

# SAILOR to SAILOR

Official Newsletter of the Chief of Naval Personnel

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Coming in October

- Navy's 244th Birthday
- San Francisco Fleet Week

16 September Issue #19

## MyNavy HR - Working For You

By Vice Adm. John Nowell, Chief of Naval Personnel

Those who know me, or have heard me at any All Hands Call, know that I like to talk about what our great MyNavy HR Team is doing for our Sailors. But more importantly, I like to listen. Taking time to hear feedback is extremely valuable. It allows for process improvement, and helps the MyNavy HR Team better understand issues and collaboratively find ways to solve them.

Recently I had the privilege to meet with PACNORWEST Sailors during a series of MyNavy HR Career Development Symposiums across four bases. These symposiums continue to be great venues to showcase the latest MyNavy HR initiatives and demonstrate our commitment to you.

Our MyNavy HR mission is to serve our customers —Sailors, families and the Fleet—24/7. We are committed to meeting your needs and are diligently working to get our personnel policies, programs and processes right. Constant improvement comes from hearing your concerns and requests, and taking them back to the MyNavy HR team for action.

We heard you in PACNORWEST. Here's what we're addressing: how our Professional Apprenticeship Career Track works and ways to improve it; how we train Command Pay and Personnel Administrators (CPPAs) and help them expedite the travel pay process; how we work in conjunction with Commander, Navy Installation Command to increase capacity of our child development centers; and how we close manning gaps to ensure critical billets are filled. Those are just a few of the things we heard, but trust me when I say, we are getting after it.

Each Sailor-to-Sailor newsletter will provide you insights and updates on how we are addressing some of your most pressing concerns, highlight policy changes, showcase new programs and educate the Fleet on various initiatives underway to make Navy careers successful and personally rewarding.

I want everyone reading this to know we sincerely appreciate the feedback. For those who weren't at CDS and have something to share, I encourage you to call the MyNavy Career Center and provide them with your issue—and if you think we can do better, let us know how.



**MyNAVYHR**  
Serving Sailors 24/7

## MyPCS Mobile adds Electronic Travel Voucher Capability

Striving to further improve the Sailor and family PCS move experience, the Navy has added the ability to electronically prepare, sign and submit a permanent change of station (PCS) travel voucher within MyPCS Mobile!

In MyPCS Mobile, Active Component (AC) Sailors can upload images of receipts using their mobile device, complete a user-friendly travel voucher prepopulated with basic information available from their orders/record, electronically sign the travel voucher, and make it available electronically to their Command Pay and Personnel Administrator (CPPA) for review and release for payment by the Travel Processing Center.

Under this new system, Sailors will be able to:

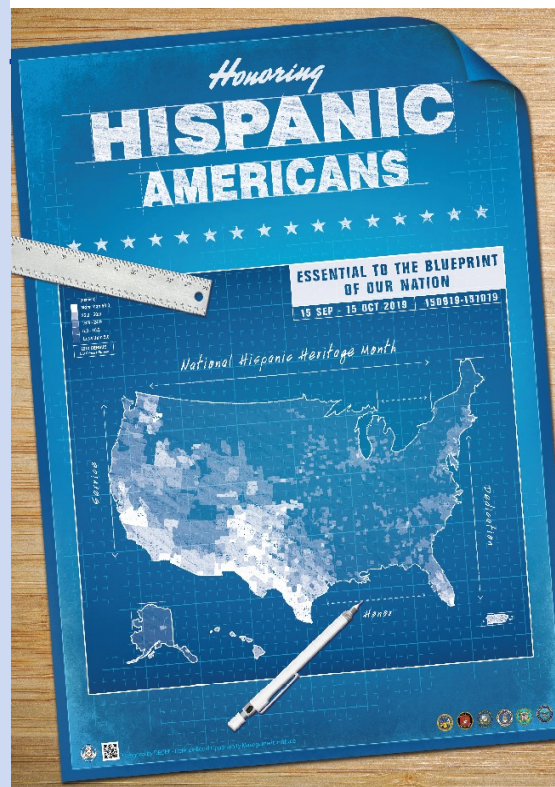
- Create a travel voucher for themselves or their dependent/s
- Review and edit personal information
- Enter their travel itinerary
- Add expenses for reimbursement: supporting documentation and receipts uploaded from a mobile device
- Print and save their travel voucher
- Acknowledge their travel voucher via electronic signature and electronically submit to their CPPA

Similar to the other components of MyPCS Mobile, the MyPCS Mobile Travel Voucher is accessible using any mobile device. AC Sailors may access MyPCS Mobile either through the **Navy App Locker** (<https://www.applocker.navy.mil>) or **MyNavy Portal (MNP)** (<https://my.navy.mil>). Access to MyPCS Mobile does not require a Common Access Card (CAC); however, for CAC-free access, Sailors will need to perform a one-time setup via MNP on a CAC-enabled machine.

## COMING SOON

Be on the Lookout for these  
Personnel Announcements

- ◆ Sea Shore Flow Update
- ◆ Seasonal Uniform Shift



## Updated Final Multiple Score Calculator App Released

The Final Multiple Score (FMS) Calculator app is ready for download after undergoing a redesign that complements the MyNavy Portal FMS Calculator. The app, which calculates projected FMS for E-3 through E-6 Sailors who are eligible for advancement to paygrades E-4 through E-7, hit the app stores on Sept. 5.



“It’s a simple, single-screen display that enables users to populate FMS elements with data representing individual accomplishments and other required data that helps Sailors determine their advancement potential,” said Master Chief Electronics Technician (Nuclear) Greg Prichard, command master chief, Navy Advancement Center.

The app features dropdown menus that allow users to change inputs to explore “what if” scenarios. For example, if Sailors believe they may complete an

associate or bachelors degree prior to the next advancement cycle, they can enter the data to determine if the addition of the degree will place their score above the minimum cut score from the previous exam cycle.

This release includes the latest FMS minimum cut scores for the Spring 2019 advancement cycles. The release also includes changes in the FMS formulas and implementation of NAVADMIN 312/18, as well as the Reporting Senior’s Cumulative Average (RSCA) Performance Mark Average (PMA) policy. The RSCA PMA calculation will be included in the automated Enlisted Advancement Worksheet (EAW) application starting with the Fall 2019 cycles (Cycles 105 and 244). Active and Reserve candidates competing for advancement to chief petty officer will not use RSCA PMA until the 2020 advancement cycles.

Two other changes of note include Individual Augmentee points and Pass Not Advanced (PNA) points.

To reward superior rating knowledge, PNA points for E-4 through E-6 candidates will continue to be added when the FMS is computed. In an effort to allow first-time test takers an opportunity to compete on a more equal level, PNA points will continue to be awarded for the top 25 percent of eligible candidates, but PNA points will only accumulate for the three previous advancement cycles. Current PNA points from previous cycles will be retained.

## MyNavy Career Center (MNCC)

as of September 5, 2019...



350,000+

Service Request (SR) Resolved



1,350

Service Requests on weekdays



93%

Approximately 93% of all SRs closed in 3 days or less. SR volume due to:

- 60K Selection board correspondence
- 40.5K Pay and travel claim support
- 36K Electronic Personnel Action Requests (ePARs)
- 30K Reserve retirement processing

81%

MNCC Customer Satisfaction (CSAT) Rate, since beginning of operations (Sept. 2018)

MNCC

AMERICAN NAVY  
FORGED BY THE SEA

## NAVADMINS

209/19 - Fall FY-20 Full-Time Support Officer Transfer and Resignation Board

208/19 - 2019 Vice Admiral James Bond Stockdale Leadership Award Winners

## TA and NCPACE DL Reminder

If you plan on taking college courses this fall, NOW is the time to select courses and apply for your Tuition Assistance (TA) and Navy College Program for Afloat College Education Distance Learning (NCPACE DL) funding.

TA and NCPACE DL applications may be created, command approved and submitted in MyNavy Education on the Navy College Program website as early as 120 days in advance of your school’s published term start date. All applications must be submitted and command approved no later than 14 days preceding the academic institution’s published term start date.

For questions about TA, the NCPACE DL process or your eligibility under the new guidelines, visit [www.navycollege.navy.mil](http://www.navycollege.navy.mil). The Navy College Virtual Education Center can be reached Monday to Friday 0700-1900 EST by calling or sending text messages to 1-877-838-1659/DSN 492-4684.

For overseas Navy College Office information, visit <https://www.navycollege.navy.mil/contact.htm>.

## Apps Amazing!!



Achieving your personal financial goals is not easy, but the Navy is helping Sailors and their families with the release of the updated MyNavy Financial Literacy app.

The app is part of Sailor 2025, the Navy’s program to empower Sailors by providing them the necessary tools to easily manage all aspects of their careers and life.

The app allows Sailors and their families to access financial literacy education anywhere, anytime via their mobile devices. The latest update includes new links to YouTube videos and retirement calculators and adds Continuation Pay Rates under the Blended Retirement System for calendar year 2020.

The app covers a wide-range of topics to include most of life’s major milestone events. For Sailors who find themselves needing financial education, the app highlights proven techniques to reduce and pay off debt such as the Power Payment Plan. Download from the Navy App Locker at <https://www.applocker.navy.mil>.

# MYTHS: BUSTED

## Career Development Symposium Northwest Sound Off

The MyNavy HR Career Development Symposium (CDS) for Navy Region Northwest recently concluded, bringing senior Navy leadership, briefings and on-site detailing directly to Sailors while showcasing new programs, capabilities and initiatives. Sailors had the opportunity to ask questions and voice concerns. Below are some of the questions and answers from CDS Northwest.

**Q1. Why does Basic Allowance for Housing (BAH) not keep up with the cost of living in the areas that we operate in? It seems like BAH does not support quality housing in some areas.**

A1. Every year, DoD's Defense Travel Management Office reviews the local cost of living for each area and adjusts BAH rates as necessary. Areas with metropolitan population density and business activity can drive rents higher. We are working closely with CNIC to ensure we have the right mix of on-base and off-base options to adequately support Sailors.

**Q2. Since High Year Tenure increased for the rank of E-6, is there a plan to increase the pay cap limits up to 22 years?**

A2. The Navy changed High Year Tenure limits in **NAVADMIN 143/17** allowing E-6s to extend service out to 22 years. Pay tables are established by the DoD and Navy is not currently working with DoD to increase pay cap limits.

**Q3. My rate has an abysmally low advancement percentage every single cycle. How am I supposed to make this a lifelong career?**

A3. Advancement rates are cyclical and will vary significantly for different ratings. Sailors in overmanned ratings should contact their community managers to convert to a rating with better promotional opportunities.

The next MyNavy HR CDS is scheduled for this fall and we will be visiting Sailors from Navy Region Southeast – Jacksonville, Mayport and Kings Bay. Keep tuned in for more details! **For videos, stories and information about MyNavy HR CDS, visit <https://www.public.navy.mil/bupers-npc/career/talentmanagement/Pages/CDS.aspx>.**

## Reminder - 1 Oct - Mandatory wear date for the ACE cover



The NWU Type III will replace the NWU Type I as the standard NWU on Oct. 1. Sailors are reminded to purchase the NWU Type III eight-point cover with the Anchor, Constitution, and Eagle (ACE) logo which replaces the rank insignia. Sailors need to be wearing the NWU Type IIIs with the ACE on Oct. 1.

### Stay Connected!

Follow @USNPEOPLE on Facebook, Instagram, Twitter and YouTube  
[www.navy.mil/CNP](http://www.navy.mil/CNP)  
Weekly Wire  
Weekly Wire Rundown  
Have questions?  
Email: [usnpeople.fct@navy.mil](mailto:usnpeople.fct@navy.mil)



## Create a Self-Care Plan...how and why

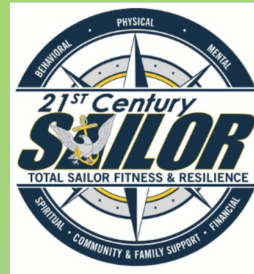
A self-care plan is a customizable tool and preventative measure to help you identify what you value and need as part of your daily life (maintenance self-care) and the strategies you can use if you face increased stress or a crisis (emergency self-care).

There is no “one-size-fits-all plan” but yours should show a commitment to attend to your physical, psychological and emotional health in ways that are meaningful to you. When you begin writing your plan, you’ll need to do some self-reflection. Think about the ways that you currently cope with stress in your life and whether those ways are positive or negative. A self-care plan can include abstaining from negative behaviors, like overspending or overusing alcohol, as well as developing new and more productive strategies. Think about the things in your life that bring you joy and increase your well-being. Make a list of those positive activities. Come up with a reasonable amount of time per week that you’re able to dedicate to those activities and block that time off on your calendar. Some activities may be easy to incorporate into your daily routine, while others may fit in better on a weekly or monthly basis.

**Physical** – These are all the things that involve taking care of your physical health, like nutrition, preventive medical care and good sleep practices. Learn how to get a great workout without equipment in this blog post about minimalist fitness workouts designed for Sailors: (<https://navstress.wordpress.com/2018/05/11/think-you-need-equipment-to-exercise-think-again/>). Yoga offers a complete mind and body workout and this article can help you start a yoga practice: (<https://navstress.wordpress.com/2017/01/11/fleet-feature-yoga-for-the-mind-body-and-soul/>). For tips on creating a sleep-friendly environment to recharge your resilience, check out this article: (<https://navstress.wordpress.com/2015/07/16/recharge-your-resilience-with-a-good-nights-sleep/>).

**Psychological** – There are many ways to nurture your mind and mental health. This article from the Real Warriors Campaign describes stress reduction techniques that can help, especially for people in high-stress occupations: (<https://www.realwarriors.net/stress-anxiety/reduce-stress>). Achieving work-life balance is an important part of psychological wellness, and this article offers help on finding that balance in the Navy: (<https://navstress.wordpress.com/2019/05/13/mental-health-month-finding-work-life-balance-in-the-navy/>).

**Social/Relationships** – Time alone is important, but relationships are one of the Principles of Resilience. Whether it’s relationships with friends, a spouse or other family members or professional relationships and community ties, connectedness can have significant positive effects on a person’s well-being. Learn techniques on how to strengthen connections, whether in person or at a distance: (<https://navstress.wordpress.com/category/psychological-fitness/>). Tracking your progress as you implement your plan will help you understand and recognize your habits, successes and any difficulties you may not have originally anticipated.





## Suicide Prevention Month: Every Sailor Makes a Difference

By Ms. Kim Myers

### Navy Suicide Prevention Program

September is Suicide Prevention Month and a great time to reenergize our efforts to connect with one another, build healthy relationships and promote a sense of community. It's also a good time to renew our commitment to ourselves and reflect on our individual self-care practices. Remember, taking good care of ourselves enables us to more effectively #BeThere for others. As we know, Suicide prevention isn't a 30-day blitz; it's the starting point for year-long conversations on how to recognize and navigate stressors in our own lives and in the lives of our shipmates. We all play a part in creating a supportive environment where those who need help have the courage to seek help and feel supported.

One of the goals of the **Navy Suicide Prevention Program** is to empower you to know what to do, both before and during a crisis. To that end, we offer many resources on our website that focus on stress navigation and wellness. There are several resources featured in the **FY-2020 1 Small ACT Toolkit**. The toolkit contains graphics, talking points, event ideas and other materials to refresh local engagement. Some of the resources I would like to highlight are the SAIL Program, the Stress Navigation Plan and the 30 Days of Small ACTs Calendar.

### SAIL Program

Sometimes it's helpful to have an advocate outside of your command or medical team. This is especially true for Sailors who have experienced a suicide-related behavior (SRB). The **Sailor Assistance and Intercept for Life (SAIL) Program** provides those advocates. The SAIL Program isn't treatment; it's a support network that assists Sailors in navigating resources. SAIL Case Managers are Fleet and Family Support Center (FFSC) counselors who initiate and provide a series of caring contacts after an SRB. These case managers can help with everything from assisting with care coordination to connecting Sailors with financial counselors or other resources as needed. This month we are encouraging suicide prevention coordinators to invite

local SAIL Case Managers to the command to provide more information on the SAIL Program.



### Stress Navigation Plan

It's hard to make good decisions or think clearly when we're in crisis. That's why it's so important to make a plan with positive strategies and support resources before adversity strikes—while you're emotionally and physically healthy. Your stress navigation plan should be a resource that you can turn to in times of increased stress. Include information on crisis help, like the **Military Crisis Line**, where you can get free confidential support 24 hours a day, seven days a week. Also include activities that you find relaxing. Writing down activities that are meaningful to you in your stress navigation plan means you'll be more likely to use them when you need them.

### 30 Days of Small ACTs

The final tool I'd recommend to you is the **30 Days of Small ACTs Calendar** from the FY-2020 1 Small ACT Toolkit. Resolving to ACT – Ask, Care, Treat – means being willing to Ask shipmates the hard questions about how they're really doing, being willing to show you Care by actively listening without judgement and helping those who need it get to Treatment. The 30 Days of Small ACTs Calendar has simple challenges for each day of the month. Print a copy of the calendar and hang it in a busy area. Challenge your colleagues to complete as many of the ACTs as they can.

Suicide prevention isn't just the business of the Suicide Prevention Program. It's an all-hands responsibility, and we need your help to change the conversation about suicide in the Navy by openly and honestly discussing psychological health and promoting the power of seeking help. Through connectedness and vigilance, we can #BeThere for Every Sailor, Every Day.

