

# Great Lakes Bulletin

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## NSGL Honors Passing of Chief Navy Career Counselor Tray Bynam

*Story by Naval Station Great Lakes Public Affairs*

Chief Navy Counselor (SW/AW/IW) Tray Bynam, native of Phenix City, Alabama, and assigned to Naval Station Great Lakes, passed Tuesday, December 13, 2022 in Glenview, Illinois.

Bynam was born September 30, 1988 in Columbus, Georgia at the Columbus Medical Center to Ada and Charlie Bynam, Jr. Bynam enlisted in the U.S. Navy in 2007 and trained as a ship's serviceman in Meridian, Mississippi, following completion of boot camp at U.S. Navy Recruit Training Command in Great Lakes, Illinois. Bynam served aboard the aircraft carrier USS Dwight D. Eisenhower (CVN 69) until he re-rated to a Navy career counselor in 2017. After attending his career counselor course in San Diego, California, he went on to serve at Naval Supply Fleet Logistics Center Norfolk and onboard the aircraft carrier USS George H.W. Bush (CVN 77). Bynam arrived onboard Naval Station Great Lakes in August 2020. He earned two Navy and Marine Corps Achievement Medals, a Navy Commendation Medal, and a Flag Letter of Commendation. As leading petty officer of the command's administrative department, Bynam was directly involved in many of the inner workings of the command and staff's lives. Throughout the command his commitment was noted through countless late nights he was seen working in his office.

"That man loved the Navy and loved his job but he loved the Sailors more than anything," said Yeoman 2nd Class Marc Navarro, assigned to Great Lakes' administrative department.



"It didn't matter if it was inconvenient for him, he would always find a way to help any Sailor that crossed his path. Chief would stay late a lot! One day I asked him why and his response was 'Because I care.' Chief was a one of one - a rare breed for real - and cared about you on and off work."

Beyond his role as the command career counselor, Bynam made an impact upon the Sailors he mentored every day.

"NCC Bynam was - to me - the perfect example of the Sailor and a true mentor but he would say be better than me," said Quartermaster 2nd Class Rashaud Bradley, assigned to Great Lakes' administrative department. "Chief told me something all the time that I will carry throughout my career. He would 'say be the person you ain't never



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had” and I knew by doing that I can be the change I want to see in the Navy. Chief Bynam taught me so much and I will always live his values.”

He is honored in life by his mother, father, and stepfather; siblings Jeremy, Christal, and Kenya; his nieces, nephews, aunts, uncles, cousins, and friends; his Navy family throughout the fleet.

“Chief Bynam left a mark in his Sailors hearts,” said Navarro. “He will be forever loved and missed.”

“I’m thankful for the time that I had with him and for the excellence he inspired in our department and here at Naval Station Great Lakes,” said Bradley. “He will be missed by everyone.”





# DOD Expands Military Parental Leave Program



the Department of Defense announced the expansion of the Military Parental Leave Program (MPLP) via Directive-type Memorandum 23-001 – “Expansion of the Military Parental Leave Program.”

The expansion was made in accordance with DTM 23-001 and the National Defense Authorization Act for Fiscal Year 2022, builds on the Department’s support of military families and Service members by streamlining and enhancing the parental leave benefit for Service members. Specifically, the expansion provides parental leave to active and reserve component service members (on active duty for 12 months or more) who have given birth, adopted a child or had a child placed for adoption or long-term foster care with them. Birth parents will be granted 12 weeks of parental leave following a period of convalescent leave and non-birth parents will be granted 12 weeks of leave following the birth of their child. Adoptive parents and eligible foster parents will also be granted 12 weeks of parental leave. The MPLP is designed to allow members to care for their children while balancing the needs of their unit.

Members who were on maternity convalescent leave or caregiver leave on 27 December (before the new policy went into effect) and had not used up their leave will transition to leave under

the new policy without any loss of benefit and will receive the expanded benefit. For example, birth parents on six weeks of maternity convalescent leave or six weeks of primary caregiver leave as of 27 December will, with transition to the new policy, receive a combined total of eighteen weeks of non-chargeable leave following the birth of their child. In the future, under the new policy, the amount of convalescent leave birth parents receive will be determined on an individual basis, and the amount of parental leave will be a standard 12 weeks. Members (other than birth parents), on caregiver leave, e.g., a father on three weeks of secondary caregiver leave, as of 27 December, will also transition to leave under the new policy and receive a combined total of twelve weeks of parental leave. The transition to the expanded parental leave benefit is intended to occur without interruption.\* (See Editor’s Note)

The leave can be taken by both birth and non-birth parents and must be administered in accordance with the policies and procedures outlined in the DTM. The expansion of the MPLP, which applies to all eligible service members as of January 4, 2023, takes precedence over previous DoD issuances and service regulations.

# SECNAV announces DON observance of 2023 OPSEC Awareness Month

*From Carlos Del Toro, Secretary of the Navy*

Secretary of the Navy Carlos Del Toro has announced the Department of the Navy observance of and participation in Operations Security Awareness Month which will take place January 2023. Message follows:

CLASSIFICATION: UNCLASSIFIED//

ROUTINE

R 211759Z DEC 22 MID200080612320U

FM SECNAV WASHINGTON DC

TO ALNAV

INFO SECNAV WASHINGTON DC

CNO WASHINGTON DC

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ALNAV 085/22

MSGID/GENADMIN/SECNAV WASHINGTON DC/-/DEC//

SUBJ/OPERATIONS SECURITY AWARENESS MONTH//

REF/A/SECNAVINST 3070.2A/09MAY2019//

REF/B/DODINST 8170.1/24AUG2021//

REF/C/OUUSD MEMO/22JUN2021//

REF/D/DEPSECDEF MEMO/03AUG2018//

REF/E/NAVAL OPSEC SUPPORT TEAM/WEB//

REF/F/MARINE CORPS OPSEC SUPPORT TEAM WEB//

AMPN/REF A IS SECNAV OPSEC POLICY.

REF B IS DOD POLICY ON ONLINE INFORMATION MANAGEMENT AND ELECTRONIC MESSAGING.

REF C IS DOD MEMO ON INFORMATION AND OPSEC RISKS POSED BY NON-GOVERNMENT WEBSITES AND APPLICATIONS.

REFDISDODGUIDANCEONTHEUSEOFGEOLOCATION-CAPABLE DEVICES, APPLICATIONS, AND SERVICES.

REF E IS THE NAVAL OPSEC SUPPORT TEAM WEBSITE AT [WWW.NAVIFOR.USFF.NAVY.MIL/OPSEC](http://WWW.NAVIFOR.USFF.NAVY.MIL/OPSEC).

REF F IS THE MARINE CORPS OPSEC SUPPORT TEAM WEBSITE AT [HTTPS://INTELSHARE.INTELINK.GOV/SITES/MCIOCMOST](https://INTELSHARE.INTELINK.GOV/SITES/MCIOCMOST).

RMKS/1. This message announces the Department of the Navy observance of and participation in National Operations Security (OPSEC) Awareness Month during January 2023.

2. The theme for OPSEC Awareness Month is Protecting Critical Information. Per reference (a), every command is required to maintain a critical information list (CIL) detailing the specific categories of unclassified information that must be protected based on the organization's mission and the threat environment.

In order to maintain our warfighting advantage, we must protect our critical information. This requires personnel to accurately

4 identify information requiring control and to understand and

abide by protection measures.

3. We operate and communicate in an electronic information environment where information is continually at risk. Potential adversaries have robust cyber collection capabilities and data aggregation efforts designed to collect against publicly available information. Even seemingly small or insignificant details are being aggregated and weaponized to provide valuable insight to our adversaries. We must not trade security for online convenience.

4. Commanders and Commanding Officers:

a. Use OPSEC Awareness Month as an opportunity to refresh your command's program and emphasize the importance of OPSEC to your mission. Review, update, or validate your CIL and ensure it is common knowledge among command personnel. Complete required annual training.

b. Understand the risk of unauthorized disclosure and use your best judgement when considering administrative use of commercial apps within your organization. Prior to authorizing the use of commercial apps, read and understand the entire terms of service and provide refresher training to all command members on the unit CIL. Per references (b) and (c), official Department of Defense information may not be transmitted via commercial e-mail or apps.

c. Prior to deployment, conduct family outreach to ensure broad awareness of OPSEC guidelines, including best practices for social media use.

d. Per reference (d), when in an operational environment or Combatant Command -designated operating area, conduct a comprehensive, threat-based OPSEC assessment prior to authorizing the use of geolocation capable devices. Ensure all personnel are familiar with the Combatant Command's CIL (which takes precedence in the operating area) and understand how to protect critical information from unauthorized disclosure.

5. All personnel shall:

a. Be familiar with your unit's CIL and protect critical information.

b. Exercise vigilance and sound judgment when operating in the electronic information environment. Review security and location settings for apps and social media. Use only encrypted, U.S. government-provisioned methods to transmit critical information and only share it with individuals having a valid mission purpose. Use approved methods of destruction (i.e. shred, burn) for hard copy materials containing critical information.

c. Report suspected unauthorized disclosures to your command OPSEC program manager and chain of command.

6. I encourage you to learn more and take advantage of the excellent resources available via the Navy and Marine Corps OPSEC Support Teams, references (e) and (f).

# Navy Suspends High-Year Tenure for Most Sailors

*From Chief of Naval Personnel Public Affairs*

The Navy announced a two-year suspension of enlisted high-year tenure Dec. 22 to improve Navy retention efforts and Fleet readiness.

“This suspension means more of our talented and experienced Sailors can stay in the Navy,” said Rear Adm. James Waters III, director, Military Personnel Plans and Policy Division, N13, Office of the Chief of Naval Operations. “By removing this barrier to retaining career-minded Sailors, the Navy is broadening career progression opportunities for Sailors and allowing them the opportunity to advance to the next higher paygrade.”

Announced in NAVADMIN 288/22 and effective immediately, this suspension means commands may not separate or involuntarily transfer active component Sailors to the Fleet Reserve due to high-year tenure guidance previously in effect.

The Navy expects this policy to apply to at least 1,600 Sailors within the two-year suspension period.

This policy change allows Sailors remaining on active duty beyond high-year tenure gates to apply for new jobs through the MyNavy Assignment portal or extend at their current command to complete a full tour even if they go beyond the high-year tenure threshold for their pay grade.

“The Navy understands we are in a challenging recruiting environment, and we are focused on making sure that every active component Sailor who wants to remain on active duty has that opportunity,” said Waters.

Sailors who negotiate, accept and execute orders to their next assignment before the Jan. 1, 2025, deadline will be permitted to fill those billets for their entire tour beyond high-year tenure limits, even after the suspension expires. All options are open to these Sailors, including remaining at sea, returning to sea or filling a shore billet.

High-year tenure is a force management tool used to shape the active component and reserve component. The suspension of high-year tenure allows the Navy to retain more Sailors.

The suspension applies to active duty Sailors (active component and Training and Administration of Reserves) and Selected Reserve Sailors in a drilling status.

The Navy expects the policy will create fewer gaps-at-sea as compared to the expected number of gaps at sea without this new high-year tenure policy. Sailors who otherwise would have left the Navy due to high-year tenure will now be able to stay in the Navy. Some of those Sailors may remain on sea duty or return to sea duty for a complete a full sea tour, filling sea duty billets that would have been gapped without this policy.

More detailed information can be found in NAVADMIN 288/22. [https://www.mynavyhr.navy.mil/Portals/55/Messages/NAVADMIN/NAV2022/NAV22288.txt?ver=5GJwELipSS\\_zG\\_sRVSEFYw%3d%3d](https://www.mynavyhr.navy.mil/Portals/55/Messages/NAVADMIN/NAV2022/NAV22288.txt?ver=5GJwELipSS_zG_sRVSEFYw%3d%3d)



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# Defense Department Increases Child Care Fees to Maintain Quality Child Care for Military Families

The Defense Department implemented annual changes to the Child Development Program Fee Policy and restructured total family income categories which determine child care fees. The policy change includes fee increases necessary to ensure the department's ability to find and keep skilled child care staff and to continue providing quality care for military children.

The DOD recognizes that in order to find and retain skilled staff and continue providing quality child care for military families, changes to the policy that guide child care fees are necessary to enhance recruitment and retention efforts.

"Most families will see a change in child care fees, but we also know our families understand the importance of ensuring the DOD is able to attract the best employees from local labor markets," said Stacey Young, director of the Office of Military Family Readiness Policy.

The DOD Child Development Program Fee Policy prescribes uniform fee regulations for military child development centers based on total family income. DOD policy requires a minimum of 50% appropriated fund support for child development programs with revenue generated by parent fees providing the remaining 50% of operating revenue. Child care costs are shared between the DOD and families. Child care fees are evaluated each year. Child Development Program Fee Policy changes for 2022-2023 include:

- The number of income categories will increase from 13 to 14, providing a more equitable division of fees based on total family income.
- The hourly care rate will increase from \$7 to \$8 per hour.
- Military departments will increase the community provider

fee assistance rate cap from \$1,500 per child, per month to \$1,700 per child, per month to ensure child care subsidies for military-certified family child care providers are consistent with the community provider fee assistance rate cap.

Overall, these child care fee policy changes will help enable the DOD to recruit and retain the best child development staff possible and continue to provide quality child development services to its military families.

Military families can reach out to their child development centers or school-age care programs to learn how these fee changes will impact individual households.

The Defense Department remains steadfast in its mission to provide a range of options to meet military families' child care needs. The DOD is working to tackle the child care challenges with new strategies and programs. "These child care fee changes will ensure military parents can continue to be mission-ready knowing their children are safe, nurtured and receiving quality child development services," said Heidi Welch, director of Children, Youth and Families for the Office of Military Family Readiness Programs.

About Military Community and Family Policy

Military Community and Family Policy is directly responsible for establishing and overseeing quality-of-life policies and programs that help our service members, their families and survivors be well and mission-ready. Military OneSource is the gateway to programs and services that support the everyday needs of the 5.2 million service members and immediate family members of the military community. These DOD services can be accessed 24/7/365 around the world.

# NAVFAC MIDLANT Awards Contract for Smart Energy Project at Naval Station Great Lakes

*From Naval Facilities Engineering Systems Command Mid-Atlantic Public Affairs*

Naval Facilities Engineering Systems Command Mid-Atlantic (NAVFAC MIDLANT) awarded Aldridge Electric Inc., Libertyville, Illinois, a \$7,680,304, firm-fixed-price contract for the P-828 Smart Energy Project at Naval Station Great Lakes, Illinois.

The contract also contains 12 unexercised options, which if exercised, would increase the cumulative contract value to \$10,061,942. Work will be performed in Great Lakes, Illinois, and is expected to be completed by December 2024.

Fiscal year 2019 military construction (Navy) funds in the amount of \$7,680,304 will be obligated at time of award, and will not expire at the end of the current fiscal year.

This contract was competitively procured via the System for Award Management website, with one proposal received. NAVFAC MIDLANT is the contracting activity (N40085-23-C-0002).

NAVFAC MIDLANT provides facilities engineering, public works and environmental products and services across an area of responsibility that spans from South Carolina to Maine, and as far west as Michigan, and down to Indiana. As an integral member of the Commander, Navy Region Mid-Atlantic team, NAVFAC MIDLANT provides leadership through the Regional Engineer organization to ensure the region's facilities and infrastructure are managed efficiently and effectively.



# A Guide to the Exceptional Family Member Program

*Story by Lt. j.g. DeLorean L. Forbes*



The Department of Defense's (DoD) most valuable assets are its warfighters and their families. Consequently, the DOD has taken steps to ensure that military families are given the support that they need in order to accomplish the mission. One of the DOD's most important programs for achieving this goal is the Exceptional Family Member Program (EFMP).

The Department of Defense's (DOD) most valuable assets are its warfighters and their families. Consequently, the DOD has taken steps to ensure that military families are given the support that they need in order to accomplish the mission. One of the DOD's most important programs for achieving this goal is the Exceptional Family Member Program (EFMP). Originally started by the U.S. Army in 1979, the EFMP serves military families with special needs dependents by ensuring that service members with exceptional family members (EFMs) are stationed

at or near installations where necessary medical, mental health, or educational resources are available for their EFM dependents. The EFM Program does not preclude members from sea duty, normal sea/shore rotation, unaccompanied assignments, Global War on Terrorism (GWOT) Support Assignments (GSA), standing watches, or performing normally assigned duties. However, the program does ensure that servicemembers are assigned to the geographic areas where the medical and educational needs of their family can be met. In order to maximize the coverage and effectiveness of the program, enrollment in EFMP is mandatory for servicemembers whose dependents are eligible for EFM classification.

EFM Enrollment, Categorization, and Support

The EFMP was established by the Navy in compliance with the Individuals with Disabilities Education Act (IDEA), 20 U.S.C. 7

1400 et seq., and its administration in the Navy is controlled by MILPERSMAN 1300-700. The program essentially consists of two core components: EFM enrollment and EFM categorization.

#### EFM Enrollment

The Navy Medical Corps is responsible for identifying family members who qualify for EFM classification. A family member will qualify for EFM classification when they have a chronic medical, mental, or special education need or condition. A condition will be considered chronic for EFM purposes when the condition is expected to last for six months or longer. Some conditions may require enrollment in the program on a temporary basis of 6-12 months.

Once a Navy doctor has identified a dependent as having a chronic condition, their sponsoring service member is required to complete DD 2792, "Exceptional Family Member Medical Summary" and appropriate addenda and DD 2792-1, "Exceptional Family Member Special Education/Early Intervention Summary", to enroll the family member into the program. The family member's military or civilian medical provider will fill out the medical summary portion of DD 2792. This medical summary is mandatory for children who are being enrolled in the program. Servicemembers can receive enrollment assistance from the medical facility's EFM Program Coordinator. The EFM Program Coordinator must also sign all paperwork.

After the forms are completed, the servicemember with the assistance of their local EFM program coordinator will forward the forms to a Central Screening Committee (CSC). There are three different Central Screening Committees, and each is responsible for reviewing referrals in their specific geographic region. Members with EFMs who reside east of the Mississippi; in the European, South American, Middle Eastern, and African areas; and in the Atlantic/Caribbean region submit their forms to the CSC in Portsmouth, Virginia. Members with EFMs who reside west of the Mississippi in CONUS, Canada, and Alaska submit theirs to the CSC in San Diego, CA. Finally, members with EFMs who reside in countries in the South Pacific, Asia, and Hawaii forward their submissions to the CSC located in Yokosuka, Japan.

#### EFMP Categorization

The CSCs are responsible for validating the appropriateness of a family member's enrollment in the program and, most critically, for categorizing the family members who are accepted into the program based on the severity of their condition. Where an EFM's needs are not severe but warrant enrollment in the event of an acute exacerbation, the EFM should be placed in Category 1 (enrollment for monitoring purposes). Where an EFM's Care is usually available at most locations, except for some isolated CONUS/overseas areas, the EFM should be placed in Category 2 (limited overseas/remote CONUS assignments). If the EFM's medical or educational needs preclude assignment to overseas locations, they should be placed into Category 3 (no overseas assignments). When the EFM's medical condition requires assignment to billets near major medical facilities, they should be placed in Category 4 (major medical areas within CONUS

only). When the family member's needs are complex, and permanent change of station (PCS) moves could disrupt the continuity of care (which could jeopardize the EFM's health) the EFM will be placed in Category 5 (Homestead Program). Homestead Program members should receive a long-term assignment to an area that can support multiple sea/shore rotations. Category 6 (temporary category) is for EFMs whose condition requires a stable environment for 6-12 months due to treatment or ongoing diagnostic testing. Category 6 also applies to those who have been identified through overseas screening as having chronic needs but have not submitted an enrollment package.

#### How RLSO Legal Assistance Offices Can Help EFMP Families

According to the Congressional Research Service, the Navy has more than 20,000 EFMP enrolled dependents as of 2020. The families of every single one of these dependents face unique and difficult legal challenges. Military families frequently move and are often unfamiliar with the area in which they live. As such, they may have trouble finding a school or medical facility that can effectively meet the needs of a family member with special needs. Transient military life can also leave servicemembers and their children liable to education or medical discrimination from unscrupulous institutions that are willing to simply wait out the family rather than fulfill their legal obligations to them.

Fortunately, the Navy JAG Corp's Region Legal Service Offices (RLSOs) are here to help. Legal Assistance (LA) attorneys at the RLSOs can advise service members on their housing, educational, medical, and privacy rights and those of their families, as well as provide advice on common legal issues that arise in cases where a service member has an EFM dependent. LA attorneys can also draft powers of attorney (POAs) for an EFM dependent in order to give their family the power to take care of their finances or medical needs, as long as the individual is competent enough to consent to the grant of power. While RLSO attorneys are unable to represent clients directly in court, they are able to help service members understand the litigation process, timeline, and how to file a case. In some cases, RLSO LA attorneys can refer clients to private or volunteer attorneys who specialize in disability law. While the RLSOs advise service members out of court, the Navy has also developed a 3-year EFMP Legal Assistance Pilot Program, in compliance with the FY 2021 National Defense Authorization Act (NDAA). The EFMP Pilot Program consists of two disability and special education law subject matter experts (SMEs), located in Norfolk and San Diego, who can provide direct, in-court legal services to EFMP families in the jurisdiction wherein they are licensed. SMEs further supplement the RLSOs by serving as resources for the LA attorneys and clients to consult when dealing with cases involving the IDEA, the Family Education Rights and Privacy Act (FERPA), and the right to a Free Appropriate Public Education (FAPE) under section 504 of the Rehabilitation Act of 1973. Service members are encouraged to contact their nearest RLSO's LA Department and inquire about our services.