

CDS Q&A

Note: The questions below were submitted by Sailors attending the Career Development Symposium town halls held on 13 and 14 July 2022 at Naval Station Norfolk and Naval Air Station Oceana. Some of the questions were edited for clarity.

The Manpower Training and Education Portal was pushed as a means for Pay and Personnel (PAYPERS) personnel to have the resources to stay up-to-date on the latest guidance. Why is Facebook being used instead?

The Portal is still the primary source of the latest information. Facebook serves as a great way to spread information – including training Command Pay/Personnel Administrators (CPPA) on accessing the portal -- however, RDML Satterwhite supports the use of official avenues to formalize the means of distributing information to CPPAs.

Is there a limit on assigned reviewers in eNavFit?

There is not a limit for reviewers in eNavFit.

How are the advancement quotas determined each cycle?

Advancement quotas are determined by current and future projected vacancies. The basic formula is: Current pay grade inventory minus projected pay grade losses out to a certain date minus pay grade authorization requirements. For example if current pay grade manning is 150, projected pay grade losses are 50 and the pay grade authorization requirement is 200, 100 advancement quotas are released ($150 - 50 - 200 = -100$).

Why are certain rates like Retail Services Specialists (RS) locked? Once a person has completed every qualification for that rate on the Learning and Development Roadmap and they want to change rates, it seems the Enlisted Community Manager will not release them.

Rating manning levels are a primary driver for conversion in-and-out opportunities. The RS rating is currently manned at 87% for sea and 91% for shore. In FY23 RS requirements will increase by 126 billets. The increase is driving the need to retain Sailors within the rating. Retention of all qualified RSs is highly desired.

Will more Sailors be allowed to become Yeoman (YN) and Personnel Specialist (PS) or receive reenlistment bonuses?

The number of YN authorizations are increasing by 88 in FY23 and PS authorizations are increasing by 275 over the next five years. Currently both YN and PS are well manned as compared to authorizations. Due to manning levels for both ratings Selective Reenlistment Bonuses (SRB) are not being offered at this time.

Regarding intermediate stops during a Permanent Change of Station (PCS) move that are a couple of days or a week or two: can we streamline at the CPPA level a way to account for their arrival/departure without the servicing Transaction Service Center (TSC)?

TSC Great Lakes will be taking over all schoolhouse Gains/Losses by September. That means the same TSC will be conducting the loss and the gain ultimately streamlining the entire process, especially during these short intermediate stops.

Can we work to get military personnel (Personnel Specialists) assigned to Navy Passenger Transportation Office (NAVPTO) to help the Fleet?

NAVPTO is currently being fully analyzed for ways to improve travel services to the Fleet and all options are being explored.

Once we've received more CPPA training, is it possible to get access to complete higher taskers such as DD214, completing pay, and NAVPERS 1070/602?

MyNavy Career Center (MNCC) is currently piloting a program with select CPPAs (Tiger Teams) to train and grow expertise in transactions to expand their authority and allow them to process advanced transactions at their unit level.

Will there be a time when Command Career Counselors (CCC) or CPPAs who transfer to a new command and will not have to submit multiple SAAR-N? Can you just send a designation letter for all accesses?

Current IT systems do not allow for this type of all-encompassing SAAR form. Future functionality of an all-encompassing SAAR form is being researched for future IT systems.

Why is the Transaction Online Processing System (TOPS) being phased out when you can receive a quicker response than Salesforce?

TOPS does not have the capability to generate reports, metrics, or advanced searching algorithms. The implementation of electronic Customer Relationship Management (eCRM) allows us to speak across the entire MyNavy HR Enterprise (MNCC, Human Resources Services Center (HRSC), Navy Pay and Personnel Support Center (NPPSC), Navy Personnel Command (NPC), etc.). eCRM will allow for full visibility of transactions from the CPPA to the command triad, and will provide a dashboard showing timeliness and accuracy of transactions by command and CPPA.

Will there be an "audit" of each section (ex. NAVPTO) to ensure all users have SALESFORCE access?

The goal is to get out of TOPS as soon as possible. Currently there are some Fleet units running into barriers, however we are sending out a team to assist with troubleshooting access for all units to transition eCRM. As we verify that all personnel have access to eCRM we are removing their access to TOPS in order to sunset the system as soon as possible.

Is there a plan for getting after delays in Sailor PAYPERS transactions, such as getting Sailors gained to commands and handling pay issues? Are there any plans to get more PSs at the TSCs?

We expect to phase in 275 additional PS billets over the next five years. Additional personnel are augmenting the TSCs from the Fleet in the form of Tiger Teams to assist MNCC in tackling transactions.

If the Navy Personnel and Pay System (NP2) requires Record of Emergency Data and Dependency Application (RED/DA) to be updated but it is backlogged, what is the workaround in NP2 to finish a PCS travel?

MyPCS Travel Voucher is currently active for all personnel to utilize. In the future NP2 is expected to include a “MyPersonal Relationships” feature to allow Sailors a self-service capability for all changes/updates to RED/DA and automatically feed into NP2 for future travel claims.

Are Regional Support Centers (RSC) a permanent Navy implementation? If the Navy is placing PSs in RSCs why can't we just re-establish the PSD?

The Navy is permanently transitioning to a TSC/RSC system. As we transition, RSC personnel will be focused on providing CPPA support and training and be a direct point of contact for leadership triads. The PSD model lacked standardization, so procedures and capabilities varied wildly by location. Under this new construct, TSCs are organized under Centers of Excellence, focusing on specific transactions. This standardization increases efficiency and transaction accuracy.

Can MyNavy Assignment (MNA) be changed to ensure most Sailors are selected during their first look? Some Sailors, such as Training and Administration of the Reserve (TAR) Sailors, receive orders on their last look. This can cause stress because they only receive three-to-six months' notice for orders.

Sailors may be selected for orders in their first, second or third cycle of order negotiation. Sailors are encouraged to apply in every MNA cycle, which will increase their chances to be selected earlier in the order negotiation process.

In an effort to improve civilian hiring potential for transitioning members, what (if any) headway is being made to incorporate civilian certification/credentialing outside of Navy Credentialing Opportunities Online (COOL) and Skillbridge in the actual work environment and training pipelines for the fleet?

The primary focus for certification/credentialing is Navy COOL and SkillBridge to include United Services Military Apprenticeship Program. Credentialing is not in the vision and guidance for Ready, Relevant Learning. Additionally, the Type Commands drive requirements and certifications/credentialing for Naval Education and Training Command (NETC) curriculum and it has not been identified in their requirements.

Why are there so few quotas for the “local” schools? Some courses offer as little as 12 quotas per course that occur once a month.

Training requirements are established years in advance and approved by each resource sponsor. Quotas for each particular course of instruction are derived based on an approved annual training plan. Training sites schedule dates based on this plan and instructor/classroom availability. Navy Personnel Command (PERS 40) acts as the primary Quota Control Authority for Navy Enlisted Classification (NEC)-producing “C” schools. Unused quotas are made available to fleet units/personnel at 90/60/30 day intervals, prior to the class convene date IAW NETCINST 1510.2 series. Class F, T, D and E school seat reservations can be made via the eNTRS system. The process for requesting seats can be found in NAVEDTRA 140B.

With the closing of most PSDs TSC Norfolk has had a major backlog in the processing of DD214s. What is the current plan to get them processed for members prior to detaching on leave?

Our team at the TSCs are working hard to burn down the backlog and are making real progress. One of the challenges they face is that 70% of the Sailors separating or retiring submit their separation packages late. The best way to ensure that you will be able to receive your DD214 prior to beginning terminal leave is to submit separation packages 60 days prior to terminal leave.

Is there a plan in place to restructure recruit training to focus more on military bearing and general knowledge?

The highly structured environment at Recruit Training Command (RTC) turns civilians into Sailors through rigorous training and consistent reinforcement of military bearing and discipline over the course of 10 weeks. From Night of Arrival to Graduation, every Recruit Division Commander and RTC Staff member reinforce expectations and model a high standard for behavior. Recruits receive daily, if not hourly, feedback and training on their bearing and knowledge of Navy expectations, whether in the classroom, berthing, on the move, or in a trainer. RTC and Naval Service Training Command leadership routinely scrutinize the curriculum and operations of Basic Military Training and constantly seek out opportunities for improvement. Currently, RTC is working with follow-on schools to smooth the transition from recruit to Sailor and to find ways to reinforce expectations as Sailors progress through their follow-on training. RTC has been, and will continue to be open to feedback from the Fleet and is actively working to build relationships that strengthen junior Sailors' maturity, military bearing, and self-discipline. RTC produces basically trained Sailors and the continuum of Sailorization and character development for the newest members of the Navy has to continue beyond RTC and into the Fleet with Petty Officers, Chiefs, and Officers at all levels enforcing standards and holding Sailors accountable when they do not meet them.

We have a lot of Selected Reserve (SELRES) on long term orders. Many of them have issues with their benefits, such as Tricare. When SELRES Sailors go to the Defense Enrollment Eligibility Reporting System (DEERS) they are instructed to talk to their CPPA. As a CPPA, I reach out to MNCC and am told the member needs to go to DEERS; it is a never-ending cycle. What is the right way to get their benefits started?

DEERS will only populate once all paperwork has been submitted by the CPPA to TSC Norfolk. Active Duty for Training/Active Duty for Operational Support paperwork should be submitted within 24 hours of reporting, and the member should make sure to keep in constant contact with the CPPA and MNCC about their status.

If your Projected Rotation Date (PRD) is during a deployment what will happen as far as a PCS goes?

Numerous factors impact the timing of a service member's PCS detachment date, including operational needs of the gaining and losing commands, career timing, and Sailor preferences. If a service member has PCS orders to detach during a deployment, NAVPTO will provide an itinerary based on approved port call location.

What can be done about the current co-location policy and the stress we are putting on Sailors and their families? The transition to become co-located is hard and once you are co-located you struggle with competing with following the person with the critical NEC and risking a career becoming no longer being competitive.

The Chief of Naval Personnel supports co-location. Every reasonable effort will be made for military couples to move together and establish a joint household. Once requested, spouse co-location becomes the member's highest priority for every duty preference and will be given due consideration during the assignment process. If a couple does not desire co-location for a specific assignment, both members must communicate to their respective detailers that co-location is not a priority. Co-location will again be considered a high priority for the subsequent assignment. Whenever possible, PRDs will reflect a rotation in which one member will be on sea duty while the spouse is on shore duty, and their PRDs will be matched to facilitate future co-location requests. It is imperative that military couples with dependents maintain a current and workable family care plan that can be utilized when needed.

How does co-location work with orders and what do you need to file for co-location?

Per MILPERSMAN 1300-100, Navy members desiring co-location must each submit a one-time request, with command endorsement, to their detailers noting their military couple status, service of spouse, and spouse's detailer's contact information. Enlisted requests must be submitted on NAVPERS 1306/7 Enlisted Personnel Action Request. Once the request is approved, the military member that is rolling to sea will apply for jobs on MNA and upon selection, the military spouse will be detailed to a shore job within the same geographic location.

At the Career Development Symposium (CDS) in San Diego last year, RDML Trinque spoke about Sailors being given 90 days to execute orders and in some cases Sailors getting them one or two months prior to their detach date. Is this still supposed to be happening and is this pushed to the detailers?

Orders release posture has been pushed out to January 2023 for stateside orders and March 2023 for those going overseas. In some cases, a relief has not yet been identified and orders are held until that relief has been identified. Right now, we average about 4.5 months for orders release and we are pressing to get that even further out. If you do not have orders in hand at the three-month mark, reach out to your detailer.

Why do officers get two-year orders, while enlisted Sailors get orders for a longer time period?

Officer tour lengths vary based on community requirements. In the case of a Surface Warfare Officer, for example, their first Division Officer Sea Tour is 30 months, with a follow-on 18-month sea tour. Department head tours are two back-to-back 18-month tours. Career timing for officer and enlisted are different but in the grand scheme of things the sea/shore flow is pretty similar.

I have been in the Navy for 17 years, all in Jacksonville. I received orders to PCS to California. It was my intent to complete a final tour where I am and retire in the area. Would it be more cost effective for me to have remained in place as opposed to PCSing cross country with a family of six?

Detailers do their best to balance the Sailor's desire with fleet manning priorities but this is not always possible. Sailors are required to fill valid funded billets and they must fill the priorities set forth by the Manning Control Authority. In some cases, Sailors have to move out of the area for their final tour to meet fleet readiness requirements.

Limited Duty (LIMDU) Sailors often receive short-fused orders and have a challenging time getting the required medical appointments for their screening requirements. Can Medical find ways to address all medical issues before a Sailor is available for orders?

The Bureau of Medicine and Surgery (BUMED) has been made aware of the concerns regarding appointments that address medical conditions and concerns directly related to suitability, and a working group has been formed to investigate a variety of process improvements that are aimed at this issue. As noted at the Norfolk CDS by RADM Holsey, NPC is teaming with BUMED and RADM Gillingham (Surgeon General) to improve the screening process for operational and overseas assignments.

How often do Sailors get overseas assignments?

Across the Navy, approximately 30% of all PCS moves are to or from overseas. Availability and frequency of overseas assignments varies significantly based on a Sailor's rating and career path. Service members interested in serving overseas should contact their detailer for opportunities available within their specific rating/community.

Is it possible to use convalescent leave for sexual assault victims to receive care? It would help retention and show we care. LIMDU should not be used for this purpose.

Convalescent leave may be granted by the commanding officer following medical treatment upon the recommendation of the military health care provider. Additional information can be found in OPNAVINST 1752.1C and MILPERSMAN 1050-180.

Why did the Navy stop covering the cost of the SAT and ACT?

The Department of Defense (DoD) sunset the College Readiness Exams Reimbursement Program due to Defense budget reductions; the cost of maintaining system functionality and sustainment of the program was not feasible within budget resources. This was not solely a decision of Navy but one made jointly based on the needs of all services when it came to this program and the reimbursement. More information can be found at <https://www.dantes.doded.mil>.

What is the Navy's perspective on mental health for operational deploying commands?

Seeking help is a sign of strength. The Navy has a "no wrong door" policy when it comes to seeking help for mental health concerns. The Navy has been increasing the number of mental health providers and behavioral health technicians embedded in operational units to reduce stigma and improve access to care. Other available resources include Navy Chaplains, Fleet and Family Support Centers, Military OneSource, and Military Treatment Facilities.

With current economic concerns, what is the Navy doing to offset housing costs and general cost-of-living challenges Sailors and their families face?

The Navy, in coordination with the other services, has implemented temporary lodging expense extensions in dozens of military housing areas to alleviate the financial strain of members occupying temporary lodging while looking for appropriate housing at a new duty station. Additionally, base housing offices are wrapping up their data collection to help set the calendar year 2023 housing allowance rates which will be effective 1 January 2023. These new rates will reflect market conditions and should account for any increase in housing costs. For a list of all locations with approved TLE extensions, please visit https://www.defensetravel.dod.mil/Docs/Approved_TLE_Extensions_Locations.pdf.

Are there any plans to look into getting better fitting Navy Working Uniforms (NWU) for women? Right now they are made to fit men and are not inclusive to the different shapes and sizes of women.

The NWU is designed to be loose fitting to accommodate wearing/utilization of a wide range of accessories, layering for comfort, and to fit male and female Sailors of all sizes. We recommend you visit your local uniform center and ask the sales associate to assist you in finding the best fitting NWU to accommodate your body configuration. If nothing is available that fits you properly, you may request to be measured and apply for the special uniform measurement program.

Why is the Aviation Boatswain's Mate-Launch/Recovery (ABE) rating not included in Detailing Marketplace Assignment Policy (DMAP)?

The Navy continues to carefully assess all ratings for DMAP participation. Aviation Boatswain's Mates-Handlers (ABH), Aviation Boatswain's Mates-Fuels (ABF), Gas Turbine Systems Technician-Mechanical (GSM) and Culinary Specialist (CS) were chosen specifically because they are sea duty intensive ratings that have favorable career paths to help provide data supporting DMAP expansion for other ratings. In order to determine the impact DMAP has on Sailors' career decisions we need some sea-intensive ratings to remain under Sea Shore Flow (SSF) while we transition others to DMAP. ABE is very similar in billet structure and work environment as ABF and ABH. Therefore if we see ABF and ABH Sailors making different career decisions than ABE Sailors we can contribute that to the new DMAP policy.

Does the Navy have any plans to help same sex couples with starting families?

All service members may be eligible to adopt a child through a qualifying adoption process. These members, regardless of gender and sexual orientation, are authorized parental leave if eligible and may be eligible to receive reimbursement for certain adoption expenses. A qualifying adoption is defined as an adoption where the member is eligible for reimbursement of qualified adoption expenses. This may also include a child who is birthed by another person and legally surrendered to a service member, member's spouse, or partner (e.g., surrogate). Additional information on adoptions and parental leave designation can be found in OPNAVINST 1754.4 and MILPERSMAN 1050-415.

If you do Skillbridge do you lose your GI Bill benefits?

If a Sailor elects to take part in the DoD SkillBridge program, their GI Bill benefits are in no way affected. SkillBridge is an optional transition program available to separating or retiring personnel. The GI Bill is an entitlement for qualifying Sailors.

Will the Navy bring back E4 advancement exam?

The Navy continues to carefully look at data from Sailors who have advanced by the Alternative Final Multiple Score Method (A-FMS) against those who took the Navy-wide Advancement Exams (NWAE). The data show that A-FMS advances Sailors of similar qualities to the normal NWAE process. We continue to carefully evaluate all factors with Fleet stakeholders but have not made a final decision regarding the E4 exam.

Is the Basic Allowance for Housing (BAH) at dependent location going to change to include aviation squadrons as unusually arduous duty?

Unusually arduous sea duty (UASD) is limited to ships and there are currently no plans to expand it to aviation units. Consult the UASD instruction, OPNAVINST 4650.17A, for more information.

Are there any new programs like DMAP for submarines?

The Navy intends to transition all ratings into a Detailing Marketplace. Right now DMAP is focusing on sea-intensive ratings and the specific problem of filling systemic sea duty billet gaps for these ratings. Manning submarines presents a unique set of challenges that will come with a unique set of solutions and new programs similar to DMAP. The nuclear communities' ratings are managed differently from non-nuclear ratings. While the nuclear ratings were not part of the DMAP Phase I pilot program, the Navy has and will continue to coordinate with the nuclear community to ensure they have the opportunity to participate in the most appropriate DMAP future phase expansion to meet nuclear rating at-sea needs.

Does the Navy still offer a full pension after 20 years of service to those who joined after 2018?

Yes. Members that joined after January 1, 2018, were automatically enrolled in the Blended Retirement System (BRS). As part of BRS, members serving on active duty for at least 20 years are eligible for a pension similar to those that were not enrolled in BRS. The major difference is that in the legacy retirement, the pension is calculated at 2.5% per year of service while BRS participants get 2% per year of service. BRS members also get matching contributions to their Thrift Savings Plan and are eligible for Continuation Pay unlike those in the legacy retirement plan. More information can be found in MILPERSMAN 1810-082.

My wife is pregnant and I'm wondering how many days I can take for parental leave, is it still 14 days or 30 days?

If you are designated as the secondary caregiver, you are eligible for 21 consecutive days of non-chargeable leave. Additional information can be found in MILPERSMAN 1050-415 and NAVADMIN 037/22.

If I am a third class when I choose orders in DMAP do I automatically get second class?

If you are selected for second class petty officer in one of the DMAP programs you will be frocked by your command prior to departing for your next set of orders. When you report to your next command you will be paid for second class.

Is sea pay ever going to increase? That would make Sailors have more incentive across the board to stay at sea, especially more senior Sailors.

There are no immediate plans to increase sea pay. The Navy does have other incentives for Sailors that are interested in volunteering for additional sea duty. These incentives include Sea Duty Incentive Pay and advancement opportunities. Additional information can be found in DoDFMR Volume 7A, chapter 18 and OPNAVINST 7220.14.

Will there be changes to the BAH at dependent location to assist Sailors who have families unable or unwilling to relocate to the Sailor's new duty station?

Housing allowances are paid based on the members assigned duty station except in limited circumstances where the dependents were not permitted to travel to the new assignment. There is no plan to allow BAH at dependent location for Sailors who choose to leave their families at the old duty station. Current policy allows for a member to delay dependent travel, and receive BAH for the old duty station, for up to 180 days and this is unlikely to change. For more information on housing flexibility, please visit the OPNAV N130C webpage.

Can you opt out of DMAP?

For those with a PRD after 1 March 2023 in one of the Phase I ratings, the Detailing Marketplace sea-shore flow is the new career path. There is no longer an opt-out option. For Sailors with a PRD of 1 March 2023 or earlier, the window to opt-out of DMAP closed on 31 March 2022.

Can DMAP be open to E3 to promote to E4 and stay another three years on sea duty?

The Detailing Marketplace continues to look at opportunities to expand to additional ratings and paygrades in future DMAP phases (Phase II starts in FY23).

Where can I learn more about DMAP?

Please refer to the two NAVADMINs on DMAP (280/21 and 127/22) as well as the DMAP MyNavy HR website: <https://www.mynavyhr.navy.mil/Career-Management/Detailing/Enlisted/Detailing-Marketplace/>. If you have additional questions feel free to reach out to the email dmap.fct@navy.mil or call 703-604-4716.

What is mission critical status and how does that work with the government travel charge card?

Mission Critical/Permanent Change of Station Status is applied to an individually billed account while an individual is traveling to a new permanent duty station, to keep the account open for use (not suspended, cancelled, or charged off) regardless of the payment status while under the protection of MC/PCS status. This status allows the traveler more time to pay amounts charged during a PCS move. Accounts may be placed in MC/PCS status for up to 120 days, and cardholders have no more than 60 days from the time of disenrollment (which usually commences upon checking into the ultimate duty station) in which to pay their outstanding balance. Please refer to NAVADMIN 129/22 for more information.

Where can we get info on jobs outside the Navy?

A Sailor should visit the local Fleet and Family Service Center (FFSC) and see the transition assistance counselor to obtain information on jobs outside the Navy as they prepare for transition. Additionally, participation in the mandatory Transition Assistance Program (TAP) provides information for post-Navy employment. Specifically, the Department of Labor's Employment Fundamentals of Career Transition (EFCT), one of the core TAP requirements, lays the foundation for transition from military to civilian careers by introducing essential tools and resources needed to evaluate career options, gain information for civilian employment, and understand the fundamentals of the employment process. Additionally, Sailors can visit their local FFSC job center.

What happens if I make second class before getting to my next command? Will I then fall under the DMAP? How much will I be getting paid, and how is that determined?

If you are advanced via the NWAE after taking a DMAP advancement you will be paid by whichever program would have advanced you first. If obligated for a DMAP tour you will still have to complete that obligation, while concurrently being paid the additional monthly Detailing Marketplace Incentive Pay.

If a Sailor is not career minded, what are some ways a transitioning Sailor can start a career path from the Navy to the civilian world?

The best way to start your career path to the civilian world is to be successful in your military career. This includes achieving required qualifications and assuming leadership positions. Employers are also looking for what certifications and education a Sailor has achieved in their career – so Sailors should take advantage of the Navy Certifications Opportunities Online (COOL) program and voluntary education programs.

Preparations to transition out of military service commence at the beginning of a military career and continue throughout the entire Military Life Cycle (MLC). Portions of the Transition Assistance Program (TAP) Career Readiness Standards (CRS), and the processes that enable transitioning Sailors to meet these standards, are introduced prior to initial counseling or attendance at the mandatory TAP course. The MLC aligns key transition activities with pre-determined “touch points” throughout the career of a Sailor. For enlisted personnel, the career development board (CDB) is the primary means to implement the MLC. For specific “touch points” and topic information, see the CDB fact sheets on MyNavy HR Transition TAP Web site at <https://mynavyhr.navy.afpims.mil/Career-Management/Transition/Transition-TAP/>

Additionally, participation in the TAP is mandatory for every Active Component and Reserve Component service member separating after their first 180 days or more of continuous active duty in accordance with Title 10, U.S.C. Service members' full-time or annual duty training, and attendance at a school designated as a service school by law, while on military orders, will not be included in calculating the continuous 180 days. Personnel are eligible to receive transition services as early as 24 months prior to retirement. Personnel voluntarily separating may access transition services 15 months prior to their separation date.

Would the Navy consider giving rated Navy Counselors Special Duty Assignment Pay?

SDAP is limited to those Sailors whose duties demand extraordinary effort, significant training and/or unusual degrees of responsibility. Per instruction, PERS-4 must recommend SDAP requests. The current SDAP budget makes it unlikely PERS-4 would endorse that for all NCs or that the Chief of Naval Personnel would approve it. Only NCs assigned to a SDAP-eligible billet can receive SDAP. Currently there are no pending NC-specific SDAP requests. The SDAP instruction can be found at OPNAVINST 1160.6C. All SDAP policies can be found on the MyNavy HR N130 page.

With the rise in High-Year Tenure (HYT) waivers, is there talk about E5s being allowed to once again serve a 20-year career to retirement?

The use of HYT waivers as a Force Management tool provides additional flexibility in maintaining manning levels, while increasing career progression opportunities for Sailors. The Navy continues to evaluate all of its Force Management levers to meet fleet requirements, to include the HYT program; however, having just recently increased HYT length of service gates for pay grades E3, E4, E5 and E6 a few years ago, we have no immediate plan to make any additional changes at this time.