

Overview

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

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The Transformation Digest is a bi-monthly update produced by the Organizational Change Management (OCM) Team supporting the Enterprise Support Transformation and Optimization (ESTO) Branch. Distribution is authorized to U.S. Government Agencies and their Contractors.

For more Transformation materials, visit the Dynamic Enterprise Knowledge Platform (DEKPLATe) at <https://mpte.navy.deps.mil/Pages/Home.aspx> and click on "Transformation & Optimization."

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Transformation Standout Spotlight

Nominated by: Mr. Bruce Bare, Mr. Steve Young



Cory Schick

GS-13, NETC N6

Training Delivery Services Engineering Lead

Cory Schick has been an integral part of the United States Navy for over 30 years. He has served as an acoustic AW aboard P-3C aircraft for VP-49 and VP-5, followed by serving as an A-School AW instructor at Naval Air Technical Training Center (NATTC) before ending his distinguished military career of nine years.

Over the past 21 years, Cory has proven to be an indispensable member of Naval Education and Training Command's (NETC) N6. Cory leads the Training Delivery Services Engineering team in support of the NETC training network. He boasts many outstanding achievements in support of Ready Relevant Learning (RRL) and Transformational efforts. His work is hallmarked by brilliant technical analysis and design, out-of-the-box technical solutions, an infectious leadership ability to build and motivate teams, and a passion to deliver only the best capabilities for our Sailors.



Training Leader

As lead engineer for NETC's Training Delivery Services, Cory masterfully spearheaded TRANET modernization delivery solutions in search of rich RRL content including GPU-enabled virtual desktops, wireless requirements, and mobile end point solutions.



Cloud Champion

He is currently developing the design for a future TRANET Hybrid Cloud, which will allow for cloud-based virtualized end points and content delivery.



Virtual Training Pioneer

He designed, tested, and deployed various creative virtual classroom training solutions, allowing key RRL train-the-trainer events, modern course pilots, and final modern content delivery timelines to stay on track. His solutions enabled NETC Learning Centers to continue to fully train students in a virtual environment.

MNCC CRM Transition Impact

- The Navy's Transaction Online Processing System (TOPS) to MNCC Customer Relationship Management (CRM) transition impacts all Command Pay and Personnel Administrators (CPPAs).
- Moving functionality to the cloud-based CRM platform will increase transparency, improve efficiency, and enable CPPAs, Personnel Support Detachment (PSD)/ Transactional Service Center (TSC), and MNCC personnel to submit and track cases through the same system.

Upcoming Sessions

Please join the CPPA Facebook page for future events and access to relevant documents. The next sessions are tentatively scheduled for:

- 17 NOV 2021
- 8 DEC 2021

FAQs

FAQs are gathered from the sessions and responses are posted on a weekly basis to the CPPA Facebook Page.

TOPS to MNCC CRM Update

POC: CAPT Carol Kushmier

The Navy kicked off the CPPA Information Sessions for the TOPS to MNCC CRM transition in August 2021, targeting all geographically dispersed CPPAs across the Navy. To ensure a smooth transition to MNCC CRM, monthly Information Sessions will continue to be facilitated through the CPPA Facebook Page. During these sessions, key leaders and command personnel talk about the transition, answer questions, and discuss the training schedule requirements.

CPPA Information Sessions Overview & Recap



What topics are covered in the Information Sessions?

Each session will be an informative one-way dialogue covering:

- TOPS Transformation Overview
- MNCC CRM Overview
- Training highlights and schedule
- FAQ Review



Who is the target audience?

The sessions are open to all CPPAs across the globe. There will be monthly sessions to provide multiple opportunities to attend and reach the largest audience of CPPAs.



How many people attended the first two sessions?

To date, we have had over 100 CPPAs attending the information sessions, and have received a total of over 60 questions



What are the key takeaways from the first two sessions?

CPPAs are engaged and want to know more about how the new system will operate, functionality that will impact them, how they can create accounts, and where to go for training.



How are questions submitted and where will answers be posted?

Questions can be submitted before, during, and after the Information Sessions through PollEverywhere. Questions will be collected and answered by key subject matter experts. FAQs will be posted to the CPPA Facebook page.



ePAR Enhancements in MNP

The 30 SEPT 2021 MNP release included minor enhancements to the Electronic Personnel Action Request (ePAR) capability including:

- New Commanding Officer (CO) ePAR history table
- Command Career Counselor (CCC)/CO email autofill with drop-down menu options
- CCC/CO ability to view status of ePAR forms (Badge Status)
- Date picker via calendar pop-up for Sailors creating ePAR forms

New Tutorial Videos

Six new "How To" video tutorials are currently available under the Tutorials section on MyNavy Portal:
<https://my.navy.mil/tutorials.html>.

- How to submit a PARFQ
- How to review PRT results
- How to use the PFA calculator
- How to use the Final Multiple Score (FMS) calculator
- How a Command Career Counselor (CCC) can upload an ePAR on behalf of a Sailor
- How to check the status of an open case with the MNCC

Additional support tutorials will be posted throughout the following months – check back for more updates!

PRIMS 2.0

POC: Mr. Rob Brown

PRIMS 2.0 Release: Coming Soon!

The Physical Readiness Information Management System (PRIMS) establishes Navy standards for maintaining optimum health, physical, and mental stamina. The system focuses on the wellness of Sailors and their families by providing the skills and tools for fitness and nutrition to support the command mission and Navy operational readiness.

In FY2022, MyNavy Portal (MNP) will release the Sailor-facing PRIMS 2.0 update to provide enhanced and streamlined self-service to Sailors through MNP. PRIMS 2.0 enhancements to the Performance Career and Life Event (CLE) on MNP will include the following functionalities:

- ✓ **Submit a Physical Activity Risk Factor Questionnaire (PARFQ).** *Note: this feature will also be available in the QUICK LINKS section of the MNP home page.*
- ✓ **View Physical Readiness Test (PRT) results**
- ✓ **Use the Physical Fitness Assessment (PFA) calculator**



Key Highlights

- The rate conversion process has transitioned from a Career Waypoints (CWAY) to a MyNavy Assignment (MNA) function.
- Enlisted Sailors seeking rate conversions will be able to see position availability before applying for conversion.
- The approval process will occur within the MNA system.

Rate Change Approval Process

- If an out-of-rate request is **approved** by the ECMs, the application is considered a normal MNA application, and the Sailor may be selected for a new rating by the Rating Detailer. If an out-of-rate request is **disapproved**, the conversion job application will be voided in MNA.
- Sailors not selected for conversion or into a job of their current rating will roll to the next MNA cycle to restart the process.

Upcoming Milestones

- **December 2021:** MNA 4.8c scheduled for release

MyNavy Assignment (MNA)

POC: Mr. Todd Anderson

MNA 4.8c Release – December 2021

The MyNavy Assignment (MNA) 4.8c release will change the way Enlisted Community Managers (ECMs) set Conversion Quotas and will move the process from Career Waypoints (CWAY) to the MNA system. MNA Release 4.8c streamlines the Rate Conversion Process for Enlisted Sailors and Community Managers.

Enlisted Community Managers (ECMs)

- The conversion in and out quotas will serve as a “gate” in MNA, as quotas must be available for Sailors to apply for rate conversions.
- Each out-of-rate job application request will be electronically routed to the gaining and losing Rating ECM for their input and recommendation.
- Any conversion job application request that is not adjudicated by the ECM before the start of the Detailer Selection phase in MNA will be voided.
- Rating Detailers will review all applicants for their jobs and make selections that best meet the needs of the Navy and the Sailors’ requests.

Enlisted Sailors

- Whereas Sailors previously had to apply for rate conversions before seeing the availability of positions, Sailors can now shop for positions and see the availability of both in-rate and out-of-rate jobs before applying.
- Rate change requests will be made, approved, and processed within the MNA system.



NOTE: This change applies to all Enlisted Sailors. It will make the rate conversion process smoother and more user-friendly for Enlisted Sailors, ECMs, and Rating Detailers.



Moodle LMS Key Highlights

- Cloud-based system that creates interactive online learning courses.
- Provides new capabilities allowing Sailors to utilize features such as gaming and video options, ultimately enhancing the learning experience.
- Supports RRL and CNP's overall Transformation initiatives.

Upcoming Focus

- Receipt of the Moodle NIPR Authority to Operate (ATO) is anticipated in Q2FY22.
- Once the ATO is confirmed, the team will begin migration of content to support acceptance testing and Learning Stack/Moodle Initial Operating Capability (IOC). In parallel, the team will begin the migration of content from the legacy AtlasPro/NeL environment, which is expected to take several months.
- At the conclusion of content migration (Q4FY22), the environment will achieve Full Operating Capability (FOC) and the legacy NeL system will be decommissioned.

Learning Stack Update

POCs: Mr. Bruce Bare, Mr. Joe Mata

Learning Stack continues to focus on implementing an IT infrastructure aligned with policy and process changes and evolving industry capabilities to support Ready Relevant Learning (RRL) and MyNavy HR Transformation priorities. Business processes and technical features are continuously modified and enhanced to accommodate the modern, multi-platform training environment solution preferred by new recruits and current Sailors.

Modular Object-Oriented Dynamic Learning Environment (Moodle):
Learning Management System (LMS)

MyNavy HR IT Solutions and the Naval Education and Training Command's (NETC) teams continue to work together to **replace the current AtlasPro/Navy eLearning (NeL) Learning Management System (LMS) with a next generation cloud-based Learning Management System, called Moodle.**

Moodle LMS

Moodle Functions and Benefits

- Leverages an adaptive open-source learning platform and course management system to create interactive online courses.
- Provides Sailors with additional capabilities not present in the current legacy system, including gaming, video, synchronous training, and assessments/surveys.
- Assessment functionality (tests, quizzes, surveys) will be migrated from the Learning Assessment System (LAS), Question Mark Perception (QMP), and CeTARS assessment module(s) into the new Moodle LMS solution, streamlining functionality between assessments and courseware.

Learning Record Store (LRS) Moodle Integration

- LRS is the repository for receiving, storing, and providing access to learning records, and will share environments with the Moodle LMS. The LRS relies on Experience API (xAPI), an e-learning software specification that allows learning content and learning systems to speak to one another. Data collected and stored in the LRS can be shared with other systems for reporting analytics, and to support adaptive learning experiences. Data can be compared and analyzed to evaluate the effectiveness of training programs and learning solutions.

Upcoming NP2 Events

- **Daily 15:30 EST:** Daily Chief Product Owner Meetings
- **18 NOV 2021:** T-X
- **16 DEC 2021:** T-X

September 2021 T-X Recap

- The September T-X theme was “NP2 Go-Live, Refining Our Course” and focused on aligning the NP2 Work Teams to the new DOTMLPF-P testing construct outlined in the NP2 Way Ahead.
- The team will continue to review high priority risks, action items, proper alignment of team members to workstreams, and audience size and scope as we move toward NP2 IOC.

NSIPS Feedback Requested

If you use data from Navy Standard Integrated Personnel System (NSIPS) in a non-typical way, the NP2 team requests your feedback.

Please forward your unique actions to LCDR Kris Kalstad at Kristofer.w.kalstad@usnavy.mil

NP2 Way Forward

POC: CAPT Joyce Richardson

At the NP2 Way Ahead brief in September 2021, the Chief of Naval Personnel (CNP) determined that the program will execute under an **events-based timeline, driven by entry and exit criteria** for each programmatic milestone vs. calendar-based specific dates.

This new events-based approach will ensure that the events are properly linked to test the technical solution, identify interactions, test operating procedures, and evaluate readiness to operate the system. All stakeholders will continue to push forward to execute delivery of a NP2 Minimum Viable Product (MVP) upon successful completion of exit criteria for each milestone on the NP2 critical path.

This plan ultimately grants a higher likelihood of success in a shorter timeframe by applying strong risk mitigation to raise operational confidence to deliver the best possible NP2 product for Sailors and their families.

NP2 Way Forward Outcomes *September 2021*

- A Doctrine, Organization, Training, Material, Leadership, Personnel, Facilities, & Policy (DOTMLPF-P) approach will be leveraged, which aligns components necessary to execute the program from product development to delivery
- Five months of analysis and testing of NP2 and Legacy systems
- Three months of parallel operations with NSIPS/Defense Joint Military Pay System (DJMS) and NP2 with a limited population to compare system output with real data and actual operator interactions
- NSIPS/DJMS is used for all pay transactions. While NP2 will be used for all operations leading to pay file generation, it will not transmit to Treasury to pay Sailors
- Test of Treasury interface will occur in test environments



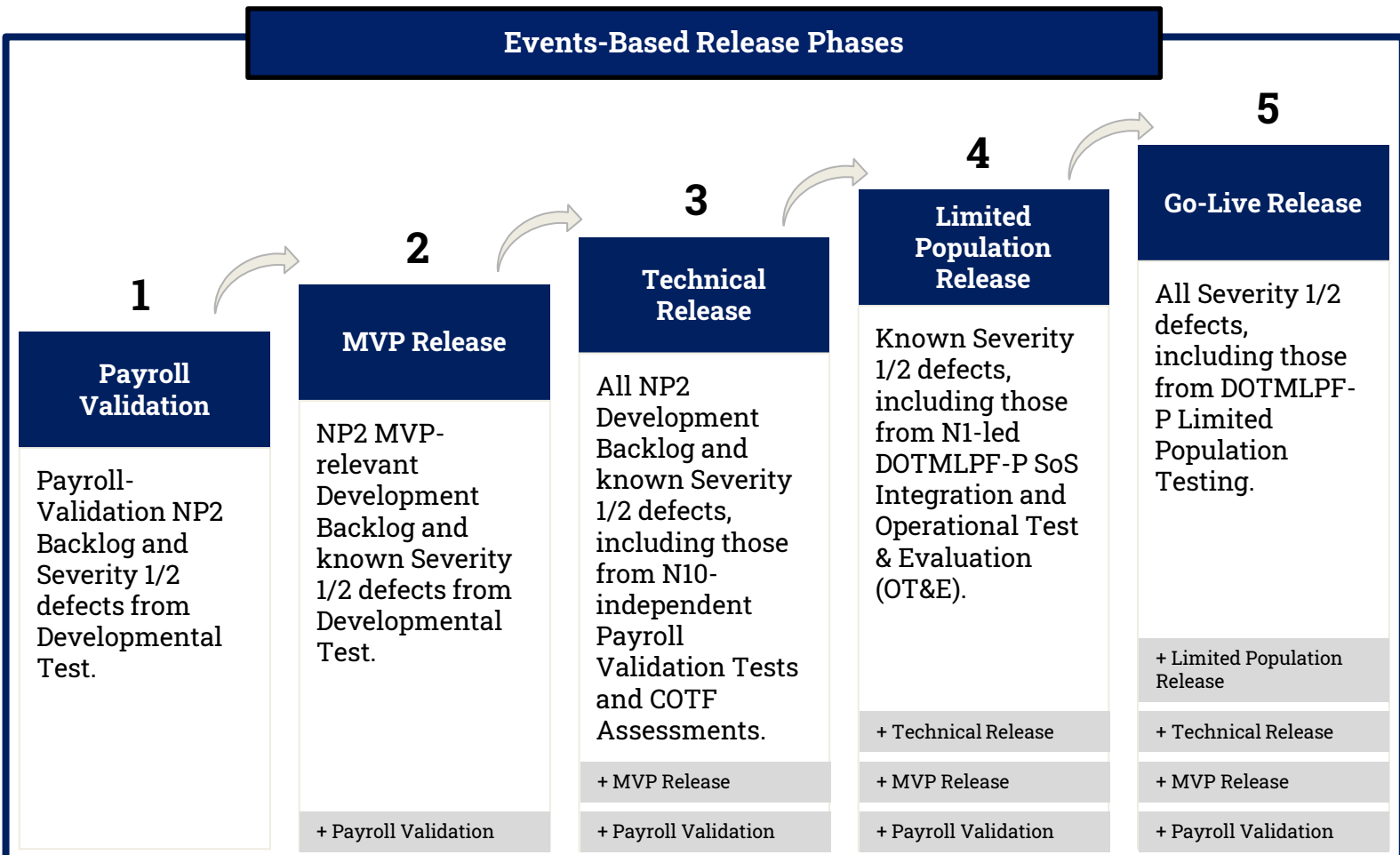
NP2 Way Forward (cont.)

POCs: CAPT Joyce Richardson, Ms. Nuria Hernandez

The NP2 events-based approach is focused on off-cycle releases to support the major test phases, which includes continuous system maturation moving from NP2-focused verification testing into operational system-of-systems (SoS) validation testing. Key events-based milestones are highlighted in the graphic below.

The key off-cycle releases include:

- 1) **Payroll Validation** to N10
- 2) **MVP Release** to COMOPTEVFOR for independent COTF testing
- 3) **Technical Release** to N1 for DOTMLPF-P testing
- 4) **Limited Population Release** to N1 for DOTMLPF-P testing
- 5) **Go-Live Release** to the Fleet.



All steps from the previous test phase must be completed before a new phase begins. Maturation at each phase also addresses any relevant defects that have been identified in previous testing.



DOTMLPF-P Approach

POC: Mr. Joe Incorvia

Doctrine, Organization, Training, Material, Leadership, Personnel, Facilities, and Policy (DOTMLPF-P) is a common military framework used to align components necessary to execute a program from concept to product development and delivery. For NP2, we are assessing the inter-relationships of DOTMLPF-P components to implement an end-to-end testing and validation plan that covers system-of-systems (SoS) operability. We refer to this total testing period as DOTMLP-P Testing to emphasize the full scope of analysis and testing events.

NP2 DOTMLPF-P Framework

Doctrine	NP2 Concept of Operations (CONOPS)
Organization	Reviews how MyNavy HR and the Fleet is structured to perform Personnel and Pay Transactions
Training	Ensures the MyNavy HR Workforce and Sailors are prepared for the change to NP2
Material	Addresses the overall IT system integration and functionality
Leadership	Ensures the HR Workforce and Command leaders are prepared for implementation
Personnel	Evaluates sufficient manpower is available for the change to NP2
Facilities	Ensures facilities can support the transition to NP2
Policy	Reviews policies and procedures to ensure materials are clear and up-to-date

The operational validation tests will ensure that the major elements within DOTMLPF-P on the NP2 critical path are addressed, aligned, and integrated. Key milestones for the DOTMLPF-P NP2 and legacy system testing follows an events-based approach.

DOTMLPF-P Key Milestones

Lessons learned from previous releases are being utilized to address system gaps and test interoperability between legacy systems and NP2. End-to-end testing will also include Sailor-driven Fast Cruise events and Afloat testing. **Key milestones for the DOTMLPF-P testing of NP2 and legacy systems include the following:**

1. Monthly Gap Analysis
2. Fleet-led Afloat Test #1
3. System Overlap Analysis (Scaffolding) Begins
4. Internal/External System Interface Analysis Begins
5. MyNavy HR IT Solutions Command Operational Test Force (COTF) Release (Ruthless MVP)
6. System Overlap Analysis (Scaffolding) Continues
7. System-of-Systems Operability Testing
8. Legacy IT Scaffolding
9. Fleet-led Afloat Test #2
10. Fast Cruise #1
11. MyNavy HR IT Solutions NP2 Technical Delivery
12. Fast Cruise #2
13. IT Scaffolding/Legacy System Integration
14. NP2/NSIPS/DJMS System Blackout
15. NP2 Data Conversion Begins



Fleet Delivery Journey to NP2 IOC

POCs: CAPT Carol Kushmier, CDR Ron Pugh

From a Fleet perspective, it is critical to manage command and Sailor expectations for Navy Personnel and Pay (NP2) Initial Operating Capability (IOC). There will be three major Fleet-Facing phases in the NP2 Journey to IOC. The start of each phase will be announced via NAVADMIN. Each phase contains required command actions, NP2 training availability, and Fleet Delivery team engagements. The beginning and end of each phase will be accessed by entry and exit criteria, defining both user command and NP2 system readiness. **We are currently in Phase 1 of the Fleet Delivery Journey to IOC.**

Three-Phased NP2 Fleet Delivery Plan Approach



Phase 1 : NAVADMIN 178/21 (CURRENT PHASE)

- The NAVADMIN released in August 2021 marked the beginning of Phase 1 of the NP2 Fleet Delivery Plan.
- Commands must establish the **Functional Account Manager (FAM)** as the **first** of five total initial user roles in the approval chain no later than **December 1, 2021**.
- The **NP2 Command Startup Guide** is available with detailed guidance on establishing required user roles and completing trainings.
- **MNCC Hypercare team** is available for command and Sailor NP2 support.

Phase 2: Ideally Begins ~300 Days Prior to IOC, Duration Goal ~3-4 Months

- A NAVADMIN will be released requiring Commands to establish the approval chain's remaining **four** initial user roles: **Command Approver Administrator (CAA)**, **Supervisor (SUP)**, **Security Manager (SM)**, and **Information Assurance Manager (IAM)**.
- The CAA will **establish Organizational Hierarchy** for all user roles in their command.
- Commands will complete Organizational Hierarchy training.

Phase 3: Ideally Begins ~180 Days Prior to IOC, Duration Goal ~4-6 Months

- Commands will be required to complete **NP2 Command Startup Guide checklists**.
- **Virtual NP2 familiarization** roadshows will begin **120 days prior to IOC**.
- **In-Person NP2 familiarization** roadshows will begin **90 days prior to IOC**.
- **NP2 User Training (NPUT)** will be made available.



After Phase 3, Commanding Officers must **submit a command certification letter** to MyNavy Career Center (MNCC) once all checklists and required trainings are complete approximately **30 days prior to IOC**.



Visit the NP2 Resources page at <https://my.navy.mil/np2.html> for the NP2 Command Startup Guide, NAVADMINs, templates, and more.

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Fleet Delivery Plan: Phase 1

- NAVADMIN 178/21, released in August 2021, marked the beginning of Phase 1 of the NP2 Fleet Delivery Plan.
- Each command is required to **establish the Functional Account Manager (FAM)** as the **first** of five total initial user roles in the approval chain.
- The NP2 Command Startup Guide is available with detailed guidance on establishing required user roles and completing trainings.
- **The FAM user role must be established by December 1, 2021.**

NP2 Resources Page

- For the most up to date information regarding NP2, the NP2 Command Startup Guide, NAVADMINs, and templates, and more, refer to the NP2 Resources page, accessed via My Navy Portal:
<https://my.navy.mil/np2.html>
- The Access Control Policy for Command FAMs will be available soon on the NP2 Resources page.

User Access Role Management (UARM)

POCs: CDR Ron Pugh, LT Channell Brown

The Fleet Delivery Team (FDT) began executing the NP2 User Access Role Management (UARM) and Functional Account Manager (FAM) Information Briefing Sessions on August 31, 2021, to prepare all commands for NP2 IOC. As of October 13, 2021, the FDT has hosted and facilitated 36 sessions (35 virtual, 1 in-person) for over 500 Active and Reserve Commands.

Feedback on the Sessions

The overall feedback received from the UARM Information Briefing Sessions has been very positive. Enlisted Sailors and Officers noted that the sessions were very informative, not only in regard to the FAM role and how to establish that role at each command, but also NP2 as a whole and how it is meant to function. Many attendees stated they were not aware of NP2 and the large-scale impact it has prior to the briefing sessions.

As of October 13, 2021, a total of 1,041 FAM accounts have been approved and 173 FAM accounts have been initiated. These FAM accounts span across 3,112 Unit Identification Codes (UICs) of the 4,744 target UICs. A significant metric from these numbers is that **69% of all FAM accounts created have been from brief attendees**, which showcases that attendees are successful in creating FAM accounts once they attend a FAM brief.

Key Takeaway

A key takeaway from the FDT is that it is crucial for Leadership and the Organization to continue communicating policy and process changes to the Fleet. Ensuring Command CPPAs and personnel clerks, Retention teams, Command Leadership, and TSC/PSDs are fully trained on new processes and current instructions/regulations will be key to the success of NP2 and the Organization as a whole.

Why is UARM Important?

UARM is a critical first step to streamlining pay functions for Sailors through the implementation of NP2. Sailors and the HR Workforce must establish their initial user roles following the NP2 System Authorization Access Request - Navy (SAAR-N) process located in the Command Startup Guide on the NP2 Resources page at <https://my.navy.mil/np2.html>. This new automated process will ultimately replace the traditional manual process.

- + FAM is the first user role each command must establish, followed by four additional roles outlined in the Command Start Up Guide.
- + Once all roles are established, the new SAAR-N approval process will ensure that the system is operating properly.

Upcoming NP2 Events

- **Daily 15:30 EST:** Daily Chief Product Owner Meetings
- **18 NOV 2021:** T-X
- **16 DEC 2021:** T-X

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 to inform future iterations of development.
- The success of NP2 depends on user feedback for improvement.

Want More Information?

NP2 User Trainings (NPUTs) will be available on the NP2 landing page. Additional information and resources 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. **Note: the capabilities will NOT be available for operational use by Sailors and the HR Workforce until IOC.**

Q4FY21 NP2 PRODUCT RELEASE UPDATE

Funds Check

Verifies funds are available to pay expenses and control expenditures against authorized budgets.

Muster Report (ACDU)

Provides the capability to track service members on shore and sea duty, while underway or deployed.

Retirement Points/Annual Statement of Service

Provides the ability to calculate and maintain Reserve Retirement Points and the Printable Annual Statement of Service.

Temporary Duty

Provides the ability to process temporary duty, including recording, checking in and out, maintenance and corrections, and duration and types of temporary duty.

Assignment Screening

Provides capabilities to screen candidates for suitability for open billet requisitions for transfer and travel which results in execution of gain/loss.

Disciplinary Actions

Provides processes and features for recording and maintenance of disciplinary actions against service members and the results of those actions.

Reenlistments & Extensions

Addresses the contract administration for the agreement of additional obligated service via extension or reenlistment.

Enlisted Advancements

Deals with all aspects of promoting an Enlisted Sailor.



Key Highlights

- Onboarding trained PayOps support staff in a timely manner to plan and execute the transition of Navy Military Pay from legacy systems to NP2 is critical to being able to pay Sailors accurately and on time at NP2 IOC.
- Staff will require access to system environments and for development to be complete to be fully prepared to support the rollout of the new system.

Upcoming Milestones

- **19 NOV 2021:** Complete Payroll Validation Sprint 18
- **29 DEC 2021:** Complete Payroll Validation Sprint 19
- **31 DEC 2021:** Complete DFAS MPO Cleveland NP2 End User Access

PayOps Update

POCs: Mr. Andrew Daniell, CDR Rebecca Krispin

The N10 Payroll Operations (PayOps) office is in close collaboration with Defense Finance and Accounting Service (DFAS) to ensure that a seamless transition from legacy systems to Navy Personnel and Pay (NP2) is achieved when Initial Operating Capability (IOC) is reached. The collective mission is to continue providing world-class service for Navy Military Pay when NP2 IOC is reached.

As part of this plan to ensure a seamless transition to NP2, the Navy PayOps Team is working to onboard trained staff to Navy Oversight and Military Pay Operations-Cleveland (MPO-CL). The new staff will assume responsibility for NP2 payroll certification prior to IOC.

Key Focus Areas Across Navy PayOps Workstreams

- **Onboard staff and establish access to NP2 for DFAS Military Pay Office**
- **Create Training Packets with Training Leads to align with NP2 User Training (NPUT) delivery**
- **Conduct Payroll Validation Sprints with MyNavy HR IT Solutions (i.e., PMW 240) to evaluate NP2 calculation accuracy**
- **Facilitate Navy and DFAS Human Resources sessions to plan the Transfer of Functions**



Within the MyNavy HR Tiered Service Delivery Model, Navy PayOps will serve as a Tier-3 service provider – processing Sailor pay in a timely and accurate manner.



MyNavy HR IT Solutions Public Affairs

POC: LCDR James McLeod

Continuing to Support Our Enterprise through Natural Disasters



Hurricane Katrina, viewed as one of the most destructive natural disasters in American history, made future disaster recovery plans a high priority for the MyNavy HR IT Solutions team. Many of the data services providing Navy HR capabilities reside in New Orleans and are operated by the MyNavy HR IT Solutions team.

The severity of Katrina caused Navy HR systems to experience significant downtimes to its critical functions. MyNavy HR was determined to grow through these lessons and improve the services provided to our Sailors and their families.

When Hurricane Ida began to pose an imminent threat to the Gulf Coast in August 2021, MyNavy HR immediately implemented their disaster plan to keep Navy HR systems online and maintain vital services to Sailors Fleet-wide. Due to the swift implementation of the disaster recovery plan, the production workloads were recovered using the replicated data at disaster recovery sites in Kansas City, Missouri and Charleston, South Carolina. This transfer allowed employees to return to work in an expedited fashion and avoided significant downtimes for Navy career management capabilities.

Hurricane Ida marked the first real-world event in which the new plan needed to go into action. **"Within 72 hours, Sailors could access 90% of all systems from the disaster recovery site,"** said Ray Terminie, NIWC Atlantic's manpower and personnel systems, and sustainment lead. **"The successful execution is attributed to our people who go above and beyond during hard times to ensure the Navy continues to have access to mission-critical systems."**

Capabilities, such as Total Force Manpower Management System, MyNavy Assignment, Medical Readiness Reporting System, and many more, were impacted by the storm and would have been in worse shape if not for the established recovery plan. "Good planning, annual testing, and good communication enabled the situation to go much smoother than anticipated considering most first-time disaster recovery events are riddled with problems," he said.

In the past, Ida would have resulted in extended downtime on many critical systems. The work done by the MyNavy HR IT Solutions team to implement new solutions and modernize many Navy systems has once again paid off. The ongoing modernization of all Navy HR systems will increasingly allow Sailors and their families to focus more time on what matters most, their families and mission accomplishment, and less time on the administrative processes of managing their career details on the HR front.

The MyNavy HR IT Solutions team remains vigilant in protecting and shielding access to our systems, wherever and whenever disaster strikes.