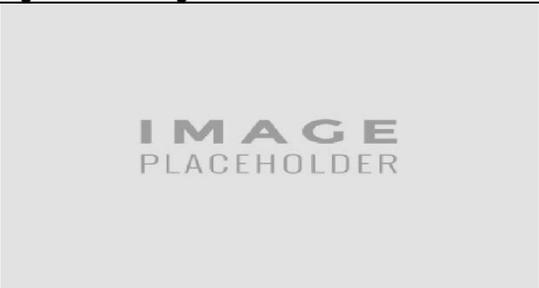


IMAGE
PLACEHOLDER

Figure 11-29: Image Placeholder

k. ISIC Address

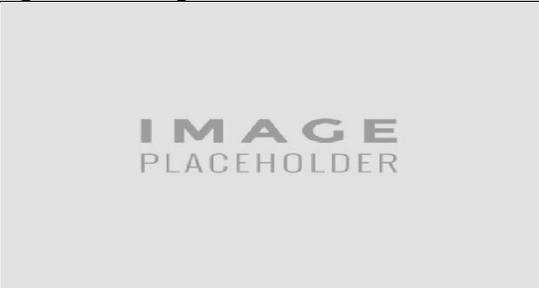


IMAGE
PLACEHOLDER

Figure 11-30: Image Placeholder

15. Select Continue

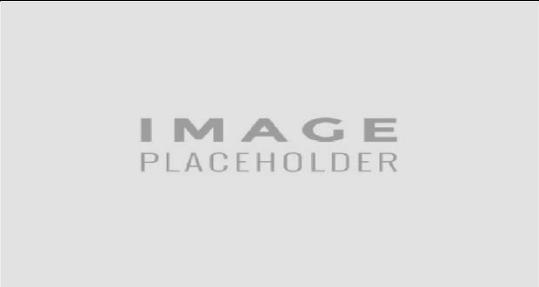


IMAGE
PLACEHOLDER

Figure 11-31: Image Placeholder

16. Enter a Summary Group Name into the "Name" block to the right of the view/edit folder button.



IMAGE
PLACEHOLDER

Figure 11-32: Image Placeholder

17. Select the "Templates" button.



IMAGE
PLACEHOLDER

Figure 11-33: Image Placeholder

18. Select the "Add Templates" button.



IMAGE
PLACEHOLDER

Figure 11-34: Image Placeholder

19. Enter the name of the Reviewer Template in the pop-up window

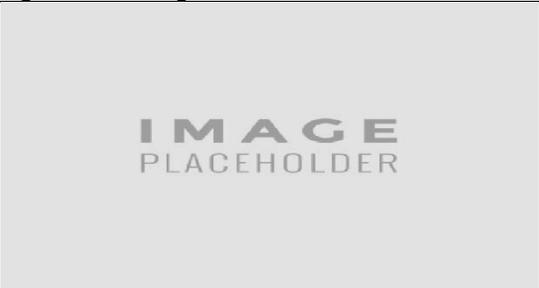


IMAGE
PLACEHOLDER

Figure 11-35: Image Placeholder

20. Select the "Add Reviewer" button.

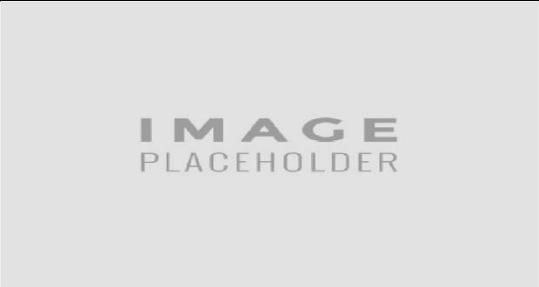


IMAGE
PLACEHOLDER

Figure 11-36: Image Placeholder

21. Complete the information for the first reviewer



IMAGE
PLACEHOLDER

Figure 11-37: Image Placeholder

a. Reviewer Email



IMAGE
PLACEHOLDER

Figure 11-38: Image Placeholder

b. Reviewer DODID



IMAGE
PLACEHOLDER

Figure 11-39: Image Placeholder

c. Reviewer Name



IMAGE
PLACEHOLDER

Figure 11-40: Image Placeholder

22. Complete steps 18 & 19 until all reviewers are added.

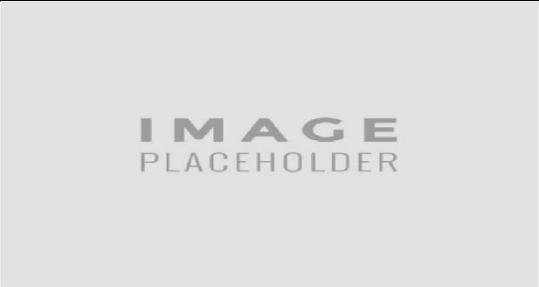


IMAGE
PLACEHOLDER

Figure 11-41: Image Placeholder

23. Once all reviewers are added, select the "Home" button.



IMAGE
PLACEHOLDER

Figure 11-42: Image Placeholder

24. Select the file folder icon under view/edit next to the summary group you named in step 16.

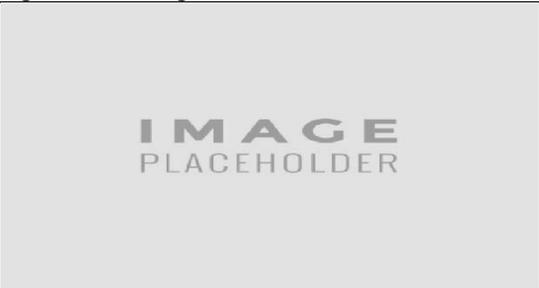


IMAGE
PLACEHOLDER

Figure 11-43: Image Placeholder

25. Enter any missing Summary Group information

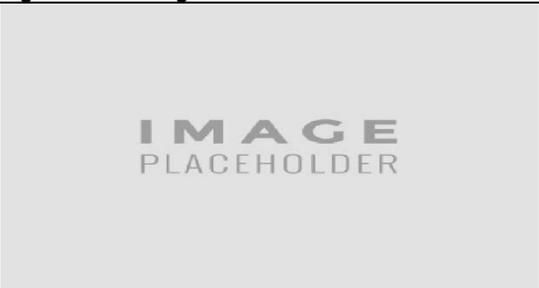


IMAGE
PLACEHOLDER

Figure 11-44: Image Placeholder

a. Select NOB Flag

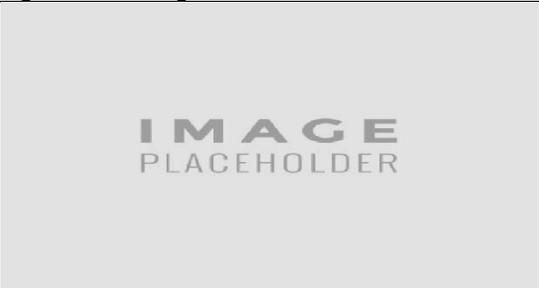


IMAGE
PLACEHOLDER

Figure 11-45: Image Placeholder

b. Enter UIC (BLK 6)

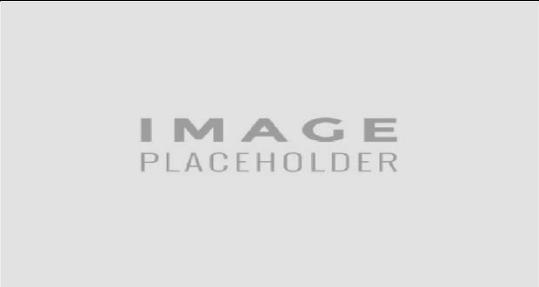


IMAGE
PLACEHOLDER

Figure 11-46: Image Placeholder

c. Select Designator for the Summary Group
(Officers only)



IMAGE
PLACEHOLDER

Figure 11-47: Image Placeholder

d. Select the Duty/Competitive Status (BLK 5)

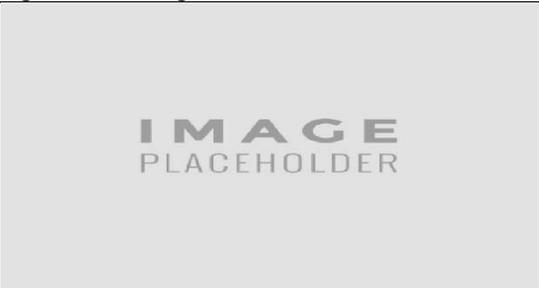


IMAGE
PLACEHOLDER

Figure 11-48: Image Placeholder

e. Select the Promotion Status (BLK 8)



IMAGE
PLACEHOLDER

Figure 11-49: Image Placeholder

f. Enter the End Date (BLK 15) (select
schedule to be taken to the submission
schedule is

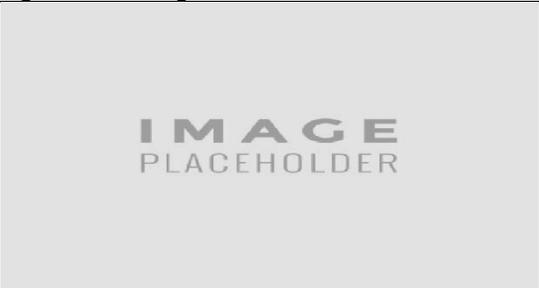


IMAGE
PLACEHOLDER

Figure 11-50: Image Placeholder

end date is not known for a periodic)

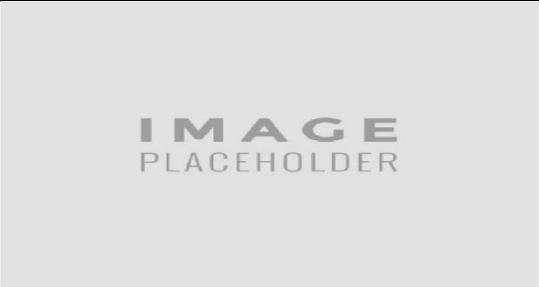


IMAGE
PLACEHOLDER

Figure 11-51: Image Placeholder

g. Select Report Type (BLK 17-19)



IMAGE
PLACEHOLDER

Figure 11-52: Image Placeholder

h. Select Billet Subcategory (BLK 21)



IMAGE
PLACEHOLDER

Figure 11-53: Image Placeholder

i. Enter Command Employment and command achievements (BLK 28)



IMAGE
PLACEHOLDER

Figure 11-54: Image Placeholder

26. Select "Add Report"



IMAGE
PLACEHOLDER

Figure 11-55: Image Placeholder

27. Enter the information in the “Add Report”
Pop-up Window



IMAGE
PLACEHOLDER

Figure 11-56: Image Placeholder

a. Member DODID



IMAGE
PLACEHOLDER

Figure 11-57: Image Placeholder

b. Member Name



IMAGE
PLACEHOLDER

Figure 11-58: Image Placeholder

c. Member Email



IMAGE
PLACEHOLDER

Figure 11-59: Image Placeholder

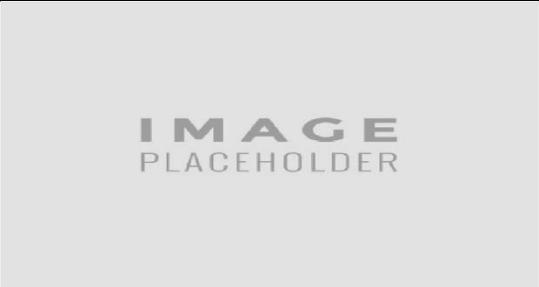
d. Member UIC



IMAGE
PLACEHOLDER

Figure 11-60: Image Placeholder

e. Member Grade/Rate



I M A G E
PLACEHOLDER

Figure 11-61: Image Placeholder

f. Member Designator



I M A G E
PLACEHOLDER

Figure 11-62: Image Placeholder

28. Select Ok-member is added to the summary group.



I M A G E
PLACEHOLDER

Figure 11-63: Image Placeholder

29. Select View/Edit Reviewers Icon to the left of the member's name



I M A G E
PLACEHOLDER

Figure 11-64: Image Placeholder

30. Select Show Reviewers



I M A G E
PLACEHOLDER

Figure 11-65: Image Placeholder

31. Select the template created in step 19 from the Reviewer Template drop-down.

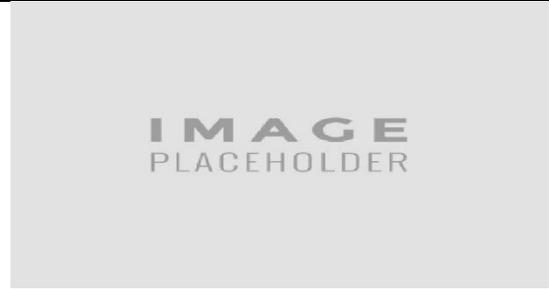


Figure 11-66: Image Placeholder

32. If a pop-up message open asking if you would like to remove existing reviewers (excluding completed ones) before appending, select "Yes"



Figure 11-67: Image Placeholder

33. Save the Adobe File to save all updates; chose your preferred naming convention as the file name when saving.



Figure 11-68: Image Placeholder

34. Login to the BOL using government issued Common Access Card (CAC) at:



Figure 11-69: Image Placeholder

<https://www.bol.navy.mil/BAM/>

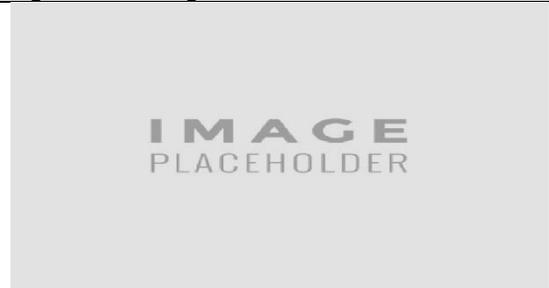


Figure 11-70: Image Placeholder

35. Select CAC Login.

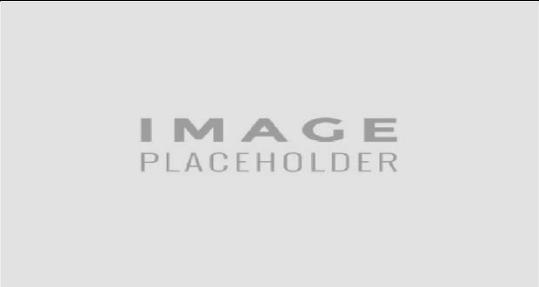


IMAGE
PLACEHOLDER

Figure 11-71: Image Placeholder

36. Select "Navy Personnel Command Document Services" from the BOL Application Menu.



IMAGE
PLACEHOLDER

Figure 11-72: Image Placeholder

37. Close out (as necessary) of any notifications or pop-up windows in order to proceed to the next

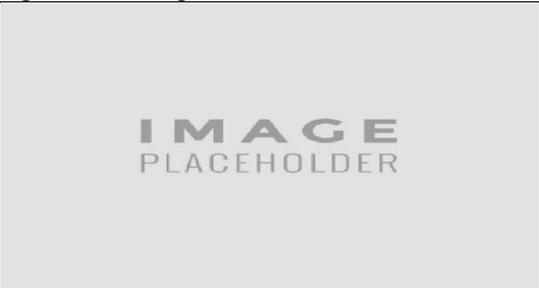


IMAGE
PLACEHOLDER

Figure 11-73: Image Placeholder

step of the test script.



IMAGE
PLACEHOLDER

Figure 11-74: Image Placeholder

38. Navigate to the tab labeled "eNavFit" under the "Categories" located on the left side of the

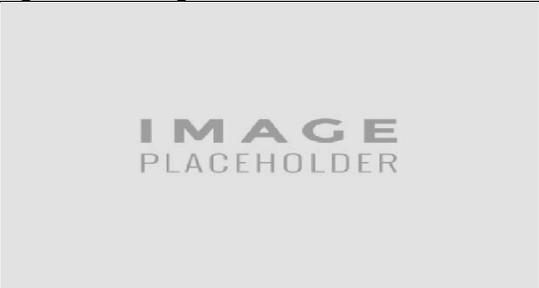


IMAGE
PLACEHOLDER

Figure 11-75: Image Placeholder

screen.



IMAGE
PLACEHOLDER

Figure 11-76: Image Placeholder

39. Select the “Start Summary Group” tab from the menu options on the left side of the screen.



IMAGE
PLACEHOLDER

Figure 11-77: Image Placeholder

40. Select the radio button next to “Upload an Offline Form” from the menu options.



IMAGE
PLACEHOLDER

Figure 11-78: Image Placeholder

41. Select the “Browse and Upload” button.



IMAGE
PLACEHOLDER

Figure 11-79: Image Placeholder

42. In the pop-up window, select the file location and file of the Appraisal Manager you saved in step 33; select “Open”. (the file name and size displays on the screen showing the user they have successfully attached a file to be uploaded)



IMAGE
PLACEHOLDER

Figure 11-80: Image Placeholder

43. Select the submit button at the button right hand side of the screen. (The system uploads the FE Manager and creates a summary group based on the information enter in steps 14-32)

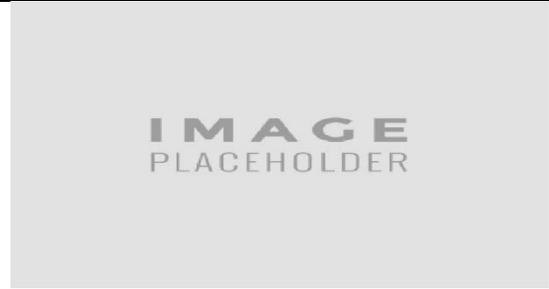


Figure 11-81: Image Placeholder

12 eNavFit Workflow Notifications

12.1 Placeholder

12.2 Placeholder

13 Search

13.1 Placeholder

14 Help

14.1 Placeholder

15 Field Format & Constraints

15.1 NAVPERS 1616/26 (E1-E6)

NAVPERS 1616/26 - Evaluation Report & Counseling Record (E1-E6)			
Block	Title	Description	Format/Constraint
1	Name (Last, First MI Suffix)	Text Box	Up to 27 alpha characters
2	Rate	Text Box	Up to 5 characters, must end in "1" or "2" or "3" or "A" or "R" or "N".
3	Enlisted Warfare/Qualification	Text Box	Up to 7 characters
4	SSN	Text Box	9 digits with a hyphen (-) after the 3 rd and 5 th digit
5	Duty / Competitive Status	Check Boxes	Choose one option: ACT, FTS, INACT, and AT/ADSW/265
6	UIC	Text Box	Up to 5 characters
7	Ship/Station	Text Box	Up to 18 characters
8	Promotion Status	Pull Down Menu	Select one option: REGULAR, FROCKED, SELECTED, and SPOT.
9	Date Reported	Text Box (Date)	7-character date
10-13	Occasion for Report	Check Boxes	Choose between options: Periodic, Detachment of Individual, Promotion/Frocking, Special
14	Period of Report (From) Date	Text Box (Date)	7-character date
15	Period of Report (To) Date	Text Box (Date)	7-character date
16	Not Observed Report	Check Box	A single check box
17-18	Type of Report	Check Boxes	Choose: Regular, Regular/Concurrent, Concurrent
19			
20	Physical Readiness	Four Pull Down Menus	Four separate Pull Down Menus for PFA codes with options P, B, F, M, W, and N.
21	Billet Subcategory (if any)	Pull Down Menu	Select from options: 'NA', 'BASIC', 'APPROVED', 'CO AFLOAT', 'CO ASHORE', 'OIC', 'INDIV AUG', 'SEA COMP', 'CRF', 'CANVASSER', 'RESIDENT', 'INTERN', 'INSTRUCTOR', 'STUDENT', 'RESAC1', 'RESAC 6', 'SPECIAL01' through 'SPECIAL100'
22	Reporting Senior (Last, FI MI)	Text Box	Up to 18 alpha characters
23	Grade (Reporting Senior)	Text Box	Up to 5 characters
24	Desig (Reporting Senior)	Text Box	Up to 4 characters
25	Title (Reporting Senior)	Text Box	Up to 14 characters
26	UIC (Reporting Senior)	Text Box	Up to 5 characters
27	SSN (Reporting Senior)	Text Box	9 digits with a hyphen (-) after the 3 rd and 5 th digit

NAVPERS 1616/26 - Evaluation Report & Counseling Record (E1-E6)			
Block	Title	Description	Format/Constraint
28	Command employment and command achievements	Text Block	Up to 276 characters OR up to 3 lines
b29	Primary / Collateral / Watchstanding duties / PFA (Enter primary duty abbreviation in box)	Text Box	Up to 14 characters
		Text Block	Up to 334 characters OR up to 4 lines
30	Date Counseled	Text Box (Date)	7-character date
31	Counselor	Text Box	Up to 20 alpha characters
32	Signature of Individual Counseled	Digital Signature	
33-39	Performance Traits: (Professional Knowledge, Quality of Work, Command or Organizational Climate / Equal Opportunity, Military Bearing / Character, Personal Job Accomplishment / Initiative, Teamwork, Leadership)	Check Boxes	Choose one option: 'NOB', '1.0', '2.0', '3.0', '4.0', '5.0'
40	Individual Trait Average	Text Box	Auto calculated by system. Must contain 2 decimal places. Allows numeric characters only (e.g., 3.74). The result will be round up if the third decimal is 5 or more, it will be round down if less than 5.
41	Career Recommendations	Two Text Boxes	Up to 20 alpha characters per text box
42	Signature of Rater	Digital Signature	
		Text Box (Date)	7-character date
43	Comments on Performance	Text Block	Up to 1336 (if 10 pt) or 1216 (if 12 pt) alpha-numeric characters OR up to 18 lines (with 18 lines all space is filled in the block).
44	Qualifications/Achievements	Text Block	Up to 180 characters OR up to 2 lines
45	Individual Promotion Recommendation	Check Boxes	Choose between: 'NOB', 'Significant Problems', 'Progressing', 'Promotable', 'Must Promote', and 'Early Promote'.
46	Summary Promotion Recommendation	Text Boxes	Auto calculated, (limited to that Summary Group): Text Boxes for the number of Significant Problems, Progressing, Promotable, Must Promote, and Early Promote in a Summary Group
47	Retention	Check Boxes	2 Check Box options: Not Recommended OR Recommended
48	Reporting Senior Address	Text Block	Up to 87 characters
49	Signature of Senior Rater Date	Digital Signature	
		Text Box (Date)	7-character date

NAVPERS 1616/26 - Evaluation Report & Counseling Record (E1-E6)			
Block	Title	Description	Format/Constraint
50	Signature of Reporting Senior Summary Group Average Date	Digital Signature	
		Text Box	Summary Group Average auto-calculated by system. Must contain 2 decimal places. Allows numeric characters only (e.g., 3.74).
		Text Box (Date)	7-character date
51	Signature of Individual Evaluated Submit a Statement Date	Digital Signature	
		Check Box	Select from "I intend to submit a statement" OR "I do not intend to submit a statement"
		Text Box (Date)	7-character date
52	Signature of Regular Reporting Senior on Concurrent Report Date	Digital Signature	
		Text Box (Date)	7-character date

15.2 NAVPERS 1616/27 (E7-E9)

NAVPERS 1616/27 - Evaluation Report & Counseling Record (E7-E9)			
Block	Title	Description	Format/Constraint
1	Name (Last, First MI Suffix)	Text Box	Up to 27 alpha characters
2	Grade/Rate	Text Box	Up to 5 characters.
3	Officer/Enlisted Warfare/Qualification	Text Box	Up to 7 characters
4	SSN	Text Box	9 digits with a hyphen (-) after the 3 rd and 5 th digit
5	Duty / Competitive Status	Check Boxes	Choose one option: ACT, FTS, INACT, and AT/ADSW/265.
6	UIC	Text Box	Up to 5 characters
7	Ship/Station	Text Box	Up to 18 characters
8	Promotion Status	Pull Down Menu	Choose one option: REGULAR, FROCKED, SELECTED, and SPOT.
9	Date Reported	Text Box (Date)	7-character date
10-13	Occasion for Report	Check Boxes	Choose options: Periodic, Detachment of Individual, Detachment of Reporting Senior, Special
14	Period of Report (From) Date	Text Box (Date)	7-character date
15	Period of Report (To) Date	Text Box (Date)	7-character date
16	Not Observed Report	Check Box	A single check box
17-19	Type of Report	Check Boxes	Regular, Regular/Concurrent, Concurrent, Ops Cdr
20	Physical Readiness	Four Pull Down Menus	Four separate Pull Down Menus for PFA Codes with options P, B, F, M, W, and N.

NAVPERS 1616/27 - Evaluation Report & Counseling Record (E7-E9)

Block	Title	Description	Format/Constraint
21	Billet Subcategory (if any)	Pull Down Menu	Choose one option: 'NA', 'BASIC', 'APPROVED', 'CO AFLOAT', 'CO ASHORE', 'OIC', 'INDIV AUG', 'SEA COMP', 'CRF', 'CANVASSER', 'RESIDENT', 'INTERN', 'INSTRUCTOR', 'STUDENT', 'RESAC1', 'RESAC 6', 'SPECIAL01' through 'SPECIAL100'
22	Reporting Senior (Last,FI MI)	Text Box	Up to 18 alpha characters
23	Grade (Reporting Senior)	Text Box	Up to 5 characters
24	Desig (Reporting Senior)	Text Box	Up to 4 characters
25	Title (Reporting Senior)	Text Box	Up to 14 characters
26	UIC (Reporting Senior)	Text Box	Up to 5 characters
27	SSN (Reporting Senior)	Text Box	9 digits with a hyphen (-) after the 3 rd and 5 th digit
28	Command employment and command achievements	Text Block	Up to 276 characters OR up to 3 lines
29	Primary / Collateral / Watchstanding Duties / PFA (Enter primary duty abbreviation in box)	Text Box	Up to 14 characters
		Text Block	Up to 334 characters OR up to 4 lines
30	Date Counseled	Text Box (Date)	7-character date
31	Counselor	Text Box	Up to 20 alpha characters
32	Signature of Individual Counseled	Digital Signature	
33-39	Performance Traits (Deckplate Leadership, Institutional and Technical Expertise, Professionalism, Loyalty, Character, Active Communication, Sense of Heritage)	Check Boxes	Choose one option: 'NOB', '1.0', '2.0', '3.0', '4.0', '5.0'
40	Career Recommendations	Two Text Boxes	Up to 20 alpha characters per text box
41	Comments on Performance	Text Block	Up to 1336 (if 10 pt) or 1216 (if 12 pt) alphanumeric characters OR up to 18 lines. (18 lines will complete all white space).
42	Individual Promotion Recommendation	Check Boxes	Choose between: NOB, Significant Problems, Progressing, Promotable, Must Promote, and Early Promote
43	Summary Promotion Recommendation	Text Boxes	Auto calculated, (limited to that Summary Group): Text Boxes for the number of Significant Problems, Progressing, Promotable, Must Promote, and Early Promote in a Summary Group
44	Reporting Senior Address	Text Block	Up to 87 characters
45	Signature of Reporting Senior	Digital Signature	

NAVPERS 1616/27 - Evaluation Report & Counseling Record (E7-E9)			
Block	Title	Description	Format/Constraint
	Summary Group Average Date	Text Box	Individual Trait Average auto-calculated by system. Must contain 2 decimal places. Allows numeric characters only (e.g., 3.74).
		Text Box	Summary Group Average auto-calculated by system. Must contain 2 decimal places. Allows numeric characters only (e.g., 3.74).
		Text Box (Date)	7-character date
46	Signature of Individual Evaluated Submit a Statement Date	Digital Signature	
		Check Box	Select from "I intend to submit a statement" OR "I do not intend to submit a statement"
		Text Box (Date)	7-character date
47	Signature of Regular Reporting Senior on Concurrent Report Date	Digital Signature	
		Text Box (Date)	7-character date

15.3 NAVPERS 1610/2 (W1-O6)

NAVPERS 1610/2 - Fitness Report & Counseling Record (W1-O6)			
Block	Title	Description	Format/Constraint
1	Name (Last, First MI Suffix)	Text Box	Up to 27 alpha characters
2	Grade/Rate	Pull Down Menu	May select from 'ENS', 'LT', 'LTJG', 'LCDR', 'CDR', 'CAPT', 'CW02', 'CW03', 'CW04', and 'CW05'.
3	Officer Designator	Text Box	Up to 4 characters.
4	SSN	Text Box	9 digits with a hyphen (-) after the 3 rd and 5 th digit
5	Duty / Competitive Status	Check Boxes	Choose one option: ACT, FTS, INACT, and AT/ADSW/265.
6	UIC	Text Box	Up to 5 characters
7	Ship/Station	Text Box	Up to 18 characters
8	Promotion Status	Pull Down Menu	Select from options: REGULAR, FROCKED, SELECTED, and SPOT.
9	Date Reported	Text Box (Date)	7-character date
10	Occasion for Report (Periodic)	Check Boxes	Choose options: Periodic, Detachment of Individual, Detachment of Reporting Senior, Special
14	Period of Report (From) Date	Text Box (Date)	7-character date
15	Period of Report (To) Date	Text Box (Date)	7-character date
16	Not Observed Report	Check Box	A single check box
17-19	Type of Report	Check Boxes	Regular, Regular/Concurrent, Concurrent, Ops Cdr

NAVPERS 1610/2 - Fitness Report & Counseling Record (W1-O6)			
Block	Title	Description	Format/Constraint
20	Physical Readiness	Four Pull Down Menus	Four separate Pull Down Menus for PFA Codes with options P, B, F, M, W, and N.
21	Billet Subcategory (if any)	Pull Down Menu	Choose one option: 'NA', 'BASIC', 'APPROVED', 'CO AFLOAT', 'CO ASHORE', 'OIC', 'INDIV AUG', 'SEA COMP', 'CRF', 'CANVASSER', 'RESIDENT', 'INTERN', 'INSTRUCTOR', 'STUDENT', 'RESAC1', 'RESAC 6', 'SPECIAL01' through 'SPECIAL100'
22	Reporting Senior (Last, FI MI)	Text Box	Up to 18 alpha characters
23	Grade (Reporting Senior)	Text Box	Up to 5 characters
24	Desig (Reporting Senior)	Text Box	Up to 4 characters
25	Title (Reporting Senior)	Text Box	Up to 14 characters
26	UIC (Reporting Senior)	Text Box	Up to 5 characters
27	SSN (Reporting Senior)	Text Box	9 digits with a hyphen (-) after the 3 rd and 5 th digit
28	Command employment and command achievements	Text Block	Up to 276 characters OR up to 3 lines
29	Primary / Collateral / Watchstanding Duties / PFA (Enter primary duty abbreviation in box)	Text Box	Up to 14 characters
		Text Block	Up to 334 characters OR up to 4 lines
30	Date Counseled	Text Box (Date)	7-character date
31	Counselor	Text Box	Up to 20 alpha characters
32	Signature of Individual Counseled	Digital Signature	
33-39	Performance Traits (Professional Expertise, Command or Organizational Climate / Equal Opportunity, Military Bearing / Character, Teamwork, Mission Accomplishment and Initiative, Leadership, Tactical Performance)	Check Boxes	Choose one option: 'NOB', '1.0', '2.0', '3.0', '4.0', '5.0'
40	Career Recommendations	Two Text Boxes	Up to 20 alpha characters per text box
41	Comments on Performance	Text Block	Up to 1336 (if 10 pt) or 1216 (if 12 pt) alpha-numeric characters OR up to 18 lines
42	Individual Promotion Recommendation	Check Boxes	Choose between: 'NOB', 'Significant Problems', 'Progressing', 'Promotable', 'Must Promote', and 'Early Promote'.
43	Summary Promotion Recommendation	Text Boxes	Auto calculated, (limited to that Summary Group): Text Boxes for the number of Significant Problems, Progressing, Promotable, Must Promote, and Early Promote in a Summary Group

NAVPERS 1610/2 - Fitness Report & Counseling Record (W1-O6)			
Block	Title	Description	Format/Constraint
44	Reporting Senior Address	Text Block	Up to 87 characters
45	Signature of Reporting Senior Summary Group Average Date	Digital Signature	
		Text Box	Summary Group Average auto-calculated by system. Must contain 2 decimal places. Allows numeric characters only (e.g., 3.74).
		Text Box (Date)	7-character date
46	Signature of Individual Evaluated Submit a Statement Date	Digital Signature	
		Check Box	Select from "I intend to submit a statement" OR "I do not intend to submit a statement"
		Text Box (Date)	7-character date
47	Signature of Regular Reporting Senior on Concurrent Report Date	Digital Signature	
		Text Box (Date)	7-character date

16 Key Terms, Acronyms, and Abbreviations

Disconnected	No internet. Appraisals will be printed, wet-signed, and paper copy will be mailed via preferred handler.
Intermittent	Limited internet connectivity and/or limited bandwidth. Connection speeds may be slow and limit online use resulting in a disconnected appraisal draft and with electronic (online) submission electronically.
Online	The ability to draft and complete an appraisal in an online state using browser.
NAVPERS 16XX	All three forms of an appraisal (Enlisted E1-E6, Chief E7-E9, Officer W1-O6) and all input forms (Active or Reserve, Officer or Enlisted).
Appraisal Manager	
Evaluation	NAVPERS 1616/26 Evaluation Report and Counseling Record (E1-E6) (EVAL)
Chief Evaluation	NAVPERS 1616/27 Evaluation Report and Counseling Record (E7-E9)(CHIEFEVAL)
Fitness Report	NAVPERS 1610/2 Fitness Report and Counseling Record (W1-O6) (FITREP)

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