The Transformation Digest

Overview

The Transformation Digest is a compilation of information spanning various MyNavy Transformation workstreams. Each issue highlights key milestones, governance decisions, and information to increase awareness and alignment within the Transformation workforce.

This issue covers:

Recap of Key Meetings

+ Mini-Fast Cruise 3 took place from May 19-25, 2021 and focused on USNA Payroll, My Personal Relationships (MPR), and MySailor Data (MSD).

+ The Fleet Delivery Team (FDT) successfully completed At-Sea Testing in May/June 2021.

+ NP2 IOC Synchronization Meeting, T-6, was held on July 22, 2021 and focused on NP2 Services and Systems Delivery.

+ TOPS to MNCC CRM Information Sessions will begin in late Summer 2021.

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NP2

Leadership Update on NP2 IOC
As of August 10, 2021

A message from...

First, we want to extend a special thank you to the entire NP2 team for keeping a Sailor-first focus every day. Reflecting on the tremendous work the team has done toward the delivery of an NP2 Minimum Viable Product (MVP) to achieve Treasury Direct Disbursing for the U.S. Navy, our accomplishments to date have been remarkable. Of the 49 products required for the NP2 MVP, 22 have been released, 1 is awaiting release, 20 are in test, and only 6 are left in development. We recognize that consolidating 55 legacy systems into one system of systems for our total force personnel and pay activities is an unprecedented effort.

As many of you are likely aware, monthly waypoint assessments with CNP on NP2 IOC (i.e., deployment/"go-live") are being conducted to actively monitor the critical pathway required to deliver the NP2 MVP. After carefully examining the development work, testing of the system, training required, and other critical path milestones, **CNP and our senior Leaders have decided that a January 2022 NP2 MVP IOC is not achievable with an acceptable level of risk.**

Several courses of action (COAs) have been presented to CNP and Leadership. It is critical we get this right and keep our foot on the accelerator! With the earliest COA for IOC as March 2022, we ask that you continue to push ahead intelligently and aggressively. **As a result, there is no space to slow down our efforts, but instead a thoughtful analysis for where we can mitigate the most risk for a successful NP2 deployment.**

We are still required to deliver the 'Pay Release' on September 30, 2021 for Pay Validation, as well as initial development, 'COTF Release', on November 15, 2021 for the COTF assessment and technical delivery of a usable NP2 Pay IOC MVP as soon as practical.

We all play a critical role in the process, whether it is system development, training, testing, or delivery, to bring the best possible product forward. While COVID has put many strains on us during the last 16+ months, please continue to invest and engage in effective collaboration with your teams virtually and where safe/possible in person. It is important we continue to look after each other and ourselves throughout this effort.

Thank you again for your tremendous work, and we look forward to the team's continued successes,

-Leon and Ken

CAPT Leon Higgins
Branch Head,
Enterprise Support
Transformation and
Optimization (ESTO)

Mr. Ken Johnson
Program Manager,
Sea Warrior MyNavy
HR IT Solutions

The Transformation Digest

Transformation Stand Out Spotlight

Nominated by: CAPT Claudia Macon, CDR Julie McGill

PS1 Marcus C. Sirdoreus
NOSC Springfield, MO
Manpower/RESPAY LPO/CCC

PS1 Marcus Sirdoreus volunteered over 100 hours assisting with the implementation of the Navy Personnel and Pay (NP2) system by working to integrate over 50 programs into NP2, while also managing 12 programs for the Command Assessment. He dedicated over 30 hours in the Mini Fast Cruise series, where he leveraged his rating expertise to provide direct feedback to the NP2 development team which improved the efficiency and transparency of NP2.

His energy, drive, and thoughtful contributions have made him a tremendous asset to the Reserve Force Transformation Team and the Navy.

Background
A native of Springfield, MO, PS1 Sirdoreus entered the Navy Reserves under the New Accession Training program and graduated Recruit Training Great Lakes in February 2011, before attending Personnel Specialist "A" School in Meridian, Mississippi. He has a Bachelor of Science in Healthcare Administration obtained at the University of Management and Technology.

Current Duties
PS1 Sirdoreus's current duties include: Department Lead Petty Officer for Manpower, Command Career Counselor, Command Managed Equal Opportunity Manager, Assistant Security Manager, and Assistant Education Service Officer. PS1 Sirdoreus checked into NOSC Springfield, MO in February 2018.

Duty Stations
His duty stations include NOSC St. Louis, Coastal Riverine Squadron 10 C Company 2nd Platoon, NAVCENT Det Bagram, Navy Mobilization Processing Site Norfolk, and Career Transition Officer Transition Assistant at PERS-97.

PS1 Sirdoreus (top right) and team at NOSC Springfield, MO

Fleet Delivery Team (FDT) Update

POC: CDR Ron Pugh

Key Highlights

- NP2 testing at-sea was successfully conducted in May/June 2021 aboard the USS Bainbridge and USS Harry S. Truman

- Phase 1 of the NP2 Delivery Plan will instruct Commands to establish the Functional Account Manager (FAM) as the first user role approver

- Virtual familiarization training will be conducted by the FDT

Command Startup Guide (CSG)

- The CSG has been posted to the NP2 Resources page on MyNavy Portal with detailed steps for Commands to set up for NP2

- Details can be found here: https://my.navy.mil/np2.html

Familiarization Training Updates

- The FDT will be hosting both virtual and live in-depth NP2 Familiarization sessions

- The timing and availability of the sessions will be posted on the NP2 Resources page on MyNavy Portal: https://my.navy.mil/np2.html

NP2 At-Sea Testing

In May and June 2021, the FDT completed two successful tests of NP2 products aboard the USS Bainbridge and USS Harry S. Truman.
- The Bainbridge test was pier-side simulating an underway communications environment.
- The Truman test was underway with the air wing embarked for a week.
- Ship's personnel who were exposed to NP2 during the tests were generally impressed with the new personnel and pay system and expressed their excitement for the capabilities it will deliver.
- The FDT gathered lessons learned and key experiences during these visits that will help shape the future at-sea tests.

Command Startup Guide

- The FDT developed and published an NP2 Command Startup Guide (CSG) on the NP2 Resources Webpage on MyNavy Portal. The CSG serves as a step-by-step guide to ensure Commands are ready to operate in NP2.
- **NAVADMIN #1**
    - Will provide additional directions for commands to begin **Phase 1** of the NP2 Delivery Plan to establish the Functional Account Manager (FAM) who will serve as a Command's NP2 user role approver.
    - Detailed instructions on how to complete this phase are in Appendix A of the NP2 CSG.
    - Additional assistance, if required, will be provided by the FDT via the MNCC Contact Center.
- **NAVADMIN #2**
    - Will direct Commands to begin **Phase 2** of the NP2 Delivery Plan and establish the user role approval chain (Security Manager, Information Assurance Manager, Command Account Administrator, and first Supervisor).
    - Once the approval chain is in place, Commands will begin to establish the remaining Command user roles.
    - Detailed instructions for the phases will be in the NP2 CSG.
    - The FDT will provide Hypercare via the MNCC Contact Center.

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MFC Overview

The MFC is a series of readiness exercises on specific NP2 products and affiliated business processes that enable participants to walk through various Fleet scenarios to obtain functional user feedback, identify gaps or deficiencies, and assess business readiness and capabilities for NP2 IOC.

Fast Cruise

The results and lessons learned from the MFC series prepare the organization for the "Fast Cruise" *(targeted for Fall 2021).*

- The Fast Cruise is an all-encompassing exercise to include both process and technology components of our transformation for PERS/PAY required at NP2 IOC.
- A Fast Cruise is critical to ensure end-to-end processes are comprehensively evaluated to identify deficiencies and mitigation strategies.

Looking for Materials?

Readiness materials are located in the "ORE FAST CRUISE" team folder on DEKPLATe:
https://mpte.navy.deps.mil/Pages/Home.aspx

Mini Fast Cruise (MFC) #3

POC: CAPT Joyce Richardson

ESTO and IT/CIO executed the third MFC readiness exercise from May 19-25, 2021, which focused on the end-to-end processes and interactions for three NP2 IOC products: USNA Payroll, My Personal Relationships (MPR), and MySailor Data (MSD). Additionally, this MFC included an afloat session with a DDG for both the MPR and MSD products.

Key Themes

1 — System Interface & Workflow Opportunities
Fleet and Back Office personnel must have a consistent understanding of terms, role expectations, and workflow capabilities (i.e., bypassing and routing). This includes:
- Establishing workflow bypass, overrides, and reroute steps necessary to eliminate workflow bottlenecks
- Reference guides for terminology
- Defining browsers required (ashore and at sea)

2 — Back Office and Fleet-facing Interaction with NP2 Products and External Systems
Clarification and communication is needed on the connection between NP2 products and external systems, and legacy timelines (i.e., sharing information across systems, identifying authoritative system, and sunset timeline).

3 — Auditability and Oversight via NP2 Reports
Auditing requirements should drive Key Supporting Document (KSD) retention, archival process, and reporting capabilities.

Afloat Debrief: 21 MAY 2021

- Select members from the Fleet Delivery Team (FDT) traveled to TSC Norfolk to conduct a MFC session for My Personal Relationships and MySailor Data.
- The scenarios were executed three times from initiation to approval, including the entire processes at sea and from sea-to-shore (TSC Norfolk).

Overview

- The CLREC Navy Global Deployer app is designed to help prepare Sailors and their families for and operational environments in unfamiliar places – whether in combat zones, foreign ports, or an overseas PCS move, CLREC has it all.
- Between 10-15% of service members will be outside of the country in a given year.

Did You Know?

- The app was originally released four years ago, designed as a Ready Relevant Learning (RRL) tool to help Sailors meet requirements for cultural awareness and language familiarization.
- Since the original release, resources for over 60 countries have been programmed into the app, providing users with assistance on language, history, geography, people, ethnic groups, religious institutions and social norms.

Want to Know More?

Download the CLREC Navy Global Deployer App by going to applocker.navy.mil today!

Mobility Update

POC: LCDR James McLeod

CLREC Navy Global Deployer Application

The **Center for Language, Regional Expertise, and Culture (CLREC) Navy Global Deployer** mobile application was designed as a Ready Relevant Learning (RRL) tool to prepare Sailors and their families for potentially unfamiliar places abroad.

The application helps Sailors meet requirements for cultural awareness and language familiarization and includes resources for over 60 countries, providing users with assistance on language, history, geography, people, ethnic groups, religious institutions, and social norms.

The July 2021 CLREC Navy Global Deployer app updates include:

Content for Countries
- Content for six new countries have been added
- Content for 28 countries have been updated

Content for Languages
- Two new languages have been added
- 39 languages have been amended

Country-specific resources can be found in the application separated by geographic commands. Upon selecting the desired command and country, users will see a list of documents and weblinks available for use. Additionally, immersive lecture-style lessons are available for select countries.

Popular App Features

- **Every Deployment a Global Engagement (EDGE) Basic and Advanced Courses**
  EDGE basic and advanced cross-cultural courses are available to prepare for deployments to Overseas Fleet Concentration Areas.
- **Cultural Orientation Training (COT) Courses**
  COTs are available to prepare for short-term deployments.
- **Record Completion of Trainings CAC-free**
  Completion of EDGE and COT courses can be recorded in a Sailor's Electronic Training Jacket within the application – a benefit consistent with the Navy App Locker's push for CAC-free functionality.

MNCC CRM Goals

Moving from TOPS to MNCC CRM will improve:
- Reliability
- Efficiency
- Transparency
- Workflow
- Flexibility
- Ease of Use

Join the Info Sessions!

CPPAs should plan to attend the Facebook Live Events to learn more about topics covering:
- Transformation Overview
- MNCC CRM Overview
- Demonstrations of MNCC CRM
- Overview of Training Resources
- Review of Frequently Asked Questions (FAQs)

CPPA Information Sessions are tentatively scheduled for August-October 2021.

TOPS to MNCC CRM

POCs: Ms. Elisabeth Stephens, CAPT Carol Kushmier

The Navy is transitioning Transaction Online Processing System (TOPS) functionality to a cloud-based Customer Relationship Management (CRM) platform. MNCC CRM will be the case creation and management system for HR inquiries. Expanding the use of MNCC's CRM across the enterprise will increase transparency, improve efficiency, and enable Command Pay and Personnel Administrators (CPPAs) and Personnel Support Detachment (PSD)/ Transactional Service Center (TSC) personnel to submit Personnel and Pay cases through the same system that MNCC currently uses to track Sailor support cases.

CPPA Information Sessions

To ensure a smooth transition to MNCC CRM, the Navy will host and facilitate Information Sessions for CPPAs starting in late Summer 2021.

Who will be invited?
The target audience is all CPPAs.

What will the sessions entail?
Each session will be an informative dialogue covering:
- What the TOPS transition is
- Training highlights and demos
- Where to find additional support
- Q&A for CPPAs to get their questions answered

Where will the sessions be hosted?
The sessions will be held across Facebook Live on the CPPA Facebook page.

How will people know to join?
The CPPA Information Sessions will be marketed through multiple channels, including the CPPA Facebook, Navy Leadership Communications, and Ops Alerts.

MNCC CRM will be used by CPPAs to submit PERS/PAY cases, by TSC and PSD supervisors/clerks to update, transfer, and close the cases, and by agents to monitor the case status from open to close.

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Upcoming NP2 Events

- **Daily 15:30 EST:** Daily Chief Product Owner Meetings

- **19 AUG 2021:** T-5

- **16 SEP 2021:** T-4

User Feedback

- NP2 IOC is just the first milestone of NP2 –the development is an ongoing, iterative process.
- Sailors, the HR workforce, and Navy Leadership can expect continuous enhancements to processes and systems as new milestones are reached through Full Operating Capability (FOC).
- Feedback will be continuously collected on NP2 to inform future iterations of development.
- The success of NP2 depends on user feedback for improvement.

Want More Information?

Detailed NP2 training tools – providing step-by-step instructions for completing NP2 actions – will be available on the NP2 landing page as they become operational. Tools can be accessed via the NP2 Resources Page on MyNavy Portal:

https://my.navy.mil/np2.html

NP2 Product Update

POC: Ms. Lori Natividad

Using agile development, new capabilities continue to be developed and added to the Navy Personnel and Pay (NP2) system for technical release on a quarterly basis. The Q3FY21 NP2 technical release included USNA Payroll, Competencies & Qualifications, Bonuses Framework, AND Flight Log Deck.. *Note: the capabilities will NOT be available for operational use by Sailors and the HR Workforce until IOC.*

Q3FY21 NP2 PRODUCT RELEASE UPDATE

USNA Payroll	This product provides full payroll capabilities, including payments through the Treasury Direct Disbursing (TDD) for all midshipmen at the Naval Academy.
Competencies & Qualifications	This product provides the ability to assign and manage Sailors' competencies and qualifications, such as: Enlisted Designator, SSP, AQC, AQD, and NEC.
Bonuses Framework	This product builds the framework in NP2 to deliver incentive payments to Sailors. Feature includes tracking installments and data collection.
Flight Log Deck	Provides the capability to establish and maintain Sailor eligibility to receive Hazardous Duty Incentive Pay Flight Deck Duty.

Upcoming NP2 Products for Q4FY21 Release

The following capabilities are planned for technical release in Q4FY21 and will be available for operational use by Sailors and the HR workforce at IOC:

- Funds Check
- Assignment Screening
- Reenlistments & Extensions
- Enlisted Advancements
- Muster Report (ACDU)
- Transfer and Travel H2R (hire to retire)

- Decedent Processing
- Disciplinary Actions
- Retirement Points / Annual Statement of Service
- Officer Obligations & Letter of Intent

Key Milestones/Dates

- **17 AUG 2021:** Begin DFAS Training with NP2 Familiarization

- **31 AUG 2021:** Final Signing of Memorandum of Agreement (MOA)

Navy/DFAS MOA

The Navy/DFAS agreement for payroll operations highlights key roles and responsibilities focused around:
- **Navy:** Assumes Navy Military Pay mission and system responsibility
- **DFAS:** Service provider for Military Pay functions

Current Focus Areas

Current DFAS focus areas are centered around:
- NP2 Training
- Validation Testing
- Retroactive Pay Analysis

DFAS Update

POC: Mr. Andrew Daniell

At NP2 IOC, the Defense Finance and Accounting Service (DFAS) will continue to provide the world class service for Navy military pay as it does today. The N10 office is in close collaboration with DFAS to ensure a seamless transition from legacy systems to NP2 is achieved, armed with trained DFAS staff to process Sailor pay in a timely and accurate manner.

As a result, the Department of Navy (DoN) and the DFAS have recently collaborated to complete a Memorandum of Agreement (MOA) for payroll operations. This MOA documents DoN/DFAS roles and responsibilities to support the seamless continuation of the Navy Military Pay mission.

Navy Roles and Responsibilities

+ Assume Navy Military Pay mission and system responsibility
+ Support Accounting Functions of NP2 sub ledger
+ Support DFAS users with System Management functions
+ Formulate and publish policy and procedural guidance associated with the Navy Military Pay mission

DFAS Roles and Responsibilities

+ Service provider for Military Pay functions
+ Perform Treasury Disbursing Operations reconciliations and reporting
+ Validate and process Sailor Pay transactions
+ Perform payroll maintenance and certification
+ Process retroactive pay transactions

Under the current plan, employees at DFAS will continue to support all of the functions associated with Military Pay Operations-Cleveland (MPO-CL), while the Navy has simultaneously stood up a new oversight branch within ES-704 to act as liaison between MPO-CL and the DoN.