February is African American/Black History Month

Necessary Change at a Critical Time

Sailor 2025 is designed to attract and retain the best Sailors in a competitive talent market and is built on a framework of three pillars: Personnel System Modernization, Ready Relevant Learning and Career Readiness. Programs already implemented under Sailor 2025 include:

- Meritorious Advancement Program (MAP)
- Increased graduate education opportunities
- Rating Modernization
- Tours with Industry

In 2018, MPT&E will continue putting systems in place that are more aligned with how organizations conduct modern-day personnel business and will make MPT&E more agile and customer centric. The systems will strengthen our Navy for the future, and help ensure we continue recruiting, training and retaining the Navy’s most valuable asset – our Sailors.

“Through Sailor 2025, Navy has begun modernizing personnel management programs and training systems. In conjunction with that effort, we have undertaken transformation of internal business processes to improve service to Sailors, increase our agility, improve our responsiveness and reduce cost.”

- Excerpt from Chief of Naval Personnel Vice Adm. Robert Burke’s Defense Officer Personnel Management Act (DOPMA) testimony

COMING SOON

Be on the lookout for the following personnel announcements:

- FY19 Law Education Program Selection Board NAVADMIN—provides an opportunity for eligible Sailors to obtain fully funded legal education in order to serve as judge advocates
- FY20 Navy Olmsted Scholar Program—provides graduate level study using a foreign language while providing overseas cultural and travel opportunities
- Targeted Reentry Program (TRP) - empowers COs to select Sailors for expedited reentry into the Navy. See more about TRP on pg. 2
Detailing Marketplace… What It Means For You!

Later this year, we will pilot the Navy’s Detailing Marketplace. It will be how we will deliver your future orders. We will leverage technology to provide Sailors more hands on control of their careers from geographic location preferences to billet selection.

Let’s be honest, no one likes CMS/ID and C-Way, so we are building a new Detailing Marketplace. It will be the one stop shop for reenlistment and billet negotiation. You will see all available billets, and our idea is that the “market” will drive negotiations including monetary and non-monetary incentives that can range from a specific location to incentives or even promotions. The Marketplace will generate a Sailor Résumé containing all your qualifications and accomplishments so that you can apply for all these billets and incentives.

Better yet, we envision the Detailing Marketplace providing you mobile access using a mobile app, 24/7 access, and real time updates. Now that’s 21st Century Detailing!!

Competition for Talent

Navy is growing, and we need to recruit highly talented people and retain our current talent base. How do we do that in an already competitive employment environment? We focus on quality customer service and incentives for our Sailors.

Increased Selective Reenlistment Bonus (SRB): expanded Tier Two and Tier Three award levels with the addition of 24 new ratings and skills (in Zones A and B) that have not been eligible for the reenlistment bonus in recent years. See NAVADMIN 034/18, released last week!

New Meritorious Advancement (MAP) rules: E-4 quotas can now be used to MAP E-1 & E-2 Sailors. The new E-6 MAP time-in rate requirement is one year, with waivers for exceptional candidates. Commands can also submit multiple Map Certification Letters during the MAP season.

Targeted Reentry Program (TRP): we want COs to be on the look out for top-performing officers and enlisted Sailors who are leaving the Navy. COs can recommend them for a “Golden Ticket” or “Silver Ticket,” that will give them the option for expedited reentry back to active duty, should they decide to return to the Navy.

We are transforming. It’s no longer business as usual. We are working to improve our processes and personnel systems to support career readiness, increase educational opportunities, expand incentive programs, and develop life-long learning using modern technology. We still have much to do, but we are making tremendous progress every day.

My Navy Career Center Beta

As part of our transformation effort, we will begin the “beta” rollout of the My Navy Career Center (MNCC). This interim capability will move us toward faster processing, improved accuracy, and increased efficiency of personnel actions for Sailors, and their families. MNCC will operate 24/7 with a “One Team Concept,” enabling a fully-integrated team without silos and bringing our technology, facilities and quality of service in-line with 21st century expectations. If you can’t do it on MNP, call MNCC and you will get the NAVY’s EXPERT who will take care of you!

My Navy Portal

This also includes making My Navy Portal (MNP) - a more mobile-centric service center to provide 24/7 access and the ultimate in self-service technology. Access to real-time information and modern software applications will allow Sailors to have total career control at their fingertips. Smartphone friendly! Developing Mobile app and no CAC requirement!

—Connecting with the Fleet—
MPT&E Fleet Questions

“Mythbusters”

What is COLA?

COLA
Cost of Living
Allowance (COLA) is a supplemental allowance designed to offset higher prices in higher-cost locations for goods and services in the continental United States (CONUS) and overseas. COLA varies based on duty station, rank, years of service, and whether or not service members have dependents. COLA rates are reviewed annually.

CONUS COLA
CONUS COLA is a variable taxable supplemental allowance, designed to offset higher prices in high-cost locations in CONUS that exceed the costs as compared to an average CONUS location, by more than eight percent.
The purpose of CONUS COLA is not to maintain a member’s purchasing power at any given location, but over his/her career. Consequently, not every area that has an index over 100 receives an allowance.

OCONUS COLA
The Overseas COLA is a non-taxable allowance designed to offset the higher overseas prices of non-housing goods and services. Overseas COLA is intended to equalize purchasing power so that Service members can purchase the same level of goods and services overseas as they could if they were stationed in CONUS. It is calculated by comparing the prices of goods and services overseas with average prices for equivalent goods and services in CONUS. The result of this comparison is an index that reflects a cost of living. If prices in CONUS are rising at a greater rate than those overseas, COLA will decrease. If prices overseas are rising at a greater rate than those in CONUS, COLA will increase. Overseas COLA is not a fixed amount. Overseas COLA fluctuations should be considered in household budgeting. Fixed expenses, such as car payments, should be based on what a Service member can afford without Overseas COLA.

Learn more at www.defensetravel.dod.mil/site/conus.cfm

PCS Focus Groups Aim to Improve Moves
In Feb., a team from CNP held focus groups with Sailors and families to gather their perspectives on the permanent change of station (PCS) process, from overseas screening to housing, to understand challenges they face during a PCS.

Discussions with groups of 15 diverse Sailors and family members were held in San Diego and Norfolk. Feedback gathered will be used to develop solutions to improve personnel PCS procedures and improve the PCS process.

Look For More News From CNP
@USNPEOPLE YouTube Channel
@USNPEOPLE Weekly Wire
Weekly Wire Rundown
Facebook

Have questions? Email: usnpeople.fct@navy.mil

NAVY UNIFORMS

If you still have a hard copy version with black & white photos, get rid if it!

You can also find links to uniform FAQs, photos, and NAVADMINs with uniform policy updates.

COMING SOON...
Updated uniform app that will include ALL uniforms!

Spouse Employment Resources
Check It Out!!

Military Spouse Employment Partnership Portal
(https://msepjobs.militaryonesource.mil)

Spouse Education and Career Opportunities Spouse Career
(https://myseco.militaryonesource.mil/portal/)

New PFA Changes
The Navy recognizes how valuable every capable Sailor is to operational readiness. We want to provide all Sailors with the opportunity to safely achieve and maintain fitness and body composition standards.

If you obtain an "excellent low" or higher on the PRT, you can be waived from participating in the upcoming cycle PRT! We've had a 6% overall PRT score improvement since we started this, so BZ to the Fleet!

We revised the separation policy for Navy’s Physical Readiness Program to eliminate immediate administrative separation for Sailors who fail the physical fitness assessment (PFA). Sailors who fail to meet fitness standards will remain in the Navy until the end of their service commitment. The harder you work to pass, the sooner you regain eligibility to advance and reenlist..

— For more information on these changes read NAVADMIN 304/17 at www.npc.navy.mil.

— Connecting with the Fleet —