Navy Releases NAVADMIN with Wide-ranging Impacts

The Department of Defense’s ongoing travel restrictions and Stop Movement order have been extended, meaning that, unless rescinded earlier, this update keeps all Navy permanent change of station moves and non-official essential travel on hold until June 30.

The extension was announced in NAVADMIN 116/20 that replaces NAVADMIN 080/20 and is an updated one-stop “roll up” of the Navy’s personnel policies in place to mitigate the spread of COVID-19 throughout the force.

The message also announced recently approved special leave accrual for military members on active duty, of up to 120-days instead of the normal 60 days. This authorization applies to leave earned between March 11 and Sept. 30, 2020 and Sailors will have until the end of fiscal-year 2023 to use those days.

“Our workforce is our first line of defense,” said Vice Adm. John B. Nowell, the Navy’s Chief of Naval Personnel. “All hands must proactively take action to ensure the health of our force and to ensure we mitigate the spread of COVID-19, in order to maintain our readiness.”

Exemptions from the continued travel restrictions remain in place and were clarified in the message.

Movement for accessions, basic training, advanced individual training and follow-on travel to the first duty station will continue.

As announced previously, transfers for those retiring and separating are not affected by this order.

Patients, as well as their authorized escorts and attendants, and medical providers are allowed to travel for the treatment of DoD personnel and their family members.

Waivers for travel deemed mission-essential, necessary for humanitarian reasons or warranted due to extreme hardship will be considered on a case-by-case basis.

“Local commanders will exercise prudent judgment when determining mission-essential travel and granting waivers, and err on the side of conservatism,” Nowell wrote. “This is not business as usual. The expectation is that these waivers are done on a case-by-case basis and that they are very limited in number.”

“As the Navy’s understanding of COVID-19 evolves and conditions change, all guidance will continue to be evaluated,” Nowell wrote. “Feedback from commanders is welcomed and is a critical part of revising current policies or issuing additional guidance.”

Navy Sets Schedule for Finishing Advancement Cycles

The Navy has cleared the path to finishing the spring petty officer advancement cycles, while maintaining COVID-19 mitigation best practices with the release of NAVADMIN 121/20.

As part of the Navy’s initial COVID-19 mitigation response in March, the Navy temporarily shut down administering further E4 through E6 advancement exams for the Active Duty and Full-Time Support (FTS) Cycle 247 and Selected Reserve (SELRES) Cycle 106, hoping to resume testing in late May.

After evaluating multiple options, Navy leadership has decided to cancel Cycle 247 Active Duty and Full-Time Support E4 advancement exams. Instead, advancements will be determined using a slight modification to the current advancement scoring formula.

“Due to the large number of Sailors eligible to participate in this exam and the added difficulty of administering the exam to all these Sailors while implementing adequate social distancing measures, Navy has determined that it is in the best interest and safety of our Sailors to not administer the E4 exam,” Vice Adm. John B. Nowell, Chief of Naval Personnel, wrote in the message.

Active and FTS Sailors who are eligible for advancement to E4 will still be ranked for advancement using the Final Multiple Score, the calculation just won’t include an individual test score.

This means the remaining factors of Performance Mark Average, Awards, Pass Not Advanced points, Service in Paygrade and Education will determine a Sailor’s final score for this cycle.

A Sailor’s PMA will account for 72 percent of the E4 final multiple score. This means that for this cycle, a Sailor’s on-the-job performance, as rated by their commands, will be the greatest factor in determining who advances.

Navy leaders believe completing the remaining Active Duty and FTS E5 and E6 exams won’t pose a social distancing problem as the number of test takers is low. Of the roughly 70,000 petty officers eligible for the two tests, 65,000 completed them before the COVID-19 mitigation efforts went into effect.

With only 5,000 make-up exams needed to be taken Navy-wide, leadership believes those remaining exams can be properly administered in small groups while maintaining social distancing requirements. As a result, commands will have between May 21st and June 3rd to proctor those remaining exams in groups of 10 or less.

For SELRES, it is estimate that over 80 percent of eligible Sailors completed their exams in February. The remaining make-up exams will be administered during drill weekends in July.
The Navy is offering active-duty and full-time support officers slated to retire on or before Dec. 1 to remain in an active duty status until the end of the year, stated NAVADMIN 105/20. The offer is part of the Navy’s plan to mitigate the effects of the COVID-19 pandemic while helping the Navy maintain operational, Sailor, and family readiness.

According to NAVADMIN 105/20, those in the rank of captain or below, who must retire before Dec. 1, can request to be retained on active duty in a retired status until the end of the calendar year. It’s a status referred to in the service as "Retire/Retain."

All active and full-time support officers who are required by law to retire because of statutory age limits, years of commissioned or active service or for failures of selection to the next rank are eligible to apply.

Any approved officer still retires on their scheduled date, but is then retained on active duty until Dec. 31, unless they request an earlier date.

Officers approved for retention under this program will remain in their current rank, stay at their current command and will not be eligible for a Permanent Change of Station move.

Requests must be received at Navy Personnel Command prior to the officer’s retirement date and in all cases no later than July 1, to allow for the necessary processing and review.

For this offering, limits on the number of retired officers authorized to be retained in an active status and the time requirements for submitting for a Retire/Retain request have been relaxed.

“As the Navy’s understanding of COVID-19 evolves and conditions change, all guidance will continue to be evaluated,” Nowell wrote. “Feedback from commanders is welcomed and is a critical part of revising current policies or issuing additional guidance."

“It is virtually impossible to address all specific cases or situations,” Nowell wrote. "However, commanders have the latitude to adjust direction based upon their unique situation."

The Navy’s recent deep dive into the value of higher education moved from idea to reality as the service now requires officer fitness reports to detail an individual’s educational and learning achievements during a reporting period.

NAVADMIN 137/20 shows Navy leadership's commitment to the idea that career-long military learning isn’t only job-related technical or tactical training. Navy senior leadership wants this knowledge to be combined with higher education, a commitment to continuous learning, and the resulting critical thinking and analysis skills to build the Navy of the future.

"To deter and outfight potential opponents in a world defined by great power competition, our force of professionals is going to have to outthink them, and we can only do that through continual learning and education," said acting Secretary of the Navy James E. McPherson.

Officer fitness reports will detail what each individual has done since their last report to further their education and support a culture of continuous learning. This provides information to selection boards that will place an even greater emphasis on education and learning.

"The value that education and continuous learning brings to our Navy team is undisputed and directly supports our ability to deliver decisive naval power when called," said Rear Adm. Jeff Hughes, deputy chief of naval personnel. "It is imperative to document an individual's commitment to intellectual growth in ways beneficial to the Navy, and the extent to which these achievements increase the breadth and depth of warfighting and leadership aptitude."

What will be considered includes formal education and learning such as resident and non-resident professional military education coursework, professional and academic qualifications and certifications, and civilian education courses.

Informal learning is also encouraged, including personal reading programs that include, but are not limited to selections from the Chief of Naval Operation's Reading List. Also, participation in discussion groups and military societies, writing in national security or military journals, as well as involvement in learning through new technologies will qualify.

If you lose your Common Access Card or it’s set to expire during the next two months, you will have to make an appointment to get a new one; no walk-ins will be allowed.

NAVADMIN 097/20 directs all Navy Real-time Automated Personnel Identification System offices, known as RAPIDS sites, to only issue or reissue Common Access Cards to those with scheduled appointments. While the policy is in place, no walk-in customers will be allowed for any card issue.

Appointments are made through the online RAPIDS appointment scheduler at https://rapids-appointments.dmdc.osd.mil. To locate your nearest RAPIDS center, visit www.dmdc.osd.mil/rsl.

Due to the difficulty this may cause Sailors, Navy civilians, retirees and their families, NAVADMIN 116/20 authorizes extending the use of expired CAC and USID cards until September 30th, 2020.

For CAC cards, this applies to cards that expired on April 16th or later. And for USID cards, those that expired after January 1st. Regardless of the expiration date, family member and retiree ID card holders’ benefits remain in effect as long as the military sponsor is entitled to benefits.

Appointment priority will be given to those with time sensitive situations, the message said. This includes active duty members whose CAC has been lost, stolen or is expiring within the next 60 days, as well as newly retired members and dependents with cards expiring within the next 30 days.

For those unable to schedule an appointment online for CAC PIN resets, a controlled walk-in process for will be available for this service only.

CAC users need to update credentials for use past the original expiration date. For info go to www.cac.mil/coronavirus.
The Navy’s Future Civilian Workforce

— By Honorable Gregory J. Slavonic, Assistant Secretary of the Navy for Manpower and Reserve Affairs

When I reflect on my career, I think about how good the Navy has been to me. I enlisted at the age of 22 and served for 34 years, retiring as a rear admiral. I continue to serve my country as a civilian in the DON, like so many of you who served or had a family member wear the uniform. We are the dedicated civilian workforce behind our Sailors, Marines, and their families, as they fight to achieve our mission around the world.

Over the next decade, nearly a third of our workforce faces a similar situation to my own; after a lifetime of service and dedication to the DON, we are eligible to retire. In an era of great power competition, who replaces us?

The DON’s leadership created the Civilian Human Capital Strategy (CHCS) because we know that our civilian workforce is critical to the success of the Navy and Marine Corps. We ensure our Sailors and Marines are paid on time, that their healthcare and families are prioritized, and they are equipped with everything they need to win the fight. What you do every day for our warfighters is often taken for granted, but it is critical work that ultimately benefits the security of our nation.

This year, we are launching pilot programs across Navy commands, to identify future hiring needs, reduce hiring times, and improve the onboarding experience. We are examining ways to improve career mobility, identify future leaders, and impart appropriate training that will meet the workplace demands of the future.

Our goal is to scale up successful pilots across the DON, to benefit our civilian workforce, which ultimately supports our warfighters. This is an exciting time in the DON as we prepare for the future, and your input is valued and appreciated. Please connect with me on LinkedIn to stay in touch as we share more information about the CHCS throughout 2020.

CORONAVIRUS DISEASE 2019 (COVID-19)

You can help prevent the spread of respiratory illnesses with these actions:

• Avoid close contact with people who are sick.
• Avoid touching your eyes, nose & mouth.
• Practice social distancing by putting space between yourself & others.
• Wash hands often with soap & water for at least 20 seconds.

cdc.gov/coronavirus
based on the success of the Navy Credentialing Opportunities Online — known as Navy COOL — a new online tool is now available to personalize a Sailor’s search for civilian credentials and certifications.

Until now, Sailors had to search the offerings themselves. This new tool does the heavy lifting by leveraging the COOL platform to give Sailors a personalized, total assessment of their military training and experience as well as any off-duty education or civilian credentials they already have.

In the end, it provides information and options for Sailors to consider as they ponder their next career move. This guidance gives recommendations for industry credentialing that can help their in-service advancement while ultimately assisting Sailors in finding post-service employment.

“The Navy and MyNavy HR are committed to providing service members with tools and resources to maximize the value of their training and experience through credentialing.”

How it works is similar to many popular tax self-preparation programs. Sailors work their way through the MilGears tool, providing information and answering questions through a series of pop-ups and help boxes to get a complete background and profile.

The muscle behind MilGears is Navy COOL’s ability to make military to civilian occupation translations that match the Sailors’ Navy skills to civilian credentials.

Since launching, Navy COOL’s offerings have grown to more than 1,800 credentials and funded over 182,000 certifications and licenses.

“What the tool does is give a personalized assessment of what civilian credentials and career pathways that may be immediately or nearly attainable, how to fill any gaps and next steps to accomplish those goals,” Johnson said. “The tool also shows users their best-fit post-service occupations and gives them resources to explore to attain them.”

For information about MilGears visit https://milgears.osd.mil or call (850) 452-6683 to speak with a representative, Monday through Friday, between 7:00 a.m. to 4:00 p.m. Central Standard Time.
Self-Care for Those Supporting Others

When providing support to a loved one when they are facing a crisis, it can be difficult to maintain your mental health. Practicing self-care is important throughout life’s ups and downs; and maintaining your self-care plan is critical to ensuring your own well-being.

Continuing to make healthy choices will ultimately empower you to better take care of your loved ones. Taking care of your emotional health during an emergency will help you think clearly and protect yourself and your family.

Stay close to your routine. A huge part of self-care is establishing and keeping a schedule. Eat healthy meals, get a full night of sleep and exercise when you can. Focus on work and family responsibilities one task at a time.

Talk to someone. Tap in to your support network to bolster your relationship health when caring for others. Even though it may feel uncomfortable to ask for individual help while a loved one is suffering, connecting with others will help you stay sharp and motivated.

Let go of negative feelings. If you have decision-making power over a loved one’s stressful event, try to reframe your perspective in order to protect your own health. Recognizing small positive moments on a daily basis is a useful way to maintain a more resilient headspace.

Dedicate time for relaxation. You may feel like you’re tied to your phone to receive the latest updates on a loved one’s challenges, and then even more pressure to relay updates to friends and family. When your attention is concentrated on helping someone, allot specific times to put your devices away and redirect your focus to relaxing.

Remove the noise. Consider unsubscribing to social media and email notifications on your phone to allow for more space to focus on what is most important to you. Reducing unnecessary information coming your way may help you feel less overwhelmed and help you clear your mind.

Understand your role and its limits. As much as you may think that caring for your loved one falls on your shoulders, you will not be able to solve all of their problems alone. Set boundaries and foster a wider support network to help you navigate your own stressors and create some needed distance from the situation.

Sailors and Stimulus Checks: Expert Advice on Using It

A 2019 survey of military households found that nine out of 10 service members and 84 percent of military spouses worried about their finances — and that was months before the current COVID-19 crisis.

As the pandemic continues, those worries are likely to increase, especially for some families now relying on only one income to survive.

Where Navy families have a leg up is the amount and quality of support available at their fingertips through phone and mobile apps. That support includes resources available to navigate the financial side of their COVID-19 economic realities.

Fleet and Family Service Centers are still open for business helping Sailors and families virtually to provide key guidance. If necessary, the Navy and Marine Corps Relief Society can provide support in these tough times.

Also, there’s the MyNavy Financial Literacy mobile app, which has many resources for Sailors, too.

And for Sailors looking for advice on what to do with the money they receive from the government’s economic stimulus package, experts say you need to consider all of your options.

Qualifying Sailors will get anywhere from $1,200 to $2,400, and even more with dependent children. For most, the money will come by direct deposit to their bank account or by check in the mail. But the most significant question is what they should do with this unexpected income.

“It just depends on what their individual or family’s overall financial picture is, and family situation is,” said Steven Harris, an accredited financial counselor for Naval District Washington’s Fleet and Family Service Center.

Harris said he’s mindful the primary reason the payments are being made is to stimulate the economy. Still, there’s a reality check that Sailors and their families need to take in deciding how, or even if, they’ll spend the money.

Harris laid out a cascading set of circumstances families should work through before opening up their wallets and spending.

“It starts with the question of whether you have experienced the loss of income as a result of the COVID-19 crisis — I realize the military member on their own probably has not, but their spouse may well have lost their job or been laid off during this crisis,” said Harris.

If that’s the case and the family has experienced a loss of income, his next question is, if they have an emergency fund with enough money to cover living expenses for three to six months.

Emergency funds are not only for families, Harris added. Even single Sailors should have funds stashed away—just in case.

“Even if you’re still able to cover a lot of your bills, but you don’t have an emergency fund, strong consideration should be made to starting one with at least some of this money, and for those with one, it doesn’t hurt to put a little more aside,” he said. Even if you already have one, Harris recommends adding the stimulus money to that account because you may end up needing additional emergency funds in the future.

Harris said he’s not a fan of using the extra money all in one place, either. He believes families can use it to meet multiple needs.

“If you have not lost income and you do have savings, then, next question is, do you have consumer debt or high-interest credit cards or loans to pay off," Harris asked. “Then, some portion of the money should go towards paying down or paying those off.”

Once you’ve put at least some of the money into bettering your financial situation, he said, it’s time to consider helping out the economy with the purchase of an appliance, home improvements and repairs or starting an investment account.

“Remember, too, the goal of these payments is to stimulate the economy,” he said. “So, if you are going to make a purchase, shop around and consider using small businesses, who have been hurt disproportionally in this crisis.”

Sailors who wish to talk over their financial plans should contact their local Fleet and Family Service Center. Many commands have trained command financial specialists as well.
WAYS TO CONTACT THE NAVY COLLEGE VIRTUAL EDUCATION CENTER (NCVEC) DURING COVID-19

1. Log into MyNavy Education and submit an inquiry through the Issue Tracker feature in the top right corner.

2. If no CAC/DoD ID available, use the Contact Navy College form on the Navy College Program website. Request a reply and provide contact info.

3. Schedule a counseling appointment using the appointment scheduler on MyNavy Portal.

4. Use the Navy College Assistance Center to submit a Help Request or chat with a Navy College Education Counselor (not currently available on government computers).

5. Text with a Navy College Education Counselor at (877) 838-1659.

HTTPS://WWW.NAVYCOLLEGE.NAVY.MIL

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