



TOWNHALL Q&A

2021

~ Questions & Answers ~

Q: How much longer are we going to extend Sailors at sea 6 months without a replacement? It's causing a domino effect of delays. How can we address these gaps?

A: It is not NPC's goal to extend Sailors at sea or pull them from shore early indefinitely. As the Navy works to recover from the numerous negative effects caused by COVID, the supply chain, the need to keep the fleet manned and safe, it was necessary from a readiness point of view to take these actions.

Q: Is there a plan to revisit the policy for dual military spouses and advancement? It's been a tough to keep sea/shore flow due to limited billets available.

A: Currently there are no plans to modify the current policy for dual military spouses.

Q: For spouse dual military and sea duty why is officer placement more important than enlisted (E7)?

A: Co-location of dual-military can be challenging when both members have different requirements/paths. NPC works to detail our dual military to billets that support Fleet and shore readiness that also present the "best" career options for their respective communities. Most career paths for junior officers are designed for the officer to attain a key qualification in order to remain competitive and advance to the next pay grade.

Q: Follow up with the mineman community, spouse colocation with our rating seems impossible within our limitations of locations what would be a work around.

A: Ultimately, the goal of spouse colocation is to keep the family together. Execution of spouse colocation can be challenging when there are limited locations that can support both of the ratings. Under current policy, the Sailor that is rotating to sea duty is directed to apply for orders in MNA. Upon selection of sea duty orders, the Sailor rotating to shore duty will be offered a job within the same geographic location; this will be done outside of the normal MNA application process. In some cases, Sailors decide to opt-out of spouse colocation to increase their opportunity to fill in-rate career enhancing opportunities vice being collocated with the family.

Q: Can there be something to work w/ dual co parent sailors? It seems members are forced to be married in order to parent together & follow family care plan.

A: While the policy covers married, dual-military couples, we can attempt to co-locate with an unmarried co-parent, and also attempt to keep divorced Sailors in a location to comply with divorce decrees. We cannot guarantee placement in those circumstances, but the best advice is to let your detailer know the specifics of your situation.

Q: Why is the EFMP program/ detailers not helping sailors with picking the right orders that help them with their dependents needs?

A: NPC has policies in place to fully support the Exceptional Family Member Program and these policies work to balance the needs of the Family member and the needs of the Navy. NPC detailers work with the EFM Program staff to ensure that the medical services are available for the EFM at the proposed PCS location. If any Sailors with EFMs believe they are not receiving the services they deserve, they or their chain of command should engage with NPC's leadership.

Q: How does the order process work? Especially when the Sailor is in their 3rd look?

A: The process for selecting a Sailor who best qualifies for a given job during the detailing window is the same for all three cycles. The Detailer reviews all candidates for each job based on Rating, Rate, Skills (ability to train), Sailors application preference, gaining command ranking of candidates, Navy policies (EFMP, co-location etc.), and lastly budget constraints. Then the "best" candidate is selected during that cycle. It is the goal of NPC to select only Sailor who have applied for a given job. However in some cases in order to support the needs of the fleet commanders, Sailors may be selected to a job they did not apply for.



TOWNHALL Q&A

2021

~ Questions & Answers ~

Q: How important is it to update your MNA profile when it comes to your resume and history of assignments? Do detailers really look into that input?

A: It is in the Sailors best interest to take every opportunity to market themselves in the detailing systems. Gaining commands and the detailer do review these resumes and could affect the selection outcome.

Q: How can we get the BUDs training command a priority for admin rated billets? We are about to lose our only PS billet and will be gapped for 8+ months.

A: Unit administration offices should be working with their BSOs or TYCOM representatives on getting jobs offered on MNA. NPC works to fill projected gapped billets based on available Sailors in the detailing window and the priority of the units as outlined in USFF/CPF Manning Target level notice 1000 documents.

Q: Are there any rates/NEC's that will extend HYT Sailors? Can HYT Sailors convert to undermanned/critical rates? (edited)

A: Yes. HYT waivers are routinely approved for critical skillsets and Sea Duty billets. MILPERSMAN 1160-120 outlines the procedure for submitting HYT waivers.

Q: For the gaps can HYT Sailors be converted/trained to fill the gap? Especially if they don't want to get out the Navy just have trouble advancing.

A: Yes. Sailors are routinely approved for HYT waivers to convert to ratings that are critically undermanned. Application for conversion can be submitted in C-Way and in the near future Sailors will be able to apply for conversions tied directly to a billet via MNA.

Q: For Title 10/Sanctuary Program, what's the guarantee that Sailors close to HYT are able to get it if they go to critically manned NEC?

A: For Sailors who meet the requirements, HYT waivers are routinely approved for critical skillsets and Sea Duty billets. MILPERSMAN 1160-120 outlines the procedure for submitting HTY waivers.

Q: Do you have to have a medical request to convert to another rate do to physical capability?

A: MILPESMAN 1140-010 and 1140-011 outlines the Navy rating conversion processes. If a Sailor feels they are unable to perform in their rating due to a non-medical related issue they should disclose the issue to their Chain of Command. The Chain of Command should contact the rating Enlisted Community Manager for disposition guidance for validated limitations.

Q: I've seen many PS sailors from boot camp coming into PSDs overseas, not going to ships. Why aren't the junior sailors going to sea duty first?

A: While filling Sea duty billets is a very high priority for NPC, shore units do have requirements that cannot be overlooked. NPC monitors manning levels for both Sea and Shore units then works to fill as many projected gapped billets as the inventory flow can support. Then NPC must balance the manning need for both Sea and Shore units.

Q: If a Sailor would like to go back to back sea duty and they are within the 12-14 month window for the SDIP, is it possible to still request it?

A: Yes, the goal of the program is to get Sailors to make requests to remain on Sea duty before entering the detailing window. Once the Sailor is within the normal detailing window there may still be an opportunity for the Sailor to volunteer to extend in place, but that request must be completed before the Sailor is selected for an offered job on MNA.



TOWNHALL Q&A | 2021

~ Questions & Answers ~

Q: Since there are gaps in the fleet can a shore duty sailor request to return to sea early 12 months maybe if there is a billet open on sea duty?

A: Yes, the Navy currently has the SDIP program that rewards this type of actions. However the losing command does have a mission to support and therefore has a voice in who is allowed to shorten their Shore tour.

Q: If a sailor is the only one in their rate on shore duty can they request an early return to sea within 12 months instead of 18 months if a sea billet open?

A: Yes, the Navy currently has the SDIP program that rewards this type of actions. However the losing command does have a mission to support and therefore has a voice on who is allowed to shorten their Shore tour.

Q: In MyNavy Assignments, SDIP billets are shown. Sailors aren't aware an ePar has to be submitted before selection. How can we share this knowledge?

A: This is a common question and Sailors are encouraged to consult their Command Career Counselor on SDIP. NPC provides specific SDIP guidance on the NPC Webpage at: <https://www.mynavyhr.navy.mil/References/Pay-Benefits/SDIP/>. SDIP requests originate at the Sailor's current command, prior to being selected or posted to a billet for follow-on orders or a separate extension becoming effective. Requests consist of a completed application NAVPERS 1306/7 with command endorsement. In applying for SDIP, a Sailor must:

A. Specifically indicate: Which option is being requested (i.e., SDIP-B, SDIP-C or SDIP-E), the number of months desired, and the requested detachment month, as applicable.

B. Submit the SDIP application to the rating detailer within the following timelines:

(1) SDIP-B requests must be received by the detailer 14 to 16 months prior to PST completion date/PRD, whichever occurs later.

(2) SDIP-C requests must be received by the detailer 6 to 9 months prior to the desired detachment date. Sailors may curtail shore duty assignments by a minimum of 6 months prior to their original PRD.

(3) SDIP-E requests must be received by the detailer 14 to 16 months prior to PST completion date/PRD, whichever occurs later.

Q: There are Sailors due to transfer in Dec with no orders but verbal orders to stay in the same location why can't they receive orders if it will cost 0 funding.

A: NPC's goal is to give Sailors six months lead time when executing a PCS set of orders. However due to issues beyond NPC's control, like budget limitations, this is not always possible. If a Sailor finds themselves in this type of scenario, they should contact their detailer who will work, within the readiness needs of the gaining command, to allow time to support the member's move needs.

Q: Why are some hard copy orders getting released so late? Some Sailors need to arrange for PCS transfer but sometimes 3 months before you PCS is not enough.

A: NPC's goal is to give Sailors six months lead time when executing a PCS set of orders. However due to issues beyond NPC's control, like budget limitations, this is not always possible. If a Sailor finds themselves in this type of scenario, they should contact their detailer who will work, within the readiness needs of the gaining command, to allow time to support the members move needs.

Q: Sailors interested in special programs MUST be released and denied due to "best career options", when will we as adults be able to control our own path?

A: While all our distribution decisions have to take Navy needs into account, we are working to give Sailors more control in their career path decisions. Starting in December 2021, Sailors are allowed to submit rating conversion requests in MNA during the detailing window.



TOWNHALL Q&A

2021

~ Questions & Answers ~

Q: Is the detailing dilemma affecting the shore special program tours? Like are the tours being cut short for that Manning?

A: We work to maximize Fleet readiness. That has required us to extend some Sailors on sea duty and curtail shore duty for other Sailors. We have to balance this emphasis on afloat readiness against the need to keep key shore duty commands healthy. These commands include waterfront support organizations like Afloat Training Groups, Regional Maintenance Centers, Fleet Readiness Centers, Recruiting and Recruit Training Command, and learning sites.

Q: Will college education/degrees that are relevant to ratings that a member occupies ever become a determining factor for detailing or incentivizing billets?

A: Off duty education and/or degrees are not considered during the assignment process and there is no current intent to integrate it into the MNA selection process. MNA selections are made based on many factors which include the following: rate, rating, NEC, cost, Sailor preference, gaining command preference, and assignment limitations.

Q: Experienced Sailors purposely dragging their feet on “nominated” orders (RDC). What does that mean if Sailor refuses to complete screening?

A: Sailors that have pending screening packages may be issued orders to a job that requires specific screening requirements. If Sailors subsequently fail to complete required screening and have a PRD within the next seven months, they may be issued needs of the Navy orders. We need motivated, quality Sailors to fill high-profile, high-impact jobs like RDC billets. Sometimes we have to encourage Sailors to fill those jobs, for the good of the service but also for their professional development. Those Sailors who choose not to serve in important jobs like RDC will miss out on valuable experience that would serve them well as leaders.

Q: As an FTS sailor if there’s a way can pick orders from the active duty list just like the active duty member can do from our list?

A: Active and FTS Sailors are assigned to different jobs because of the different requirements of these two components of our force. FTS Sailors support the Navy Reserve, and our FTS distribution policies must keep that in mind. MyNavy HR is looking into policies that limit FTS or TAR and Active Sailors from being used interchangeably in the detailing process. If those policies can be reworked to support TAR and Active Sailors being detailed interchangeably then it may be possible in the future.

Q: There is a huge gap in billets due to various issues. Is there talk about bringing reservists to gap the billets to help manning and give reservists training?

A: There is no dedicated program in place to purposely fill Active Component (AC) billets with Reservists. In the case that an AC Command requires additional manpower for special projects or to fill a gapped AC billet, the Command will work with their Reserve Program Director (RPD), formerly the Operational Support Officer. The RPD will coordinate with appropriate Reserve units, Commander, Reserve Forces Command (CNRFC), and BUPERS to find a fill and the proper means to fund the billet.

Q: Will there be a change to the shore duty requirement time since sea duty is undermanned? Can we cut it short earlier and take part of the new program?

A: There are no plans to reduce the minimum shore tour length to less than three (3) years. The three (3) year minimum shore tour ensures Sailors receive a meaningful respite from sea duty and provides enough time for Sailors, once qualified, to become productive instructors, recruiters, recruit division commanders or other out-of-rate specialty assignment. To address manning shortfalls on sea duty, we are implementing the Detailing Marketplace Assignment Policy (DMAP) to incentivize Sailors to stay Navy and stay on sea duty.



TOWNHALL Q&A | 2021

~ Questions & Answers ~

Q: What is the Navy's long term strategy to make manning levels on board ship realistic, to support our actual war time operation?

A: The Navy is conducting a validation of Required Operational Capability and Projected Operational Environment(ROC/POE) documents for ships and squadrons. Additionally, the Navy Manpower Analysis Center (NAVMAC) recently updated the manpower requirements determination processes used to define billet requirements driven by the ROC/POE mission input to provide accurate billet requirements by platform. Finally, the Navy is focusing more on increased resourcing of manpower for operational units into the future, growing by nearly 3% over the last four years. These activities, combined with improved distribution policies and processes, such as the Detailing Marketplace Assignment Policy (DMAP) and the My Navy Assignment (MNA) detailing process, will improve the manning level and properly qualified Sailor to billet alignment on our operational Fleet platforms.

Q: How do orders issued for someone who finishing his HUMS orders? When do they start looking for orders? Do they have choices?

A: Sailors in the HUMS program have a PRD. The same rules apply to HUMS assigned Sailors as all other Sailors with a PRD.

Q: Are advancement results going to be released back to normal next year (i.e. results released in May and November vice July and December timeframe)?

A: In the COVID environment, Navy continues to strive to meet "normal" advancement timelines, but so long as Navy continues to mitigate risk to exam takers and selection board members, the timelines will continue to be adjusted.

Q: Since COVID-19 all E3 did not have to take the NWAE. Will this be the construct for the near future?

A: The use of the Final Multiple Score for selection to E-4 is a COVID mitigation, but CNP will take a careful look at the future of the E-4 exam during FY22, especially as Navy is the only Service that continues to have an E-4 exam.

Q: Is there any way to help Sailors who desires to stay in one coast to retain their skills and knowledge in the Navy?

A: While the Navy would like to minimize the movement of Sailors between geographical locations that is not always possible. The Navy has duty stations in almost every corner of the globe.

Q: Within the Mineman community, is our rating leaving? For placement with the decommission of minesweepers and the failed systems within LCS what are sea options?

A: The Mineman rating is not currently being considered for elimination. There are no expected changes to the current Sea duty billets that are being made available to the rating.



TOWNHALL Q&A

2021

~ Questions & Answers ~

Q: Why is there no balance in making rank amongst different rates?

A: The advancement of individual Sailors is not determined simply due to the passage of time. The way the Navy determines advancement is by filling the vacancies created by Sailors who advance to the next paygrade or separate from the Navy. We take into account all the manpower losses (retirements, fleet reserve requests, separations). Consequently, fluctuations in retention create variations in advancement opportunity from cycle to cycle and rating to rating.

Q: When speaking of Advance to Position opportunities, what are the parameters for that? How do we ensure we are placing the most qualified and deserving Sailors?

A: The current A2P program parameters are outlined in NAVADMIN 230/19. A2P applicants must be E-5s who are in their detailing window for rotation and have taken the most recent E-6 Navy-wide advancement examination (NWAE) for which results have been posted. Applicants must be qualified to fill the specific billets to which they apply. The legacy A2P program will be changed in FY22 and will not include any Detailing Marketplace Assignment Policy (DMAP) ratings. The DMAP Phase 1 ratings are ABF, ABH, CS, and GSM and those Sailors at sea will have A2P and CA2P opportunity at the E-5 paygrade. NAVADMIN 280/21 announces implementation of DMAP Phase 1 and contains applicable parameters and policy. <https://www.mynavyhr.navy.mil/Portals/55/Messages/NAVADMIN/NAV2021/NAV21280.txt?ver=ZzOTf0lhvekX6ruhkFHiXg==>

Q: You say we advance to vacancy. For those rates that have been locked in advancement. Is there a plan to open those up or are we going to keep people low in rank?

A: The Navy is looking into expanding the A2P program to more Rating and Paygrades, however there is a balance between advancement, fleet gap billets and rating health. In some cases the low advancement could be an indicator that a given rating or paygrade is overly healthy. In those cases, it may be better to consider converting to another Rating.

Q: Will the Navy offer Advancement To Position for E7-E8 for hard to fill vacant Sea/Shore Duty billets?

A: In 2019 the Navy did run a pilot in which it offered 30 Senior and Master Chiefs A2P jobs, then again in 2020 in which the Navy offered 50 additional A2P jobs for Senior and Master Chiefs. This pilot was to show that it was possible to advance Senior enlisted using a program like A2P. MyNavy HR is looking at the A2P program for future use for the CPO community. As part of the optimization working group, Navy is developing an A2P like process for E7 and above. Phase 1 will begin on the FY24 board for E8 and E9 paygrades.

Q: Who will have control over the Quotas for advancement for DMAP?

A: OPNAV N13, Military Personnel Plans and Policy, will have control over DMAP quotas. The total number of Sailors for a particular rating that can be on a +3 Journeyman (E5) sea tour at any given time will be calculated based on the ratio of sea to shore duty billets within the rating (i.e., the higher the sea to shore billet ratio, the more DMAP 4+3 quotas available to the rating).

Q: In the advancement to position, would you get demoted after you have completed that A2P billet?

A: No. Once an enlisted Sailor is advanced under the A2P program, that advancement is permanent.

Q: Will advance to fill apply to TAR ratings? Are they currently offered in MNA?

A: SELRES and TAR are not participants in DMAP phase I. N1 will continue to work with OCNR and other stakeholders to involve them in future phases.

Q: Is there a plan to help offset cost of living increases due to the housing market?

A: Housing costs are evaluated annually with updated rates effective on 1 January of each year. COVID-19 has had an impact on the housing market and it is likely that many Military Housing Areas will see an increase in their housing allowance when the new rates are published. <https://www.defensetravel.dod.mil/site/bah.cfm>



TOWNHALL Q&A | 2021

~ Questions & Answers ~

Q: Why did only the single e-5 BAH drop \$100 from 2020 to 2021 even though rent prices increased and availability decreased?

A: Housing costs for each Military Housing Area are evaluated annually and the published rates reflect the aggregate market for that location. If rates decrease, members that were already receiving BAH for that location will continue to receive the old rate. That being said, Navy has no control over individual landlords from raising rent prices even when the overall market is decreasing.

Q: If BAH is a DOD program why are the policies for who gets it differ across services?

A: DoD sets the BAH rates and has overall guidance for BAH eligibility. However, each Secretary has the responsibility of instituting specific guidance

Q: Good morning Sir, can you go into further detail on the increase of bah by region? Specifically the recent message that came out and who all is applicable

A: In September, OSD announced temporary BAH increases for 56 Military Housing Areas across the country. Members receiving BAH for one of these 56 locations that can certify that their housing costs are higher than the BAH they are receiving and that they started their lease/mortgage after March 2020 can receive the higher rate for October-December 2021. On 1 January 2022, new BAH rates for every Military Housing Area will be put into effect. We expect that there will be increased BAH for many housing areas, not just the 56 areas that are eligible for the temporary BAH increase.

Q: Will there ever be a change/update to the LIMDU process? Numbers are growing and affecting the sea duty commands with unplanned losses and gaps in billets?

A: LIMDU processes are in place to support the needs of our Service members. The goal is to retain Sailors, allow them to address medical issues then return them to Fleet units ready to work. Navy Personnel Command is currently working a number of processes tied to LIMDU management that should drive changes in current management practices. Current policy allows

Q: What is big Navy doing about LIMDU Sailors? Within one year my LIMDU inventory went from 30 Sailors to 240+. I do not have the manpower or space to manage.

A: LIMDU processes are in place to support the needs of our Service members. The goal is to retain Sailors, allow them to address medical issues then return them to Fleet units ready to work. Navy Personnel Command is currently working a number of processes tied to LIMDU management that should drive changes in current management practices.

Q: How long is the order negotiating process post LIMDU status? PCS turnaround time?

A: NPC works to get Sailors returned to full duty post LIMDU tours as soon as possible.

Q: When can LIMDU sailors utilize MNA? Once they are Fit for Full Duty? Or will they just become fleet wide deployable or needs of the navy?

A: MNA is not "always" the best option for Sailors returning from LIMDU. MNA is used to detail Sailors who follow the normal flow through their duty assignments. LIMDU Sailors are given special supporting orders to recover from a limitation. In the current detailing model when a Sailor returns to full distribution status, NPC looks first at the command the member came from at the start of the LIMDU period and works to place the member back at that unit, if the billet is currently gapped or another location in the same geographical location. If in the future the timing of these Sailors returning to full duty status can come with reliable projections, then MNA may be an option.



TOWNHALL Q&A | 2021

~ Questions & Answers ~

Q: I have called MNCC several times and my tickets are just closed with no resolution, plan to fix this?

A: Some cases must be elevated to a subject matter expert if the MyNavy Human Resources Service Center agent does not possess the knowledge, authority, or system access to appropriately resolve the case. MyNavy Human Resources Service Center will not close a case without providing a status of resolution to the customer.

Q: Will PSDs around the regions open back up? The process now doesn't seem to work as well they are undermanned and overwork. Or use reservist to augment.

A: There is a plan in place to continue to provide support to AORs through the use of a Regional Support Center. The mission and goal is to have our TSC's/PSD's transactional, to focus on the Sailor while the training and questions are directed to the Regional Support Centers and the MNCC Call Center.

Q: Why can't Sailors go to PSD buildings for help directly? PSD North Island shutting down?

A: There are numerous reasons why walk-in service is being modernized. The latest being protection of the force in response to COVID. Another is centralization of service to reduce variation in services provided throughout the Fleet. The Transaction Service Centers (TSC) are transactional service centers – the intent is to maintain that level of transactional effort providing faster, consistent service to the Sailor. The eventual plan is to transition from walk-in PSDs to remote TSCs and eventually to single HR Service Center call centers where all personnel are located in a single location. The next step in this plan is to use the MNCC HR Call Center and Regional Support Centers (RSC) once implemented in the AOR.

Q: Will PSD universally authorize CCC's to generate reenlistment and extension contracts?

A: A CCC that has the CPPA NEC can have access to generate reenlistment and extension contracts currently via NSIPS

Q: MNCC is helpful, but being at a TAR/SELRES squadron we see far more SELRES pay issues. Does MNCC have a plan to expand their reserve pay knowledge? Add TAR PS's?

A: MyNavy Human Resources Service Center is adding 3 FTS PS billets to the CPPA Pro Cell. These billets are expected to be filled within 6 to 9 months. Once onboard, the Pro Cell will have a fully functioning Reserve matters section. The Pro Cell's active duty PS team members are very knowledgeable on TAR/SELRES pay and personnel matters.

Q: What is going on with Norfolk PSD and their timeliness on processing Sailors reenlistments, extensions and page 2s?

A: TSC Norfolk (formerly PSD Norfolk) is actively removing processing barriers and working through post-COVID summer surge PCS backlogs to better support the Sailor. Many more orders were generated this year, and no adjustments were made to the static system/network used to process travel claims. This equates to backlogs and slower customer response.

Q: As a CPPA, I update as the sailors RED/DA upon check In and out but some sailors wait months maybe years without updating how can we remedy that?

A: MILPERSMAN 1070-270 (1 May 2019) directs each occasion when commands will execute Dependency Application (NAVPERS 1070/602) updates (e.g. deployment, dependent changes, at least annually, etc.). MILPERSMAN 1070-271 (20 Jan 2019) directs each occasion when commands execute Record of Emergency Data (DD 93) updates. It is incumbent on the command's leadership to ensure the updates are done at those occasions.



TOWNHALL Q&A | 2021

~ Questions & Answers ~

Q: I have had a trouble ticket in with MNCC since July. MNCC tells me PSD Memphis keeps telling them that they are back logged. Is this true?

A: Tickets requiring resolution by TSC Memphis will be elevated within the Customer Resource Management system. There are three queues that fall under TSC Memphis: TSC Memphis/Travel Processing Department (TPD), TSC Memphis Separations and Retirements (SnR), and TSC Memphis/Active Duty Pay. The TPD and SnR queues are experiencing significant backlogs due to the unprecedented post-COVID summer surge of PCS orders pushed-out in 2021. This large increase in output of orders must then be liquidated by the footprint for processing travel claims based on a much smaller throughput. Steps are in motion attempting to reduce this backlog as quickly as possible to pay our Shipmates.

Q: With the decrease in PSD's will the shore rotation for PS's change or will we possibly be converted?

A: The PS rating Enlisted Programed Authorizations are remaining fairly constant through FY24. As modernization efforts mature so too will our Human Resource rating requirements. We will ensure any future plans to change the PS rating are shared with the Fleet.

Q: Will we see increased retention incentives for our sailors over 10 years, or will we continue to lose to the private sector and lose these investments?

A: As a Navy we continue to evolve all our processes to ensure our Navy is built on a foundation that motivates our workforce to continue Naval service. The arduous nature of our work and the unavoidable family separations make retention a challenge. We continue to explore monetary and non-monetary incentives that can be applied across the entire continuum of service. As our Navy continues to shape itself into the Navy our Nation needs we must strike a balance that allows us to recruit, train, and retain the talent required to man the ships, aircraft and submarines the tax payers of this nation provides. In the near future large increases in monetary incentives for Sailors over 10 years will not likely be offered, however we will continue to expand the use incentives such as CIP, AIP, SDIP, SDAP and A2P.

Q: What is the plan to increase, especially enlisted pay as I am seeing a lot E-5 and above Sailors getting out to make more money.

A: Military pay raises are controlled by Congress. In general, military pay compares favorably with civilian pay for people with similar experience levels. However, there are some skills that provide training and expertise that is desirable to civilian employers and Navy offers Special and Incentive pays when needed to ensure retention is sufficient for Navy requirements.

Q: On the topic of retention, instead of giving bonuses to sailors for signing up for the navy, why can't we give more SRBs to the ones who have put in the time?

A: The balance between recruiting and retention is complicated. On an annual basis we turn over about 12% of our force. Of the 12% we turn over 56% are either at the end of their careers or not retention eligible. We must continue to recruit. The competition for talent in the civilian sector demands that we continue to provide signing bonuses in order to attract highly talented people. We as a Navy employ SRBs within the limits of our financial constraints. Both Recruiting and Enlisted Community Managers routinely ask for enlistment and reenlistment bonus budgets larger than we are able to afford. We monitor the impacts of all the bonuses and make adjustments to balance retention and accessions.

Q: Will there be more incentive pay for manning issues that will arise from the vaccine mandate?

A: The impact that the vaccine mandate will have on manning is still being determined. It is possible that additional incentives (monetary and non-monetary) will be instituted but no decisions have been made.



TOWNHALL Q&A

2021

~ Questions & Answers ~

Q: As the private sector continues to outpace pay rates and bonuses for specialized individuals, such as "Nukes" or "IT"s, how will we increase/maintain retention?

A: There is no easy answer to this question. Retention of talent is a high priority for our Navy. The Navy continues to seek out modernization of its processes. We are exploring monetary and non-monetary incentives that can be applied across the entire continuum of service. As we monitor the impacts of our changes we will continue to adapt our limited bonus budget to optimize retention.

Q: MyNavy Coaching is a great idea. However, is there any plan on making it mandatory for Chiefs to take the course and implement it to help with old school mindset?

A: The intent of MyNavy Coaching is to build and sustain a coaching culture within the Navy. Coaching is a communication skill that can be used to leverage performance, and coaching is not required for any Service member to start engaging in. To build and sustain this coaching culture, we must focus on gaining commitment from our uniformed personnel, not compliance. Because of this there is no current plan to make MyNavy Coaching mandatory.

Q: Mid-term counseling has left a lot to be desired. Is there anything in the works to better utilize counseling and mold us as sailors?

A: There are several efforts in the works to reinforce and refocus efforts to develop and strengthen Mid-term Performance Counseling. The Chief of Naval Personnel has initiated a plan dedicated to the improvement of performance counseling Navy-wide, please follow the link to learn more about these initiatives.

<https://www.mynavyhr.navy.mil/Career-Management/Talent-Management/Coaching/>

Q: Since PRIMs 2 is still not up will the season be voided. It leaves a lot of room for error down the line.

A: The PFA Cycle 2021 will still be executed and will not be voided. NAVADMIN 264/21 directs CFLs to not enter data in PRIMs 2, but continue to record official scores on the official Body Composition Assessment (BCA) and Physical Readiness Test (PRT) score sheets. These along with the Physical Activity Risk Factor Questionnaire (PARFQ) and Medical Clearance/Waiver forms will be maintained hard copy for a period of five years. Commands will continue to document PFA results in FITREPS and EVALS.

Q: Will the new ENAVFIT be fully functional before launching unlike PRIMs 2?

A: Yes, eNAVFIT will be fully functional. The forms will look identical to NAVFIT98A forms. eNavFit will be the first Performance Evaluation Transformation-Talent Management initiative to be released. eNavFit consolidates the functionality of NAVFIT98A into a web-enabled performance evaluation. Sailors will be able to draft, electronically submit and sign performance evaluations for submission to the Sailors official military personnel file in a matter of days. The functionality of eNavFit will improve report accuracy, timeliness and quality as well as reduce evaluation processing, submission errors and routing delays.

Q: Is there any update on the new PRIMs program?

A: The new planned release date for PRIMs-2 is 31 January 2022. It will not be at full potential, but will provide CFL/ACFLs the ability to successfully execute the PFA. The system upgrades are intended to make identifying trends at a command easier. Future releases, along with feedback from Fleet users, will provide increased functionality and usability.

Q: When will PRIMs-2 release? Will PRIMs-2 make identifying trends at a command easier?

A: The new planned release date for PRIMs-2 is 31 January 2022. It will not be at full potential, but will provide CFL/ACFLs the ability to successfully execute the PFA. The system upgrades are intended to make identifying trends at a command easier. Future releases, along with feedback from Fleet users, will provide increased functionality and usability.



TOWNHALL Q&A | 2021

~ Questions & Answers ~

Q: Will the new NAVPERS 15878 (career counselor handbook) be adding 12 month CDBs as a requirement for E5 and junior sailors?

A: Career Development Board (CDB) schedule is driven by fleet requirements. The Career Counselor Handbook (NAVPERS 15879) update will reflect the current CDB schedule, which does not include 12 month CDBs for E5 and below. Commands are encouraged to increase the periodicity of CDBs as they see fit.

Q: For the vaccination. For the sailors that didn't get it. Is there a timeline for them to be separated or how is that going to be handled?

A: Current guidance regarding the administrative management of vaccine refusal can be found in NAVADMIN 283/21.

Q: Please remove the 2 courses per quarter limit for the TA policy. If I am deployed 6 months I cannot use TA and I would like to try to use the max while home

A: The two course per fiscal quarter cap is in place so Sailors do not take on too much at once. This ensures Sailors are not going to school at a full-time equivalent rate while also trying to meet their duty and operational requirements at their command. Understanding that traditional college courses may be difficult to take while deployed, we do offer the Navy College Program for Afloat College Education (NCPACE), which is available for Sailors assigned to Type 2 and 4 sea duty that allows disconnected, self-paced, completion of college courses.

Q: I've heard rumor that Chief initiation is mandatory. Is this true? If so, why? If someone does not want to be a part of that fraternity shouldn't have to be.

A: Chief initiation is mandatory. The requirements for being pinned to Chief are passing a PFA and completing the training subject, "Teaching the Creed." It is not an option, but rather a requirement to be pinned/frocked/promoted to Chief.

Q: Any discussion on extending maternity/paternity leave? As a first time parent, three months was extremely short and was not ideal for crucial bonding time.

A: Navy does not control the maximum length of Parental Leave as that is set by statute. While a new birth mother can currently receive 6 weeks of Maternity Convalescent leave and 6 weeks of Primary Caregiver Leave for a total of 12 weeks, there is nothing that prevents a new birth parent from using accrued regular leave to extend time off.