

SAILOR to SAILOR

Official Newsletter of the Chief of Naval Personnel

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Coming in May:

- Asian Americans and Pacific Islanders Heritage
- Memorial Day Observance
- Sailors to Fleet DC/Gun Quails
- PSD to MNCC Transformation

20 APR 18 Issue # 03

Brilliant on the Basics Message

From VADM Robert Burke, Chief of Naval Personnel

As our Navy grows for the first time in nearly a generation, we need Sailors who are personally engaged in the success of our Navy as well as their own personal success. We also need leaders who encourage and enable this. NAVADMIN 095/18 introduced Brilliant on the Basics II and is a charge to reinvigorate our efforts to foster an environment where Sailors and their families want to stay Navy.

As Navy transitions to a growing force, over the next five years will grow to an enlisted end-strength of 344,800, an increase of about 21,000 personnel from FY17 to FY23.

To retain the force to meet this increase Navy has adapted personnel policies to support this growth and Sailors can expect improved retention incentives, advancement, and leadership opportunity.

The career choices, flexibility and transparency offered by Sailor 2025 programs, as well as the Defense Officer Personnel Management Act changes we are working for officers, will be critical elements to help influence the stay Navy decision.

Finally, our continuing MPT&E system transformation is designed to enable Sailor 2025 initiatives, move our systems into the 21st century, and vastly improve customer service to our Sailors and their families. These programs are just beginning to deliver and will reach their full potential in about 18-24 months.

However, the labor market is already tight and getting tighter. It is harder to attract and retain personnel who would be drawn to another workforce. This will significantly challenge our ability to grow the force.

This competition for talent will be won by retaining the right Sailors with the right skill sets who consider Navy their employer of choice. This retention effort is not just for our command teams, this is an all-hands effort. We must all be Brilliant on the Basics of retention.

The basics of retention include six key programs: command sponsorship, command indoctrination, career development boards, mentorship, ombudsman programs, and recognition programs.

These six basics form the enduring foundation upon which every successful career is launched. In many cases, these efforts represent our first opportunities to prove we are truly concerned with the well-being, professional success, and family support of our Sailors. These actions set the tone by which shipmates and families ultimately choose to stay Navy. Ensuring these basic retention programs are properly implemented in your command is an investment in the future of our Navy.

On April 23, I'll release Brilliant on the Basics II Part B message on providing an engaged environment as a key to success in retaining our talented Sailors.

All of us are responsible for creating an environment for our Sailors to feel truly vested in their Navy. Everyone has a role to play in each of these programs. Read both messages at My Navy Portal (MNP) and see how you can help your command be Brilliant on the Basics.

"To effectively combat current and emerging threats, maintain maritime superiority, and continue competitively recruiting and retaining America's top talent, we must move-out now with purpose and a committed sense of urgency to transform and modernize the MPT &E Enterprise."

- Excerpt from Chief of Naval Personnel Vice Adm. Robert Burke's House Armed Services Committee Hearing: Personnel Posture of the Armed Forces—
13 APR 2018

Alcohol Awareness

April is Alcohol Awareness Month, a national observance to promote ways to maintain healthy drinking habits. Navy Alcohol and Drug Abuse Prevention's (NADAP) Keep What You've Earned Campaign has resources to help Sailors take proactive steps to drink responsibly.

"April is a great time for Sailors and their families to check in with their drinking," said Dorice Favorite, NADAP Director. "Drinking responsibly doesn't have to mean avoiding alcohol altogether. It's taking conscious steps to stay safe, like planning ahead, knowing your limit and finding a safe ride home."

COMING SOON

Be on the Lookout for these Personnel Announcements:

- PACT Program Changes
- SRB Update
- Spring Petty Officer Advancement Results

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Month of the Military Child

Month of the Military Child recognizes the daily sacrifices children make and the support they provide to Sailor families.

Children prepare for an Easter egg hunt at the Chief of Naval Personnel building in Arlington, VA. Parents bought their kids to work for the event that included games, food and prizes.

Check out our Month of the Military Child podcast at <http://www.navy.mil/navydata/cnpplList.asp>



Enlisted Leader Development Framework

From FLTCM Russell Smith, Manpower Personnel Training & Education

We invest a lot of time and energy in the Navy on teaching, training, and maintaining technical competency, but our delivery of leader development training is not nearly as robust.

All too often, we deliver “just in time” training when a Sailor is selected for promotion. There is a standardized syllabus, but it’s not delivered the same way everywhere because we have not maintained quality control over who gives it and we haven’t professionalized the trainers that deliver this training.

The Enlisted Leader Development Framework is our solution. We are developing a framework to ensure that we are investing in Sailor Development at multiple levels and that we are reinforcing the importance of character and competence early in a Sailor’s career – when the training will stick. When you teach and train to character at an early age the poor choices and destructive behaviors that are effects of under-developed character can be addressed.

The first step is the easy step – taking the courses we have, the POSLC courses, and modifying them to be more relevant, highly interactive and delivered with the highest quality we can generate. In addition to revising and updating our existing courses, there will be a certification process for the facilitators. Much like our current model, the Chief’s Mess will lead this training effort, but we will be augmenting the process with additional facilitator billets over the next few years.

The idea is to conduct these courses as close to the waterfront and the flight line as we can without over burdening those commands with a high op-tempo and a small number of Chief’s to facilitate the courses. Once we have gotten the professional, high-impact set pieces re-vamped a bit to better give the Fleet what they need in the structured curriculum, we will have the ability to enhance the conversations and the day-to-day mentoring and coaching that should happen in our work centers on the deck plates.

Ultimately, the desired end state of the Leader Development Framework is to start the substantive discussion and process of leader and character development at the beginning of a Sailor’s career.

Happy 125th Birthday Chief Petty Officers

Navy Chiefs provide trusted leadership, technical expertise, advice and mentorship that enable America's combat ready naval force to be continuously flexible, more innovative, and lethal in achieving operational excellence on all domains. **Congratulations!!**



Chiefs assigned to N1 Chief of Naval Personnel sing Anchors Aweigh during a ceremony celebrating the 125th birthday of the Chief Petty Officer April 1. The program included a speech from Rear Adm. Karl Thomas, director of the 21st century sailor office.



NAVADMINs

095/18 Brilliant on the Basics II

089/18 U.S. Fleet Forces Command Ready Relevant Learning Executive Agent Announces Commencement of Block Learning

088/18 Cancellation of NAVADMIN 203/14 and NAVADMIN 159/17

087/18 Voting Assistance Officers and 2018 Voting Program Guidance

086/18 Update to the March 2018 (Cycle 239) Navy-Wide Petty Officer (E4-E6) Advancement 085/18 Examinations for USN, Full Time Support, And Canvasser Recruiter Sailors

Professional Military Knowledge Eligibility Exam (PMK-EE)

083/18 2018 Capt Joy Bright Hancock and Master Chief Anna Der-Vartanian Leadership Awards Announcement

077/18 FY-19 Navy Olmsted Scholar Program Selection Results

Child Abuse Prevention Month



The Navy’s Family Advocacy Program reminds us that April is Child Abuse Prevention

Month. During this month, they encourage all active duty, reservist and civilian personnel to reflect

on ways to support and help strengthen military families. To emphasize how vital community support is to child abuse prevention, this year's theme is **"Strong Communities Strengthen Families."** To support this mission, community members must - *Be Informed, Be Attentive and Be Supportive.*

Our Navy’s Culture of Fitness Isn’t Just About Passing the PFA, It’s Health and Wellness Too!!!

Culture of fitness is year-round!

It’s a military requirement, and each Sailor’s individual responsibly.

Every Sailor is required to meet current Physical Fitness Assessment standards. This means the weigh-in and Physical Readiness Test. Sailors who achieved an excellent or better overall score from previous cycles are exempt from the FY18 PRT Cycle 1. **However, you must PASS THE WEIGH-IN.**

Need help developing a healthy eating style, checkout choosemyplate.gov. If you want to find a fitness routine that works for you, talk to your PCM about safe workouts.

BOTTOM LINE...STANDARDS HAVE NOT CHANGED, SEPARATION POLICY HAS.

For more information about the new policy read NAVADMIN 304/17

MPT&E Fleet Questions MYTHBUSTERS

What color t-shirt can I wear with my working uniform?

- Navy Working Uniform (NWU) Type III—coyote brown undershirt
- Improved Flame Resistant Variant (IFRV) coverall—blue or brown undershirt
- NWU Type I—blue undershirt

However, the blue t-shirt will no longer be authorized for wear starting Oct. 1, 2019 when the NWU Type I wear is phased out.

I recently got a parking ticket. Do I have to report it to my SSO?

Having and maintaining a security clearance is a privilege and can be revoked if you do not manage it appropriately. If you hold a clearance, you are ultimately responsible to report any violation of security or any reportable item such as marriage, arrest, credit inquiries, etc. to your Special Security Officer.

Here are a few examples of situations or events that must be promptly reported to your security office:

- Any form of contact, intentional or otherwise, with individuals of any nationality, whether within or outside the scope of the employee's official activities, in which:
- Illegal or unauthorized access is sought to classified or otherwise sensitive information
- The employee is concerned that he or she may be the target of exploitation by a foreign entity.
- Any information of the type referred to in paragraph C2.2.1. or Appendix 8 - the Adjudicative Guidelines for Determining Eligibility for Access to Classified Information.

Issues identified as potentially disqualifying conditions under the 13 criteria in the Adjudicative Guidelines must be reported. Some examples:

- Disregard of public law, Statutes, Executive Orders or Regulations including violation of security regulations or practices; Criminal or dishonest conduct.
- Acts of omission or commission that indicate poor judgment.
- Excessive indebtedness, recurring financial difficulties, or unexplained affluence.
- Habitual or episodic use of intoxicants to excess.

So no, you are not required to notify your SSO about a parking ticket. But do contact your SSO with any questions on what needs to be reported. SSOs are there to assist you and help keep your security clearance compliant.

Check it Out!

My Navy Portal Video

Learn about the goals and capabilities of My Navy Portal (MNP) in a three minute video that underscores Chief of Naval Personnel Vice Adm. Robert Burke's vision of providing Sailors "one-stop shop" portal where users can access their records and conduct personnel transactions.

Check it out on the USNPeople Youtube channel <https://www.youtube.com/channel/UCaCmzfzW9qB629qvbQ2-sw>

Podcasts

If you like listening to podcasts, check out our recent posts on Aviation Bonuses, Culture of Fitness, and Sexual Assault Awareness and Prevention Month at www.navy.mil/cnp by clicking on the podcast icon on the bottom of the page.

Tools for Commanders

The Commander's Toolkit for Inclusion & Diversity contains U.S. Navy demographic data, FAQs, resources and helpful links for Navy leaders. Check it out <http://www.public.navy.mil/bupers-npc/support/inclusion/Pages/Commander's-Toolkit.aspx>.



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Thoughts on Sexual Assault Awareness and Prevention Month

From RDML Karl Thomas, Director, 21st Century Sailor Office

As we enter SAAPM, we'd like to reflect on this year's theme, Protecting Our People Protects Our Mission. Each of us has a role to play in preventing, reporting, and eliminating sexual assault. We are all accountable. We can protect our mission by ensuring everyone in the Department of the Navy is committed to advancing an environment where threatening behaviors, sexual harassment, hazing, bullying, and sexual assault are not tolerated, condoned or ignored.

We must encourage positive behaviors by recognizing acts that contribute to a supportive command climate. We must commit to possess the courage necessary to conduct all activities of our lives with respect for ourselves and our fellow Sailors. It's up to us to hold ourselves and each other to the high standards expected of us by the Navy and the American public.

You can hear some of these same thoughts on the SAAPM podcast I recorded at <http://www.navy.mil/podcast/podcasts.asp?id=8426&t=3>.



Call To Duty! Solution Warriors Wanted

CNP is standing up a team of junior officers to assist the Results Delivery Office (RDO) and Fleet Introduction Team (FIT) in soliciting feedback from Sailors and their families to improve personnel processes. This team will work to place the Sailor at the heart of the MPT&E Transformation by conducting engagement activities throughout the Fleet.

These "Sailor Experience Advocates" will :

- ◆ Leverage the innovative, creative force within Sailors to re-design current processes.
- ◆ Serve as a liaison between MPT&E Domain and the Fleet to ensure the user perspective is captured and considered.
- ◆ Assist in the formal and informal testing and evaluation of Sailor-facing technologies in the operational environment.

Volunteers selected for the RDO/FIT team should be prepared to receive PCS orders to a Fleet concentration area. Interested junior officers can contact LCDR Lacey Sizemore in the RDO at lacey.sizemore@navy.mil.

Navy leadership is looking for innovative solutions to the Fleet's most pressing problems from all Sailors. Questions? Concerns? Feedback? Please send to directly to: N1_RDO@navy.mil.



End of April is Deadline for Completing Your SGLI On-Line Enrollment!

Sailors should update their life insurance coverage online by the end of April 2018, unless they have a testamentary trust or a testamentary custodial account.

The Servicemembers Group Life Insurance (SGLI) On-line Enrollment System (SOES) is a web-based system available through My Navy Portal, my.navy.mil, by clicking on Quick Links, then select milConnect. On-line enrollment allows Sailors to validate or change SGLI or Family SGLI (FSGLI) coverage amounts and beneficiaries quickly and easily without using paper forms.

When logging in for the first time, beneficiary information may not be reflected in the online system, but rest assured that the beneficiaries identified on the paper forms they previously filled out will maintain their entitlements to insurance proceeds unless beneficiary or coverage information is changed via the new system.

SOES replaces the SGLI Election and Certificate form (SGLV-8286) and Family Coverage Election form (SGLV-8286A) as the official life-insurance record.