

## Navy Cancels Fall E-4 Exams and Plans Rank Order

The Navy has cancelled fall E-4 advancement exams for active, full-time support and drilling reserve Sailors and instead will rank order advancement-eligible E-3 Sailors to limit possible exposure to the COVID-19 virus.

It's the same method used successfully for this past spring's active and reserve full-time support E-4 advancements. The only change for the fall cycle will be the addition of those candidates in the drilling reserve.

The cancellation was announced in NAVADMIN 222/20 and impacts all E-4 exams scheduled to be given as part of the Active Duty (AD) and Full Time Support (FTS) Cycle 248 as well as the Selected Reserve (SELRES) Cycle 107, both were originally scheduled for September.

The only exception will be drilling reservists competing for advancement through the E-4 Prior Service Reenlistment Eligibility – Reserve (PRISE-R) program who will still take exams.

All other eligible E-3 Sailors will instead be ranked for advancement using an alternate Final Multiple Score (FMS) rank-order method without inclusion of the exam score from a proctored exam.

The message also outlined the Navy's plans for administering the Sept. E-5 and E-6 exams

on a staggered schedule throughout the month as a further precaution against spreading the virus.

"The Navy's advancement team has developed policy in this naval administrative message to ensure the safety of our Sailors during the COVID-19 outbreak," wrote Chief of Naval Personnel Vice Adm. John B. Nowell, Jr., in the message.

Using this method to determine who advances, he wrote, will maintain "the high standards and culture of learning that drive our fleet enlisted advancement system."

Because the Naval Education Training and Professional Development Center (NETPDC) will not receive E-4 exam answer sheets, it is essential that commands scrub the records of their advancement eligible Sailors to ensure every E-4 Enlisted Advancement Worksheet (EAWs) in the Navy Standard Integrated Personnel System (NSIPS) is accurate.

For active-duty and FTS Cycle 248, commands will have until Sept. 25 to finalize worksheets. Selected Reserve Cycle 107 E-4 EAWs must be completed by Sept. 30.

The plan for active and FTS E-5 and E-6 exams is to administer them in separate

testing windows throughout Sept. E-6 exams will happen between Sept. 1-16 with E-5 exams being administered between Sept. 17-30.

Selected Reserve E-5 and E-6 as well as the E-4 PRISE-R exams will be given between Sept. 1 and Oct. 31.

Every effort should be made to spread the administration of the exams evenly throughout each window in order to minimize the number of exam-takers at each test site as well as allowing for maximum physical distancing.

Commands are also strongly encouraged to test all candidates for a given rating and paygrade at the same time to maintain exam integrity.

After exams are taken, Educational Services Officers are encouraged to immediately mail NETPDC the answer sheet packages and not hold them until the end of the testing window. This will ensure exams are processed and results are released in a timely manner.

Right now, the results for the total force are anticipated to be released sometime in Nov., however, the message said this is heavily dependent on accurate worksheets being submitted up front and the prompt return of answer sheets once exams are taken.

## Task Force One Navy Listening to Fleet Feedback

Task Force One Navy has begun its listening sessions with Sailors on the deckplates to learn from their personal experiences.

The task force was set up to address racial disparities in the military justice system, advancement opportunities, diversity within the ranks and other topics.

The task force's senior enlisted adviser, Force Master Chief Huben L. Phillips of Commander, Naval Air Forces, met with small groups of Sailors at Naval Station Norfolk aboard aircraft carrier USS John C. Stennis (CVN 74) and the destroyer USS Mahan (DDG 72).

"Especially for those who feel disenfranchised and underrepresented, Task Force One Navy will level the playing field for everyone," Phillips said. "Our recommendations to the CNO and MCPON will ensure that every Sailor, every day will be treated with dignity and respect across the board and afforded equal opportunities of inclusion," Phillips said. "The task force will not operate in a bubble. We will not make assumptions of your experiences. That is why I'm here today."

During one of the meetings, Phillips asked if anyone had experienced racism while in the Navy. Nearly everyone there raised their hand to say yes, he said.



"They talked about barriers in terms of professional development and retention, why some of their shipmates didn't stay in the Navy, or reasons why they feel like they didn't get

advanced or opportunities that they didn't have because of either (their) race or gender," Phillips said.

Improving mentorship, training and educational opportunities are among some of the task force's other goals.

Other meetings with Sailors throughout the fleet are being held via video conference in order to maximize the reach while maintaining safety with COVID-19 still being a concern. Phillips said this task force is unlike any other one he's served on and that everyone in the Navy will see a difference when its work is finished.

But he also told Sailors change starts with them.

"We're not going to wait on the task force to tell us how to treat each other. We've just got to treat each other with respect," Phillips said. "We want to start there and we want to be curious about one another, to find out about our differences, because I truly believe it's our diversity that makes us the strong and mighty Navy that we are today."

# Forward Deployed Duty: Why You Want It

Those who know say it's the best-kept secret in the Navy. But duty in the forward deployed naval forces (FDFN) is not something the Navy wants to keep under wraps.

The bottom line is that serving at the tip of the spear is a proven way to supercharge your career. There's better advancement, unique deployment schedules and exciting family opportunities in exotic places - with plenty to see and do.



Most importantly, however, it's critical duty and essential to national security. It's where the Navy needs you.

"We cannot complete this mission without our officers and enlisted stepping up to take on these critical and rewarding overseas opportunities," said Chief of Naval Personnel Vice Adm. John B. Nowell, Jr.

Navy statistics show that over the last seven years, Sailors serving in

FDFN's Japan-based units advance at higher rates than the rest of the Navy to every rank from E-4 to E-9. That is starting to emerge on board the four Rota, Spain-based destroyers, too.

For those Sailors based in Japan over the past seven years, with only two exceptions, advancement opportunities have been consistently higher when compared against the rest of the Navy.

Here's a look at the FDFN-Japan's seven-year averages:

**E-4** - an average of 10.7 percentage points higher than the rest of the Navy.

**E-5** - an average of 6.2 percentage points higher.

**E-6** - an average of 2.3 percentage points higher.

**E-7** - an average of 4.4 percentage points higher.

**E-8** - an average of 5.3 percentage points higher.

**E-9** - an average of 3.2 percentage points higher.

Long-term data doesn't exist, yet, for the forward deployed forces in Europe. That said, a similar trend seems to be emerging, starting with last fall's petty officer advancement cycles.

Onboard those Rota-based destroyers, FDFN Europe Sailors

advanced to E-4 at a rate of 86%, compared to 22%, Navy-wide. At E-5 and E-6, these forward deployed Sailors advanced at rates of 30% and 21%, respectively, compared to 16% and 7%, Navy-wide.



## Extra Money

Beyond promotions, there are also financial benefits to FDFN assignments as many billets in the FDFN also qualify Sailors for extra pays, such as Special Duty Assignment Pay, Sea Duty Incentive Pay, and Assignment Incentive Pay.

Also, there's Overseas Cost of Living Allowance (COLA), which is a tax-free allowance offered at all FDFN locations. It is designed to offset the higher overseas prices of goods and services, providing Sailors with the same purchasing power they would enjoy with their regular salaries in the United States.

# COVID-19 Face Covering Guidance

Face coverings worn with Navy uniforms will conform to the guidance promulgated by the Centers for Disease Control and Prevention (CDC). Please see NAVADMIN 194 /20 for additional guidance on proper wear.

## WHEN IN UNIFORM

Type of acceptable coverings - must be a plain neutral color (see below) or matching camouflage pattern when wearing camouflage uniforms only.



Type III  
Camo



Grey



White



Black



Brown



Tan



Blue



Green



No lettering/wording, logos, symbols, prints or patterns other than matching camouflage uniform pattern are authorized



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## Navy Extends Fall 2020 PMK-EE Deadline

Active and selected reserve Sailors now have an extra month to complete their Professional Military Knowledge Eligibility Exam (PMK-EE) ahead of the fall advancement exam cycle, as the Navy has extended the deadline from Aug. 1 to Aug. 31.

The deadline extension was announced in NAVADMIN 216/20 released on July 30.

The extension is for the upcoming cycle only and was made because of technical issues, which may have hindered Sailors' ability to be marked as PMK-EE complete in the Fleet Management and Planning System (FLTMPS), the message said.

Passing PMK-EE is required for

Sailors in order to be eligible for advancement to the next paygrade. However, it must only be passed once at each paygrade and is not required for each subsequent advancement cycle.

Earlier this month, NAVADMIN 201/20 announced that PMK-EE deadlines for all future exams would be the first day of the month preceding the month in which the exams are to be given. So if you are taking the March advancement exam, you must have PMK-EE complete prior to Feb. 1.

The new deadline schedule will now start Dec. 1 when all active duty E-6 Sailors must have their PMK-EE done in order to sit for the January's E-7 exam.

### Future PMK-EE Requirement Dates

January AD/FTS E7 NWAE Cycle:  
Prior to Dec. 1 of the previous year

February SELRES E4/5/6/7  
NWAE Cycle:  
Prior to Jan. 1 of the same year

March AD/FTS E4/5/6 NWAE Cycle:  
Prior to Feb. 1 of the same year

August SELRES E4/5/6 NWAE Cycle:  
Prior to July 1 of the same year

September AD/FTS E4/5/6  
NWAE Cycle:  
Prior to Aug. 1 of the same year

## Professional Military Knowledge-Eligibility Exam (PMK-EE) Completion Checklist



### The PMK-EE must be completed once per paygrade.

If you intend to participate in the upcoming Navy-Wide Advancement Exam (NWAE) Cycle 107 or 248, you must complete your PMK-EE prior to **September 1, 2020** (must be dated **Aug. 31** or earlier). Don't wait until the last minute to complete this advancement eligibility requirement!



### Take PMK-EE using any one of the following methods:

- **INTERNET:** Go to Navy eLearning (NeL) at <https://learning.nel.navy.mil/>
  - **MOBILE APP:** Go to the Navy App Locker at <https://www.applocker.navy.mil/#!/apps>
  - **AFLOAT:** Hosted on your ship's Navy Information Application Product Suite/NIAPS (Also hosted on the Submarine Onboard Training (SOBT) server)
- \*\*IMPORTANT!** Afloat users are strongly encouraged to use Firefox or Chrome as their browser



**Once you have completed your PMK-EE, save a copy of your completion certificate in a safe location in case you need it later to prove you have completed the exam**



**48 hours after completing your PMK-EE, verify that your results appear in the Navy Training Management Planning System (NTMPS) and your Electronic Training Jacket**

### NOTE:

#### ELECTRONIC ADVANCEMENT WORKSHEET (EAW)

- When your EAW is generated, check it to be sure your PMK-EE completion information is reflected. If not updated, provide a copy of your certificate (showing a score of 80% or higher) to your chain of command. Your Educational Services Officer (ESO) can update your EAW, and the chain of command is responsible for contacting NTMPS to coordinate entry of your completion data.

#### TECHNICAL SUPPORT

- All technical issues associated with Internet, Mobile, or Afloat PMK-EE should be directed to Navy 311 at <https://www.public.navy.mil/navwar/navy311/Pages/home.html>

#### OTHER SUPPORT

- For non-technical PMK-EE questions, email the MyNavy Career Center Help Desk at [askmncc@navy.mil](mailto:askmncc@navy.mil) or call 1-833-330-6622.





## Targeted Reentry Program Offers Separating Sailors a Second Chance

After ten years of honorable service Michael Trendley left the Navy in search of new professional and business opportunities.



However, due to the ongoing COVID-19 pandemic his plans didn't turn out exactly how he'd envisioned.

"The decision to get out was a hard decision," he said. "I didn't particularly want to. It was more of a career development issue, personally, not just in the Navy, but,

you know, pursuing a field that pertained to my undergraduate studies. But I thought back to when I got out and received the approval for my silver ticket."

Thanks to that silver ticket in the Navy's Targeted Reentry Program (TRP), Trendley is back in the Navy after less than two years, reinstated at his former rate (Aviation Electronics Technician 1st Class) and a member of an active Helicopter Maritime Strike Squadron with a bright future ahead.

One of the initiatives of Sailor 2025, TRP is designed to revolutionize and improve recruitment and talent retention. It allows commanding officers to recommend Sailors be considered for one of two types of tickets, gold or silver.

"The golden ticket allows guaranteed return to active duty within one year of separation," said Capt. Doug Howell, director of Reserve Personnel Management at Navy

Personnel Command (NPC). "The silver ticket gives head-of-the line privileges to expedite a return. As long as there's a need for your skill set in the Navy, or approximate skill set, we can fit you in."

Sailors don't have to accept the offer. Commands typically choose their best performing sailors to nominate. For Trendley, it's one of the best decisions he's ever made.

"There's no downside to accepting a ticket," he said. "There's no obligation to come back. When I separated, I had no intention of coming back, but unforeseen circumstances kind of contributed to my decision. There's no telling what might come up in a Sailor's life, so it's always good to have a back-up plan."

TRP also benefits the Navy by gaining an experienced Sailor who doesn't require a lot of training to get back up to speed.

## SEA Updates Curriculum and Requirements

Key changes are coming to the format and enrollment requirements of the U.S. Navy Senior Enlisted Academy (SEA).

Beginning in Fiscal Year 2021, the distance-learning portion of SEA will be three weeks in length and students will no longer need to complete the Primary Professional Military Education (PPME) or Senior Enlisted Joint Professional Military Education (SEJPME) I and II. Additionally, the SEA will begin a stepped-approach to increase annual student throughput from 1,296 to 1,782 senior enlisted leaders.

"The process for implementing these changes will be seamless to the Fleet, other than senior enlisted leaders having a better opportunity to attend," said Command Master Chief Jason Avin, SEA director. "The online portion will be shorter and redundancies will be removed. However, the three week in-residence portion will remain the cornerstone of the educational and networking experience."

"Streamlining distance learning and eliminating pre-requisites were necessary steps in removing barriers for attendance," said Avin. "Keeping in line with the Navy's culture of excellence, we also used the opportunity to conduct a thorough review of the curriculum to ensure the SEA continues to provide students with the most relevant and up-to-date tools the that the Fleet needs senior enlisted leaders to have in order to be successful."

According to Senior Chief Quartermaster Henry Nicol, a faculty advisor at SEA, the curriculum is also being changed to help alleviate stress the former seven-week distance learning period had on students.

"The SEA used Fleet input, staff feedback, and student and alumni surveys to develop the next iteration of the Senior Enlisted Academy," said Nicol. "Based on that feedback, we reached out to the Master Chief Petty Officer of the Navy (MCPON) and our Board of Advisors to provide

recommendations on how to better educate our senior enlisted leaders. The entire staff at SEA is involved in redeveloping the curriculum to be in line with the feedback from the MCPON's leadership mess."

Avin goes on to commend the work that the SEA staff is doing to develop the new program.

"They have reached across domains, across services, into the civilian sector and even internationally to develop the most relevant and challenging educational experience possible for our future students," said Avin. "I am very proud of this team, and we are all excited to deliver the new curriculum to the chief's mess and senior enlisted leaders across the globe."

For additional information, read NAVADMIN 191/20 or contact the SEA course director, at [coursedirector.sea@usnwc.edu](mailto:coursedirector.sea@usnwc.edu) or the SEA lead faculty advisor, at [LFA.sea@usnwc.edu](mailto:LFA.sea@usnwc.edu)

**COVID-19**  
& Convalescent Plasma

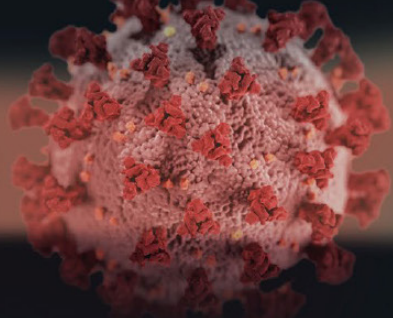
## PLASMA TO THE RESCUE

### WHAT IS CONVALESCENT PLASMA?


Convalescent plasma is the liquid part of blood from patients who have recovered from an infection. Antibodies present in convalescent plasma are proteins that help patients fight an active infection; in this case, SARS-CoV-2, the virus that causes COVID-19.

### AM I ELIGIBLE TO DONATE CONVALESCENT PLASMA?

Got to: <https://militaryblood.dod.mil/Donors/COVID-19andBloodDonation.aspx>



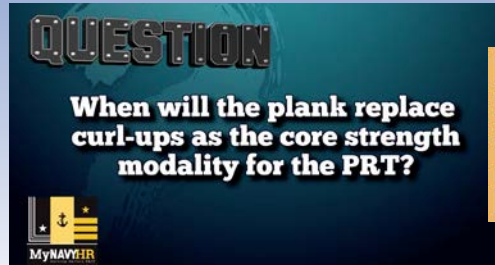
**ASBP**  
Armed Services Blood Program  
[militaryblood.dod.mil](https://militaryblood.dod.mil)





## Your PFA and Plank Questions Answered

Scan the QR codes below with your phone to watch AMCS Eric Anderson from MyNavy HR's 21st Century Sailor Office demonstrate the proper plank technique and answer questions from the fleet about the PFA.



## CBD Product Ban Expanded: Lotions, Topical Applications

To ensure the integrity of the Navy's drug policy, the Navy has upped the ante on its ban on hemp and cannabidiol (CBD) products to include topical products like lotions and shampoos.

Announced in ALNAV 074/20 on July 24, 2020, the message supersedes previous guidance. The new ALNAV bans use of any hemp product or product derived from hemp and violations can occur without regard to intended physical or mental consequences of the use.

The move was done to protect Sailors from potential tetrahydrocannabinol (THC) exposure that could negatively impact mission readiness and disqualify a Sailor from continued service. It is impossible for consumers to determine how much THC a product actually contains in the current environment where label claims are not

trustworthy. Department of Defense (DoD) officials determined that it is not reasonable nor practical for the DoD to test every hemp product, which may or may not cause a positive urinalysis result.

While federal law continues to allow American consumers to use products that contain less than 0.3 percent THC, the Navy policy is meant to ensure there is no unknowing consumption of any THC amount.

"This really is about the health of the force and ensuring the Navy remains a drug-free workplace," said LA Parker, Drug Detection & Deterrence branch head, for the 21st Century Sailor office. "We have to be fit to fight and can't take a risk in allowing our Sailors to consume or use these types of products."

The Navy policy continues to allow

for the use of cannabinoid formulations that are approved by the Food and Drug Administration when a service member has a valid prescription. A Sailor should consult with his or her primary care physician in these circumstances and ensure it is documented in his or her medical record. The ALNAV does not prohibit the use of durable hemp goods, such as rope or clothing.

Sailors who test positive for THC or other substances, for which they have no valid prescription, will be processed for administrative separation and could receive a discharge characterized as "Other Than Honorable."

Every Sailor has a personal responsibility to diligently avoid intentional or accidental exposure to THC and other prohibited substances.

## CAN YOU TELL THESE SAILORS APART?

BY RACE? GENDER? SEXUAL ORIENTATION? NATIONAL ORIGIN?



They are **SAILORS**  
They are a **TEAM**  
WE ARE  
**ONE NAVY**

**TASK FORCE ONE NAVY**

[TASK\\_FORCE\\_ONE\\_NAVY@NAVY.MIL](mailto:TASK_FORCE_ONE_NAVY@NAVY.MIL)







# WHY USE GTCC?

Here are some reasons Sailors should use the Government Travel Charge Card when they and their families PCS...

- ▶ **No INTEREST CHARGES!**
- ▶ **Available temporary Credit Limit Increase\***  
(\*To meet Mission Requirements)
- ▶ **No delays for PCS Travel Expenses**
- ▶ **No payment for up to 60 days after reporting**
- ▶ **CitiBank customer service provided**
- ▶ **MyNAVY Career Center support 24/7**
- ▶ **GTCC has automatic travel accident insurance**

Sailors are now authorized to use the Government Travel Charge Card (GTCC) for permanent change of station (PCS) moves. NAVADMIN 176/20 came in advance of the conditions based restart to the PCS move process, and provides a proven and reliable option for Sailors to support their financial travel needs during a PCS move.

"Over the past year, the Navy has piloted the use of the GTCC for PCS travel expenses and the feedback we have received and our assessment give us confidence that this provides a great option for Sailors during the PCS move process," said Capt. Chris Harris, Navy Personnel Command (NPC) Assignment, Leave and Travel business design owner. "The ease of use really gives our Sailors a great resource to make the moving experience better."

The message announced the final rollout of the GTCC use for PCS travel so that all active-duty Sailors can use their GTCC for PCS-related travel expenses in lieu of a traditional travel advance.

To provide enhanced customer support, NPC has established a GTCC PCS Support Cell within the MyNavy Career Center (MNCC) Contact Center to assist Sailors who have questions or are experiencing difficulties using

their GTCC during a PCS. This cell is staffed with Command Pay/Personnel Administrators (CPPAs) and GTCC Agency Program Coordinators (APC) to quickly solve problems Sailors have using their GTCC to PCS. Also, Sailors in extremis can contact Citibank directly (number on the back of the card) for help requesting a temporary credit limit increase for up to five days under their "No Strand" policy.

Upon normal check-out, APCs at the losing command should place GTCCs in a mission critical status before the Sailor departs. If that is not done, GTCC PCS Support Cell agents are able to during the PCS. GTCC holders who elect not to use their card prior to travel may still activate it during the PCS process.

Covered items include Temporary Lodging Expenses or Temporary Lodging Allowance at the old or new permanent duty station, fuel for a privately owned vehicle when authorized as the mode of transportation, rental cars and fuel (if authorized), lodging and meals in route, dislocation allowance expenses normally used to establish a household, and ATM withdrawals.

The use of the GTCC cannot be combined with a travel advance, used for personally procured moves

(formerly known as do-it-yourself or DITY moves), used for commercial airfare for PCS travel (all commercial airfare for PCS travel will continue to be booked through the Navy Passenger Transportation Office), used for personal travel arrangements during leave in conjunction with orders or used for medical expenses.

The GTCC option for PCS is another service provided by the MyNavy HR team to modernize the pay and personnel process and improve the customer experience for Sailors and their families. It adds to the number of recently released products to support Sailors during a PCS move that include numerous offerings available via MyPCS Mobile.

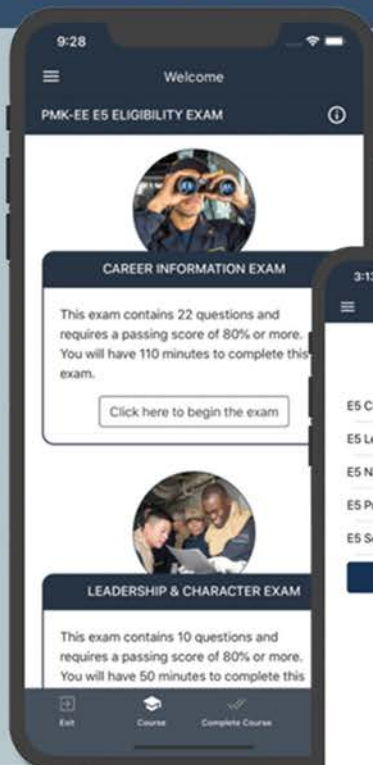
On MyPCS Mobile you can view a streamlined, plain language set of orders, complete an interactive PCS checklist tailored to your move plan, use a PCS Entitlements Calculator and complete an easy to use electronic travel claim. MyPCS Mobile can be downloaded from the Navy App Locker at:

<https://www.applocker.navy.mil>.

The MNCC Contact Center can be reached for GTCC PCS problems as well as all pay and personnel issues 24/7 by calling (1-833-330-6622) or by email at [askmncc@navy.mil](mailto:askmncc@navy.mil).



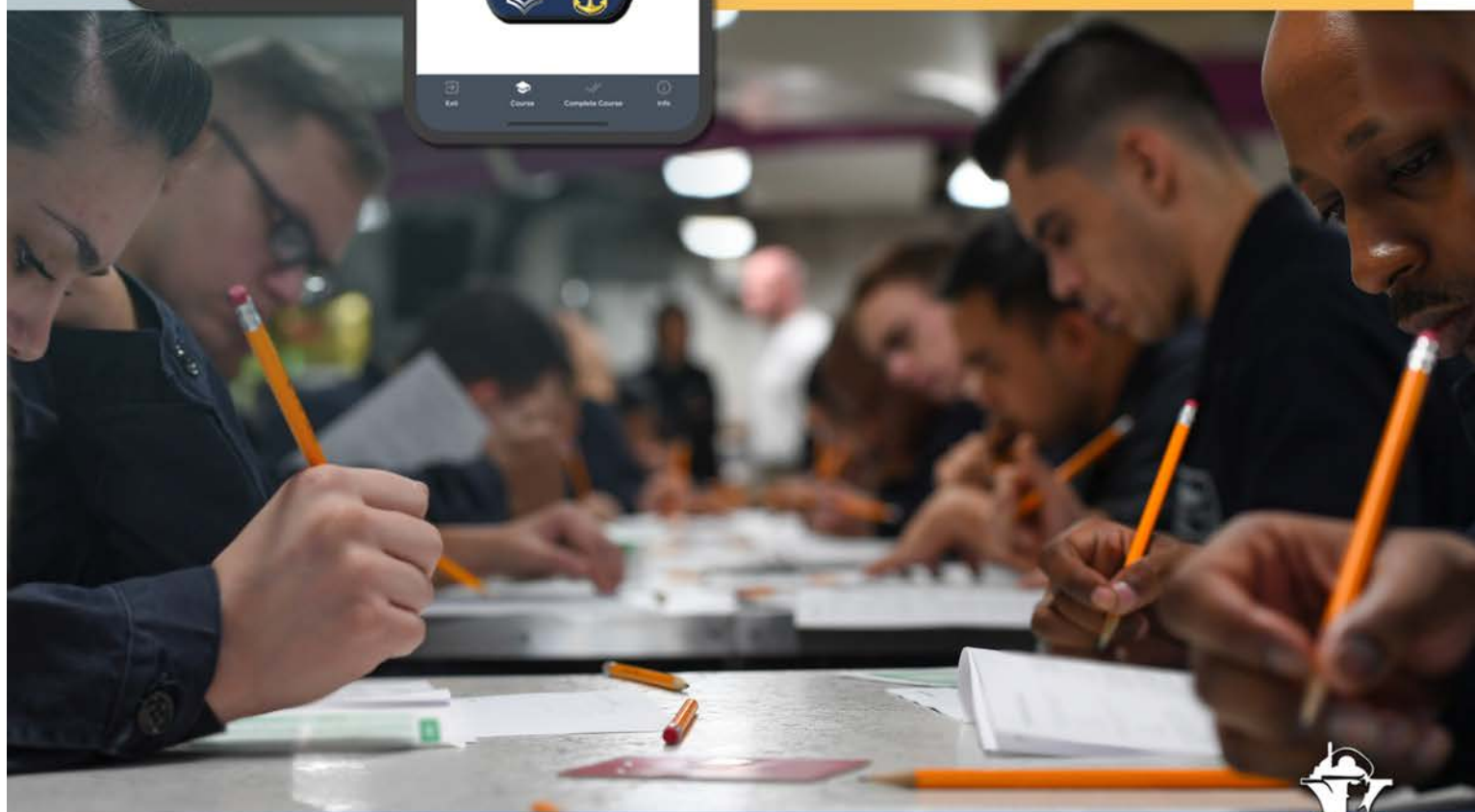
# PMK-EE Prep At Your Fingertips!



The Professional Military Knowledge Eligibility Exam (PMK-EE) app is a convenient way for Sailors to study and take the required exam as part of the enlisted advancement process for E4 through E7 pay grades.

## NEW FOR 2020

- ✓ E4 through E7 ratings updates include:
  - Course materials (including bibliographies, topic and subtopic listings) and FAQs
  - Exam names
  - Questions and answers
- ✓ Information for users about next steps when they pass the final exam



Download PMK-EE today for more information: [applocker.navy.mil](https://applocker.navy.mil)

