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Chief of Naval Personnel Public Affairs

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- Military Muscle: Total Warmups including Core and Lifts: [\[LINK\]](#)
- CSADD Hosts 'American Gladiator' Competition: [\[LINK\]](#)

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Cmdr. Darrick Poe  
Deputy of the Navy's Enlisted Plans and Policy Office

MC2 Burluson: Welcome. I'm here today with Cmdr. Darrick Poe. He is the deputy of the Navy's Enlisted Plans and Policy Office. We are here today to talk about advancements. Sir, thank you for being here today.

Cmdr. Poe: Thanks for having me.

MC2 Burluson: The E-4 through E-6 quotas are currently out. What do the numbers show for this cycle?

Cmdr. Poe: The numbers this cycle shows that we created opportunity for all rates in the Navy. Retention is higher this year than it's normally been. So with higher retention, we've seen lower opportunity across the rates.

MC2 Burluson: Sir, what determines the rise and fall of advancement quotas?

Cmdr. Poe: Well, the rise and fall of advancement quotas is all determined by vacancies in the fleet, current and planned vacancies. So, we work closely with community managers down in Millington to identify what those vacancies are and set our quotas to make sure we meet the vacancies in the fleet to keep community health good.

MC2 Burluson: The meritorious advancement program is in its second cycle. How does that affect the quotas for those who take the test?

Cmdr. Poe: Well now with the meritorious advancement program, or MAP, we now have three opportunities in a given fiscal year for Sailors to advance. We have the spring Navy wide advancement exam cycle, we have MAP, then we have the fall cycles; so those three opportunities are balanced in order to create opportunity for all rates in the Navy. We work very close with the community managers to make sure that this takes place.

MC2 Burluson: Looking forward, what can Sailors do to improve their chances to advance?

Cmdr. Poe: The best thing that a Sailor can do to improve their chances to advance is work hard, study hard, be that technical SME down on the deck plates within their division and their work center. They can study, study, get in the book and be prepared for when the Navy wide advancement exam cycle comes around. And the third thing they can do, is seek out those mentors, that LPO, that chief that can help them and guide their career.

MC2 Burluson: Sir, that's all I have for you today. Thank you for being here and answering the questions.

Cmdr. Poe: Thank you very much for having me.

MC2 Burlison: And thank you all for watching. Be sure to read our story on Navy.mil to get the full number of quotas for the E-4 through E-6 advancement exam.

## **2) Active Duty Spring 2016 Petty Officer Quotas Dip: FTS, Reserve Up/ 25 MAY 16 [\[LINK\]](#)**

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Memorial Day celebrations will be a bit more memorable for as many as 19,836 sailors Navy-wide who will get the word they've earned new petty officer crowns by the end of the week.

Overall the opportunity to advance dipped for the 103,446 sailors who sat for their tests this spring in the active, reserve full-time support and the selected reserve combined with bringing the Navy-wide chance to advance down to 19.9 percent this cycle, down from 23.3 percent last fall and 24.7 percent shot last spring.

Winners this year are the reserve full-time support sailors who have one in three chance to advance across pay grades E-4 through E-6. That's followed closely by the selected reserve with a 27.84 shot to move up. Active-duty chances came in at just under 19 percent.

It's the third cycle in a row that the overall, force-wide advancement rate dropped, but it's a far cry from the wild swings only a handful of cycles ago that left many ratings in the lurch.

The reason: High retention across the active-duty force.

"We are a vacancy-driven advancement system and continued high retention in the active force, currently 108 percent of our goal this fiscal year to date has led to fewer openings, and thus a drop again this cycle," said Julie O'Neal, head of enlisted plans and policy for the chief of naval personnel.

The hope is for a slight improvement in the overall shot this fall when both this summer's Meritorious Advancement Season and next fall's test will combine to determine the overall advancement rate.

But beyond that, she said, sailors' fate next year and beyond is out of the Navy's plans as currently the fiscal 2017 end strength won't be clear until the final 2017 budget numbers are determined.

The overall failure rate for exams crept back up slightly to 4.4 percent, up from just 4 percent last year and five percent the year before.

However, for the third cycle in a row officials engineered a simultaneous release of active-duty, full-time support and selected reserve quotas, today.

Officials announced today they also plan again for a simultaneous release of the names on May 25.

**[PAO SELRES Cycle 98 2016 E4-E6](#)**

**[Full Time Support Cycle 231 2016 E4-E6 Advancement Quotas](#)**

**[Active Duty Cycle 231 2016 E4-E6 Advancement Quotas](#)**

## Active-duty

In the active force, all three paygrades combined saw the chance to move up in the ranks slip for the third straight cycle and come in below the 10-year average, O'Neal said.

A total of 89,796 sailors sat for their exams in March with 87,621 or 97.5 percent managing a passing score on their exams. With 16,550 quotas to go around, advancement chances came in at 18.89 percent.

The good news is that the lowest exam failure rate in the service came in the active force with just 2,175 exam failures for a 2.42 percent failure rate.

## Full-Time Support

It's good to be an FTS sailor this cycle as these sailors have a 30.54 shot to move up to E-4, 5 and 6, the highest Navy-wide.

This cycle, 2,206 FTS sailors took exams in March and 2,109 cut a passing score on their tests who competed for a total of 644 quotas.

Their failure rate, however was nearly double that of the active force with 97 sailors or 4.40 percent failing their tests and thus had no chance to advance.

## Selected Reserve

In February, 11,444 drilling reservists sat for their exams with 9,487 or 82.90 percent managing a passing score and becoming eligible to compete for 2,642 advancement quotas which made for a 27.85 percent shot at advancing.

It's the second straight cycle of improvement for the SELRES who saw force cuts severely limit advancement for a few cycles as the reserve component slimmed to their current post-war end strength.

The dark cloud in the silver lining for the reserves is that their failure rate remains highest in the force at 17.10 percent as 1,957 sailors did not cut a passing exam score.

## **3) 2016 SDAP Rates Announced/ 25 MAY 16 [LINK](#)**

Chief of Naval Personnel Public Affairs

WASHINGTON (NNS) -- Navy released updates to the Special Duty Assignment Pay (SDAP) for eligible enlisted Sailors in NAVADMIN 120/16, May 25.

The SDAP program enhances the Navy's ability to size, shape and stabilize the force by encouraging qualified Sailors to serve in designated Special Duty Assignments (SDAs) for a monetary incentive ranging from \$75 to \$450 a month.

Changes to the program update will redistribute SDAP resources to help ensure Navy's priorities are being addressed.

The NAVADMIN includes additions to SDAP eligibility for: Afloat Training Group Instructions at level SD-1 (\$75 per month); Navy Military Training Instructors at level SD-2 (\$150 per month); and Nimitz class reactor department conventional Sailors at level SD-1 (\$75 per month).

The update also increases SDAP for TACAMO E-6 Fight Engineers from SD-1(\$75 per month) to SD-2 (\$150 per month), and reduces recruiters from SD-6 (\$450 per month) to SD-5 (\$375 per month). SDAP reductions will go into effect 60 days after the release of NAVADMIN 120/16. SDAP processing will be slowed while the decrease is input into the system.

In order to qualify for SDAP, Sailors must be assigned to and working in a valid SDA billet on the command's current manning document, and certified by their commanding officer. For certification, a Sailor must hold the Navy Enlisted Classification (NEC) for any SDAs requiring an NEC, and have completed all qualifications for the billet -- including Personal Qualification Standards and Under Instruction watches.

The current SDAP Eligibility List approved by the Bureau of Naval Personnel is available at <http://www.public.navy.mil/bupers-npc/career/enlistedcareeradmin/Pages/SRB.aspx/>.

Annual recertification of each eligible command's SDA billets is required to be complete by August 31. The NAVADMIN providing guidance for the recertification process will be released in the near future.

For more information, check with your Enlisted Community Manager, read the current SDAP NAVADMIN at <http://www.npc.navy.mil/>.

For more information, visit <http://www.navy.mil/>, <http://www.facebook.com/usnavy/>, or <http://www.twitter.com/usnavy/>.

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Until PRIMS software changes are fully implemented, Sailors and CFLs should follow these alternate methods for conducting and documenting the PFA. Sailors must complete a paper copy of the new Physical Activity Risk Factor Questionnaire (PARFQ). Command Fitness Leaders (CFLs) must ensure all PFA score sheets are maintained in hard copy for future input into PRIMS. Official PFA score sheets must be retained at the command for a period of five years. CFLs should not place any Sailors transferring from their command into a transfer status in PRIMS until their PFA data is entered into the system. CFLs must provide all transferring Sailors with copies of their score sheets or a signed Navy Memorandum containing their PFA information. Sailors are responsible for providing the score sheets or Navy memorandum to the CFL at their next duty station.

"We want to reassure commands that we are working quickly to make these updates to the system," said Rear Adm. Ann Burkhardt, director, 21st Century Sailor office. "It's our responsibility to make sure commanding officers have the information needed to run their PFA program, and we place our trust in them that they will foster a positive climate of fitness."

Specific changes to the PRIMS system will add:

- 1) PRT Performance Categories (High, medium, low)
- 2) Abdominal Circumference measurements to the Body Composition Assessment
- 3) Graduated body fat percentage by age
- 4) Fitness Enhancement Program updates

## 5) Command Fitness Leader recertification requirements

Once the new PRIMS application is available, CFLs will be able to enter Cycle 1, 2016 PFA data into the system, as well as allow Sailors the ability to view their own PFA data.

The PARFQ (NAVPERS Form 6110/3), the official Body Composition Assessment (BCA) score sheet (NAVPERS Form 6110/10) and the PRT score sheet (NAVPERS 6110/11) are available on the Navy Personnel Command website at <http://www.public.navy.mil/bupers-npc/reference/forms/NAVPERS/Pages/default.aspx/>.

Sailors, CFLs and command leadership are strongly encouraged to regularly review the Administrator Message Screen in PRIMS for the latest information concerning the release of the new application and additional instructions for managing the Cycle 1, 2016 PFA. For more information visit the Navy's Physical Readiness page at [http://www.public.navy.mil/bupers-npc/support/21st\\_Century\\_Sailor/physical/Pages/default2.aspx/](http://www.public.navy.mil/bupers-npc/support/21st_Century_Sailor/physical/Pages/default2.aspx/).

For more information, visit <http://www.navy.mil/>, <http://www.facebook.com/usnavy/>, or <http://www.twitter.com/usnavy/>.

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