On the Horizon…
The Navy’s New Performance Evaluation System

Can you believe the U.S. Navy has been using the same performance evaluation process since 1996? That’s 22 years…that’s when the Macarena dance song hit the airwaves and the first Mission Impossible movie played on the silver screen. The current performance evaluation system has served our Navy well, but as with many things, it’s time to move on, embrace progress and technology. So as part of the Manpower, Personnel, Training and Education (MPT&E) transformation efforts here at the Chief of Naval Personnel, the time has come to say fair winds and following seas to our current performance evaluation system, and hail a new one.

During numerous visits and focus groups with the Fleet since 2015, Sailors made it clear they wanted something new, innovative, realistic, and user-friendly. NOT an evaluation process that’s time consuming. Based on Fleet inputs, we started reimagining what a new system could look like and how to build it. Leveraging human behavioral science, new technology, and enhanced analytic methodology, we developed a prototype system that compares a Sailor to an established standard vice their peers, emphasizes performance over tenure, and provides frequent feedback that includes input from seniors, peers and subordinates alike.

In 2017, team CNP took the prototype for a test drive. Here’s a sample of the prototype features: uses a web-based application to eliminate paper documentation and provide mobile device access in the future, gives Sailors the opportunity for more frequent feedback through an online tool to provide robust coaching sessions, develops specific standards and desired skills for each warfare community, called ‘competencies’, eliminates the P, MP, and EP scales and shifts to a nine-point grading scale to accurately capture performance, character, leadership and potential.

We compared the results from the new prototype system with the old, made a few tweaks, and will conduct a third round of testing this year, involving up to 10,000 participants. Once these tests are complete and analyzed, we will further refine and modify the system. Why…because we want to get it right the first time!

The MPT&E Transformation IT architecture for this new performance evaluation system is in development. This is a dynamic undertaking requiring coordination with the development and deployment schedules of many other Transformation projects, such as the future pay and personnel system and the future source of authoritative data. Our goal is to pilot the multi-rater counseling feature with up to 10,000 Sailors later this year with a medium scale counseling pilot planned for March 2019. This phased or agile approach will help us ensure it is a useful tool for the Fleet.

June: My Navy Career Development Symposium Norfolk

Navy Personnel Command’s My Navy Career Development Symposium (CDS) is making its way to the Norfolk area in June. Sailors will have the opportunity to learn how to make the most of Sailor 2025 and the personnel modernization transformation. The symposium is scheduled for three stops throughout the Tidewater area, June 19 at Brashear Conference Center, JEB Little Creek-Fort Story, June 20 at Aero Theater, Naval Air Station Oceana and June 21 at C9 Theater, Naval Station Norfolk. Key topics will include: Detailing and Placement, re-design of the performance evaluation system, Voluntary Education, rating exams and advancement. Don’t miss this valuable chance to meet with top Navy leadership, including Chief of Naval Personnel, enlisted community managers and detailers. Check out the CDS-Norfolk podcast: http://www.nasa.mil/podcast/podcasts.aspx?id=84332&t=3 or video: https://youtu.be/7YH02H07DUU or visit: http://www.public.navy.mil/bupers-npc/career/talentmanagement/Pages/CDS.aspx For even more information about the My Navy CDS event, visit: http://www.public.navy.mil/bupers-npc/career/talentmanagement/Pages/CDS.aspx
CNP Talks Brilliant on the Basics II

The Navy Personnel team is committed to increasing the Navy’s personnel end strength to man the Navy the Nation Needs. The below is an excerpt from a podcast with Vice Adm. Robert Burke where he discusses growing the Navy, retention and how deckplate leaders at all levels can contribute to encouraging our Sailors and their families to ‘Stay Navy’.

What Brilliant on the Basics II is about...

It’s really a call to action and a reminder of basic responsibilities of every leader in the Navy. When you think about it, every Sailor is a leader in our Navy. It is focusing on our responsibilities as leaders to care for one another. It is those basics things that we need to do our job, when we arrive at new commands, for career and professional growth, so that we can move on to the next level, take care of our families, go to sea, go off and do our jobs and be successful.

What you can do as leaders...

This is the first time that we have been growing in nearly a generation. For most Sailors in the Navy, they have never been in a growing Navy. It’s a different environment and you are only just beginning to see the benefits of it. We don’t have the capacity to recruit our way into that bigger Navy. We’re going to have to also retain at record levels to get ourselves there. We will use SRBs and other incentives to help us get there, but the biggest impact on retention is how we treat each other. The programs that we’ve offered in Sailor 2025 will certainly be helpful and we will continue to roll those out as fast as we can. We’ll continue to improve the services we provide at personnel detachments and roll out improvements in the pay and personnel systems quickly. But the deck plate day-to-day interactions with our Sailors are the absolute most important thing. How we treat each other and how we value our people says more about our organization than anything else.

Listen to the podcast at: http://www.navy.mil/navydata/cnppList.asp
For more information on Brilliant on the Basics, read NAVADMINs 110/18 and 095/18.

A Lethal Fleet Starts With Basic Training

A glimpse at how Navy boot camp is developing tough, more qualified Sailors for the Fleet!

As a growing Navy, it’s more important than ever to have qualified Sailors reporting to the Fleet. From the minute a new shipmate checks on board they become part of the team, and there are certain expectations from day one. No, it’s not just knowing your berthing compartment location or how to find the galley. It’s being able to perform those critical skills and core competencies that increase lethality and readiness - damage control, firefighting, watchstanding and seamanship.

How is the Navy doing this? Over the past nine months, Recruit Training Command (RTC) has implemented a hands-on learning curriculum specifically designed to train recruits on these warfighting skills, which has dramatically improved the quality of recruits graduating from RTC - producing more qualified Sailors, who are ready to join their team in the Fleet.

These realistic training experiences are designed to train recruits “how we fight,” and to use these critical skills under acute stress in a controlled environment. This helps prepare them for the operational rigors at sea, and to better manage service-related stress to become tougher, more capable Sailors before they reach the Fleet.

Every day during their eight weeks of basic training, recruits prepare for real challenges in the Fleet. They stand watch around-the-clock, run surprise man-overboard drills in the middle of the night, practice firefighting, damage control, and seamanship reps and sets in their berthing lab spaces, and get tested as individuals and a team on the USS Marlinspike and USS Chief practical skills trainers.

Recruits face a final crucible at Battle Stations-21 on board USS Trayer (BST-21), where they spend more than 12-hours battling sensory overload, compartments full of smoke, blaring alarms, low visibility, and disorienting flashes while they race to save the ship from fire, flooding, mass casualties, and many other surpris- es designed to test their mettle.

Recruits must rely on their training and pass Battle Stations-21 with a combined individual and team score of at least 80%, or risk training remediation that impacts their graduation date or chance of successfully completing basic training.

Why is the Navy doing this? Because the Fleet needs and expects Sailors trained to hit the deckplates running. Recruit Training Command routinely solicits feedback from Fleet stakeholders, and has partnered with the Leadership Mess to incorporate a more hands-on learning curriculum to meet the needs of the growing Fleet. By having better qualified Sailors right out of basic training, the operational burden on commands is reduced and allows for more advanced training at follow-on schools and Fleet trainers.

Focusing on these critical skills during the Sailor development process, builds a stronger foundation for Naval service, producing tough, more qualified Sailors, ready to stand watch, and increases operational flexibility in the Fleet.

What’s next? The Navy is exploring the possibility of building new training facilities that would qualify all recruits in level-1 firefighting, damage control and small arms before graduating basic training. Stay tuned for more updates.

—Connecting with the Fleet—
**New SDW Debuts at Boot Camp**

More than 600 of the Navy’s newest Sailors stood proudly in ranks on the drill deck of Midway Ceremonial Drill Hall May 5, at Recruit Training Command (RTC), wearing for the first time, the Navy’s newest uniform, the updated Service Dress Whites (SDW) for E-6 and below Sailors.

For the first time since 1980, the SDW jumper-style uniform has undergone a significant change in design and incorporates side and front zippers to help ease changing in and out of uniform.

The uniform has been issued to new recruits since October 2017. However, with the uniform shift to whites, this was the first time it could be worn. All Sailors will be required to have the uniform in their sea bag by Oct. 31, 2021. All Sailors can purchase the uniform now at Navy Exchange Uniform Stores. Read more in the RTC release at [http://www.navy.mil/submit/display.asp?story_id=105462](http://www.navy.mil/submit/display.asp?story_id=105462).

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**May 2018 — Recognizing and Celebrating Asian American Pacific Islander Heritage Month**

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**Tuition Assistance Changes**

Beginning June 1, there is no longer a 1-year funding cap of $4,500! TA will continue to be paid up to the current DOD limits of $250 per semester hour, $166.67 per quarter hour, or $16.67 per clock hour. Discuss your education goals and how to maximize your TA benefits with education counselors at the Navy College Virtual Education Center (NCVEC) on the Navy College Program Website at [http://www.navycollege.navy.mil](http://www.navycollege.navy.mil) and at Navy College Offices if overseas. For complete information, please see NAVADMIN 127/18 at [www.npc.navy.mil](http://www.npc.navy.mil)

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**Questions — Fleet Questions**

**Fleet**

**MPT&E**

Cornerstone of Sailor 2025, and part of the larger MPT & E Transformation process, accurate pay and personnel transactions are a critical enabler of warfighting readiness. We work to improve the quality of service for Sailors.

CPPA to contact at the command if necessary to resolve the issue. We cannot provide an integrated support system for Navy pay and personnel services. The initial capabilities for MyNavy Career Center will be available in late September 2018—working towards our ultimate vision of a world-class 24/7 contact center for all HR issues, which can be reached by phone, email, or through self-service on My Navy Portal. The MNCC “Center of Excellence” staff will partner with command CPPAs to ensure Sailors are receiving the support and services they need. CPPAs will coordinate with command authorities to verify and communicate entitlements to MNCC, and if Sailors contact MNCC regarding HR support, they will know the CPPA to contact at the command if necessary to resolve the issue. We cannot overemphasize the importance of this partnership between CPPAs and MNCC, as we work to improve the quality of service for Sailors.

**How are PSDs, CPPAs and MNCC linked?**

CPPAs work together with PSD/CSDs now, and MyNavyCareerCenter in the future, to provide an integrated support system for Navy pay and personnel services. The initial capabilities for MyNavyCareerCenter will be available in late September 2018—working towards our ultimate vision of a world-class 24/7 contact center for all HR issues, which can be reached by phone, email, or through self-service on My Navy Portal. The MNCC “Center of Excellence” staff will partner with command CPPAs to ensure Sailors are receiving the support and services they need. CPPAs will coordinate with command authorities to verify and communicate entitlements to MNCC, and if Sailors contact MNCC regarding HR support, they will know the CPPA to contact at the command if necessary to resolve the issue. We cannot overemphasize the importance of this partnership between CPPAs and MNCC, as we work to improve the quality of service for Sailors.

**Bottom Line:** Increasing Sailors’ quality of life remains our top priority. Timely and accurate pay and personnel transactions are a critical enabler of warfighting readiness. Improving the quality of pay and personnel services across the Navy is a cornerstone of Sailor 2025, and part of the larger MPT & E Transformation process, which is the Navy’s largest personnel modernization effort ever undertaken.

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**Will the upcoming PSD consolidation negatively affect the timeliness and accuracy of my pay and personnel transactions?**

I’ve heard about MyNavyCareerCenter and CommandPayandPersonnelAdministrators, but I don’t understand how it impacts me or what services are offered?

The short answer is no. Pay and personnel transactions will not be impacted by the PSD consolidation and here’s why:

This isn’t new—we have been consolidating PSDs and Customer Support Detachments (CSD) since 2014 to better serve the Fleet, to provide centralized, integrated and self-service oriented customer service. Consolidations are incremental, continuing over the next three to five years. Services are being concentrated in Functional Service Centers, such as the Travel Processing Center in Millington, TN. Eventually, all pay and personnel services will shift to two MyNavy Career Centers, in Millington, TN and Norfolk, VA. Making this transition will improve pay processes and reduce error rates, improve travel claim processing, and standardize personnel services. This means you will see no difference in services whether you are pier side or underway, in the U.S. or Bahrain. Our goal is to make everything simpler!

During the transition, Sailors need to continue working with their Command Pay and Personnel Administrators (CPPA). CPPAs are not new—pay and personnel services is what they do for the Sailors in their command. They handle everything from gaining new command members, starting and stopping special pay, to handling transfers. Sailors need to engage their CPPA if they have HR issues. We are developing a CO’s handbook, and will be providing CPPA checklists for the main actions in which they are responsible for helping Sailors. Our goal in developing these tools is to speed up the process, reduce errors, and get your pay or claim completed faster!

We have ramped up our efforts to make sure quality CPPA training is available to people serving in this critical role - the Center for Service Support will roll out a new CPPA training course in San Diego, CA and Norfolk, VA by August. Although there is a perception that there are not enough CPPA’s, in fact, ship’s manning accounts for CPPA duties and we are increasing the number of PSs at large shore activities.

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**MPT&E Fleet Questions**

**MYTHS: BUSTED**

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