



NAVY PAY AND PERSONNEL SUPPORT CENTER OPS ALERT

Ser N3: 012-21

Procedure Update: PARENTHOOD SEPARATION CASES

Release Date: 03/17/2021 Effective Date: 02/01/2021

BLUF: PARENTHOOD Administrative Separation cases IAW MILPERSMAN 1910-124 require a comment discussing the impact of COVID restrictions on Family Care Plan (FCP) compliance from either the CO or Service Member.

DISCUSSION: PERS-832 has seen an increase in cases under MILPERSMAN 1910-124: Separation by Reason of Convenience of the Government - Parenthood (Failure to Maintain Current Family Care Plan) due to COVID restrictions. Some common issues include:

- 1) Child Care Availability
 - a. Daily Child Care is not available for standard or extended working hours to include on-base programs, which requires additional arrangements and costs to support work schedule.
 - b. Pre-Arranged Child Care is closed for 14 days due to a COVID case, requiring service members to take time off work or find alternative, costly care for dependents.
- 2) Virtual Learning
 - a. Children are required to stay home for virtual learning programs, but parents cannot telework to be home with dependents.
 - b. Distance school programs do not include specialized programs for EFMP care, so parents have to arrange a work schedule or find an alternative shift to support taking dependents to/from appointments that would have normally been in-school.
- 3) Changes to availability of previously identified FCP caregivers
 - a. FCP had originally identified a Service Member's relative that is now high risk and unavailable to care for their dependents.
 - b. FCP listed a caregiver that resides outside the COVID-restricted travel radius, requiring Service Members to request leave and provide additional plans for a 14-day Restriction of Movement (ROM) to/from caregiver residence, at cost.
- 4) Telework agreements
 - a. Many rates and jobs cannot support Service Members teleworking due to limited resources or physical job responsibilities. Any COVID contact exposure requires 14 day-ROM for the Service member and their dependents, which significantly impacts mission readiness.

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WHAT THIS MEANS TO YOU: Commands submitting separation cases on the basis of MILPERSMAN 1910-124 will include a statement regarding the impacts of COVID-19 restrictions on the case. Impact statements will be included in the Commanding Officer's comments. In addition, the Service member may also include a COVID-19 restrictions impact statement. If COVID-19 restrictions had no impact on the separation processing, please include a statement indicating this as well. COVID-19 impact statements will support the Separation Authority's ability to make the most appropriate separation determination and provide data necessary to articulate the impact of COVID-19 on Sailors, their dependents, and the Fleet. Cases that are routed without this statement may be returned for statement inclusion, potentially delaying processing time.

✚ **All OPS ALERTS and CPPA RESOURCES can be found on the following:**

- <https://mpte.navy.deps.mil/sites/npc/pers2/NPPSC/NPPSC%20OPS%20ALERTS/Forms/AllItems.aspx>
- <https://www.mynavyhr.navy.mil/Support-Services/Pay-Pers-Support/CPA-Resources>

*****DISSEMINATE TO ALL TENANT COMMANDS AND CPPA'S UNDER YOUR AOR*****

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