CDS Europe 2024 Q&A

Q1. When will the Navy push for Sailors to be more aware and responsible for their record?
A1. No one will care as deeply about maintaining your record as you, so be sure to check it regularly! Having a current record can impact promotions, dependent care, and VA benefits after separation. Own your record management. A wise practice is to review your record annually. Get more information about record management here: MHRR_21 June 2024.pdf (navy.mil)

Q2. I am glad to hear that the CPPA course and training have been expanded, but as a CPPA a lot of the issues we encounter are coming from Sailors not understanding how pay and allowances work (for example, thinking they are getting reimbursed for the amount paid for something rather than receiving an allowance of a certain amount that may be less or more than they had to pay), not knowing what they need to notify their CPPAs about, the consequences of not notifying their CPPAs on pay issues (like possible pay-related fraud), not checking/knowing how to read their LES, and other issues they encounter by not having financial literacy in general but also Navy/military-specific financial literacy. What can be done to increase this financial literacy Navy-wide?

A2. This is a great question! The Navy recognizes that the personal financial readiness among Sailors and their families is critical to mission readiness. Good financial health is foundational to a life with a little less stress. The Navy’s personal financial readiness program provides a wide range of resources to support Sailors and their families. These include:

- The MyNavy Financial Literacy app. This app provides Sailors and their families with information to help them achieve their personal financial goals. You can learn more about the app here: Financial Literacy FINAL Info Sheet 6_7_22.pdf (navy.mil).
- Million Dollar Sailor (MDS) course. The Fleet and Family Service Centers (FFSCs) offer the two-day MDS course to help Sailors and their families successfully navigate the financial challenges that accompany Navy life.
- Debt Destroyer® Workshops. The Navy launched these workshops to tackle the issue of rising debt among Sailors and to support economic security efforts. The workshop is available online here to allow Sailors to complete it at their own pace or in-person, if desired, and is delivered by FFSC PFMs.

To support Sailors and their families, the Navy also employs personal financial managers or PFMs assigned to the 57 FFSCs worldwide. Services provided by the PFMs include providing:

- Financial literacy education
- Individual personal financial counseling to help Service members and their families establish a financial plan, formulate goals, and identify successful financial strategies.

At the individual command level, active and Reserve commands having at least 25 Service members assigned must have a trained command financial specialist (CFS) to coordinate the
financial readiness program and to assist the commanding officer. Services provided by the
CFSs include providing financial literacy education, financial counseling, financial information,
and referral to FFSC PFMs.

Although the Navy’s personal financial management program has a counseling mission, its
primary focus is on prevention of financial difficulties through the education of our Sailors and
their families. In accordance with DoD policy and Fiscal Year 2024 General Military Training
Requirements, Sailors are provided financial literacy training at personal and professional
touchpoints across the military lifecycle, beginning with recruit and officer accessions training
and continuing throughout a Service member's career and transition to civilian life. Sailors can
complete financial literacy training via one of three different delivery methods of their choice:

- Online using Navy e-Learning (NeL)
- Via the MyNavy Financial Literacy mobile app which also hosts the touchpoint courses
- In-person training provided by a FFSC PFM, a CFS, or a Navy Reserve Center-assigned
  Personal Financial Counselor (PFC)

Information on financial literacy training can be found at Personal Financial Mgmt (navy.mil).

The Navy has an expansive financial management program to support the Navy’s holistic
approach to delivering financial literacy content and providing supplemental resources to Sailors
and their families to promote financial readiness in the Fleet.

Q3. In regards to the Employ program, will personnel on LIMDU take regular shore
orders from active duty deployable Sailors who are rotating from sea to shore? If so, what
is to stop Sailors from abusing this program to stay on shore and disrupting rotations?

A3. Sea-to-shore rotations are not disrupted because EMPLOY Sailors serve in billets that would
otherwise be gapped. Shore billets will remain available for all Sailors rotating from sea-to-
shore. Sailors in the EMPLOY program will be re-considered for eligibility and/or cross-
rate/redesignation during each EMPLOY tour until they are found fit for return to full duty or
separated service.

Q4. What are we doing about changing Sigonella tours to sea duty? Why can’t we consider
this some sort of Op Det? AS’s are going on detachments for months out of the year,
sometimes 5 detachments a year and this is still somehow considered shore duty.

A4. To date PERS 451 has not received any requests for Type Duty redesignation for these billets
at NAS Sigonella. To accomplish this, the command would need to submit a request to PERS-
451 via their ISIC and manpower claimants in accordance with MPM 1306-102, which can be
accessed here:
06-102.pdf?ver=iOqJ7Nv3IeGjWVC8KJKQ%3d%3d
Q5. What’s the importance of the Command Phase in the MNA process for selecting orders? I’ve gone through three selection processes in the command and submitted command comments on those that the command leadership has chosen for the advertised billet. However, after the selection phase, the Sailor that we chose was not selected.

A5. Gaining commands are encouraged to review MNA applications and provide ranking and comments, which will be considered by Detailers in the selection. Commands need to understand that command input is one of many factors considered in the MNA selection process. Despite previous selection results, commands should continue to review MNA applicants for their jobs and provide ranking and comments for their preferred selections.

Q6. I have been hearing since I joined the Navy that the LS rating is undermanned. Why is there no reenlistment bonus for the LS rating?

A6. When deciding where to apply limited funding we receive for retention bonuses, we work closely with enlisted community managers to consider factors such as level of manning in specific paygrades, level of manning of those holding certain NECs, impacts to future sea/shore flow, the effect of other incentive programs available to a rating, and the difficulty of replacing losses due to recruiting and training capacity across the ratings. The LS rating is overall healthier than many other ratings with manning at 96% (89.5% sea; 100.8% shore; 121.1% IA).

Q7. Can we get incentive pay for doing well on our PRT scores to improve overall physical readiness of the fleet?

A7. Navy has looked at this previously and it was determined that it was not the best way to use our Special and Incentive Pay resources. Part of this decision was the knowledge that individual commands are able and encouraged to implement non-monetary incentives at the local level.

Q8. What are we doing to improve the quality of leadership?

A8. Growing and training our leaders is a top priority that encompasses multiple lines of effort. Naval Leadership and Ethics Center inculcates the fundamental tenets of ethical leadership throughout the naval profession, from seaman recruit to captain, and guides the development of leaders with a strong, abiding sense of their responsibility, authority, and accountability, and who are committed to Navy core values and the Navy ethos. Additionally, the Navy Leadership Assessment Program helps leaders become more self-aware of their strengths and vulnerabilities so they can be better leaders.

In March 2024 the Navy released Culture of Excellence (COE) 2.0, an actionable approach to building great culture at every Navy command. COE 2.0 simplifies, streamlines, and aligns traditional programs (such as suicide/sexual assault prevention/response) with new concepts (such as GRGB; Task Force One Navy; and Integrated Primary Prevention). The launch of COE 2.0 was accompanied by a playbook and placemat, written for Command Triads and Leaders at all levels, including civilians. To learn more about COE 2.0, visit: Culture of Excellence (navy.mil)