



## @USNPEOPLE WEEKLY WIRE

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Chief of Naval Personnel Public Affairs

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MILITARY.COM, Amy Bushatz

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NAVY TIMES, Mark D. Faram

Since 2008, the Navy has allowed O-5s and O-6s with at least 24-months time-in-grade to request a waiver and retire sooner than the 36 months normally required. In addition, the requests no longer need final approval by the chief of naval personnel. The new rules give community managers more leeway to OK routine early retirement requests.

### 5.) NAVADMIN bi-weekly roll-up:

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## 1.) 5 Things You Need to Know about Sea Shore Flow / 25 AUG 16 [\[LINK\]](#)

Chief of Naval Personnel Public Affairs

WASHINGTON (NNS) -- The Navy updated Sea Shore Flow (SSF) Enlisted Career Paths with the release of NAVADMIN 190/16 Aug. 25.

Here are five things you need to know about SSF and tour length updates just announced:

- 1. 42 ratings will not be impacted, 13 ratings will require more sea time, and 15 ratings will require less sea time.** Depending on how many sea tours you have completed additional sea duty may be required. Overall, 84,500 Sailors will be impacted. 25 ratings are classified as sea-intensive. Sailors in nuclear power trained ratings are not affected by this NAVADMIN.
- 2. No two ratings are alike.** Each rating is assigned an enlisted career path based on the number of sea duty and shore duty billets the rating has, how long initial training takes, and expected retention within the rating. Why this matters to you: The more sea duty billets and/or the fewer shore duty billets in your rating, the longer sea tour lengths are in order to ensure the Fleet is properly manned.
- 3. Tour length changes as we modernize the Fleet.** Platforms change and so does the work requirement and skill sets needed to man the Fleet. With these force structure changes come billet changes and therefore tour length changes.
- 4. Projected Rotation Dates (PRDs) within 12 months of the NAVADMIN's release will not automatically be changed.** Sailors who have current PRDs within 12 months of the release of this NAVADMIN will not have their PRDs adjusted, unless requested by the Sailor (via 1306) or the unit's Commanding Officer (based on unit readiness needs). Sailors with PRDs outside that 12 month window can expect their PRD will be adjusted to match the new tour length shown in the NAVADMIN. A Sailor's actual rotation dates can vary from their projected rotation date by up to six months. Due to a higher than normal accession mission in 2013, rotation dates for Sailors may have to slide up to six months to ensure the Fleet is properly manned.
- 5. There are other changes impacting specific ratings.**
  - AW ratings tour lengths are broken out separately with decreased time on sea duty.
  - IT rating now has Sea/Shore rotation. MA rating has additional dependent restricted tour requirements.
  - Nuclear power ratings are not impacted by this NAVADMIN. Refer to NAVADMIN 284/15 for specific nuclear rating career path information.

For more news from Chief of Naval Personnel, visit <http://www.navy.mil/local/cnp/>.

For more information, visit [www.navy.mil](http://www.navy.mil), [www.facebook.com/usnavy](https://www.facebook.com/usnavy), or [www.twitter.com/usnavy](https://www.twitter.com/usnavy).

## 2.) Officer Selection Boards Will No Longer Display Full-Length Photographs / 23 AUG 16 [\[LINK\]](#)

Chief of Naval Personnel Public Affairs

WASHINGTON (NNS) -- The Navy announced today in NAVADMIN 186/16 that officers' full-length photographs will no longer be displayed during promotion selection or administrative boards, starting with the Active-Duty O-8 selection board in the fall of 2016.

After a review, it was determined that removing photos, which do not provide significant value to the selection board process, will lessen an administrative burden. Officers will still be required to have a current full-length photo as part of their official personnel record.

"During selection boards, hundreds of records are reviewed in a short period of time by board members," said Chief of Naval Personnel Vice Adm. Robert Burke. "By enacting this change, it is our belief that we will help selection board members more closely focus their attention on the entirety of Sailors' documented performance records."

Additionally, officers' records fully capture physical fitness assessment and body composition metrics.

More information on the full-length photograph requirement for officers can be found in NAVADMIN 103/07 and MILPERSMAN 1070-180.

For more information, visit [www.navy.mil](http://www.navy.mil), [www.facebook.com/usnavy](https://www.facebook.com/usnavy), or [www.twitter.com/usnavy](https://www.twitter.com/usnavy).

For more news from Chief of Naval Personnel, visit [www.navy.mil/local/cnp/](http://www.navy.mil/local/cnp/).

### **3.) Navy to Require Sailors to Use Travel Card for PCS Expenses / 25 AUG 16 [\[LINK\]](#)**

MILITARY.COM, Amy Bushatz

The Navy will soon start requiring sailors to use the government travel credit card for military move expenses instead of receiving move-related pay advances.

The final policy is still under development, Naval Supply Systems Command officials said.

"We aim to implement the policy ... in the fall of 2016," said Ben Benson, a spokesman for the command. "The Navy is still formulating the program, and the draft policy is not yet signed."

Currently, sailors who have a government travel credit card are required to use it only for TDY assignments. The card is deactivated when a sailor leaves his unit and then reissued, if needed, by his next unit. Permanent Change of Station (PCS) move costs are typically paid for by a combination of travel advance pay and reimbursements and allotments received after the move is completed.

Under the new system, officials said, all sailors who qualify for the card will instead be required to receive one and use it to pay for their reimbursable military travel costs, such as gas and lodging. The card's balance will then be paid directly through the "split disbursement" process when the sailor submits a travel reimbursement claim on DD Form 1351-2 after the move, according to Defense Department policy.

Despite running a small pilot program on the change in October 2013, the Navy is the last service to implement a government travel card policy for relocating troops.

Sailors using the card instead of their personal credit accounts also benefits the government, which receives cash rebates for money spent on the cards.

Officials with both the Air Force and Marine Corps said they require troops to receive a travel card prior to a move. The Army requires only those who currently hold a card to use it, rather than requiring all relocating soldiers to apply for it.

Military financial experts warn that if the service's finance office does not pay the card in a timely manner or the allotments don't cover the charges put on the card, the service member is still responsible for the balance. Not paying it, they said, could result in a negative credit score.

"If the process works right, the Navy should direct reimbursements directly to the [card]," said Kate Horrell, longtime author of Military.com's Paycheck Chronicles blog. "Sometimes that doesn't happen, and either the claim gets delayed or the Navy issues payment directly to the sailor. It is then the responsibility of the sailor to ensure that the balance is paid in a timely fashion. It is possible that unpaid balances could negatively impact a sailor's credit report, even if the error is the fault of the Navy."

When used while under PCS status, troops are given extra time to pay the card.

Service members who do not qualify for the card because of bad personal credit scores will still be issued travel advances and permitted to PCS without the card.

What should and should not be charged to the travel card is governed by the DoD's government travel card regulation. Using the card for unauthorized items, such as personal expenses like clothing, could result in disciplinary action, the regulation says.

Both the Army and Air Force require travel cards for their members to remain active after a PCS, while the Marine Corps deactivates its cards when each move is completed, and reactivates them again before the next relocation. It is unclear which method the Navy will use since the policy is still under development, officials said.

Travel card limits for the Air Force and Army are based on the DoD regulation. The Marine Corps sets each Marine's limit based on anticipated moving allotments.

Navy officials said its policy on limits is still under development.

-- Amy Bushatz can be reached at [amy.bushatz@military.com](mailto:amy.bushatz@military.com).

#### **4.) Navy OK's More Lenient Early Retirement Rules For Officers / 23 AUG 16**

NAVY TIMES, Mark D. Faram

Navy personnel officials are tweaking the rules for commanders and captains wanting to retire in their current grade and punch out up to a year early.

Since 2008, the Navy has allowed O-5s and O-6s with at least 24-months time-in-grade to request a waiver and retire sooner than the 36 months normally required. In addition, the requests no longer need final approval by the chief of naval personnel. The new rules give community managers more leeway to OK routine early retirement requests.

Now, only cases where officials feel they can't support the early out will the request reach CNP's desk for a final determination.

So far this fiscal year, 29 officers from six officer communities have gotten permission punch out under the old rules and officials say these recent tweaks, announced in NAVADMIN 182/16, released Aug. 16.

Navy officials allow up to 50 takers each year, but insist there's no quotas that must be filled.

And community health in the officer corps is good enough that a lack of applicants won't force the Navy into mandatory cuts or selective early retirement boards, officials say.

"Approval of a time-in-grade waiver is based on each community's inventory compared against requirements," said Sharon Anderson, spokeswoman for the chief of naval personnel. "In the last few years, the number of

requests has not exceeded the goal, therefore community managers and strength planners do not anticipate receiving a large number of requests that approaches the goal number.”

Under current policies, the Navy secretary can approve retirement in grade with as little as 24 months served in highest grade and that authority has been delegated down to CNP and now the community managers.

However, by law, such waivers can be granted with as little as six months time-in-grade, but those requests require presidential approval, Anderson said.

For those who can't get community waivers to retire early at their current paygrade, because they can't meet the 24-month minimum time in grade, the program allows officers to take a reduction in grade and retire.

The NAVADMIN says that officers willing to take this cut in grade — and with it reduced retired pay — if their time in grade waiver is denied should include a next lower grade waiver request in their package that will be considered if their original request to retire early in their current grade is denied.

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