

SAILOR TO SAILOR

MARCH 2026

The Official Newsletter of MyNAVYHR

CHIEF OF NAVAL PERSONNEL:
VADM Jeffrey J. Czerewko

**FLEET MASTER CHIEF OF PERSONNEL,
MANPOWER, AND TRAINING:**
FLTCM John H. Walker Jr.

S2S PRODUCED BY
CNP Public Affairs



24/7 support for pay benefits, records, leave, and PCS

(833) 330-6622

AskMNCC@us.navy.mil

MARCH RECAP

Explore the key ALNAVs/NAVADMINs released in February, highlighting the Navy's latest updates and guidance.

EVENT DATES

Feb. 01 - Dec. 31, 2026
[Calendar Year 2026 E4 Meritorious Advancement Program \(MAP\)](#)

Jun. 23 - 26, 2026
[Career Development Symposium PACNORWEST](#)

DEADLINES

Apr. 17, 2026
[2026 Department of War Spirit of Hope Award Nominations Submission](#)

Apr. 20, 2026
[FY26 Navy Language Program Awards Nominations Submission](#)

Apr. 30, 2026
[Officer Applications for the Navy Flight Demonstration Squadron \(Blue Angels\) for 2027-2028 Show Season](#)

FY26 COMMON MILITARY TRAINING Released

Check MyNavy portal for details

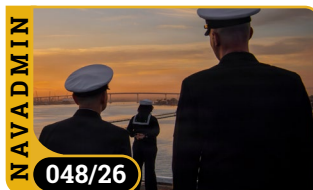
C-NOTE #6: EXCELLENCE ASHORE



065/26

The inaugural Shore Battle "E" honors top bases like NAVBASE San Diego and NAS Whiting Field for excellence in supporting maritime dominance and operational success. Victory at sea starts ashore, where naval installations generate readiness, sustain the Fleet, and shape warfighting Sailors.

FY27 SEAMAN TO ADMIRAL-21 PROGRAM ANNOUNCEMENT



048/26

Ready to rise from Seaman to Admiral? The FY27 STA-21 program invites enlisted Sailors to apply for full-time undergraduate education and commissioning by Jul. 1, 2026. Submit a package highlighting academics, leadership, and command endorsement. Selection occurs in August 2026.

SPECIAL DUTY ASSIGNMENT PAY PROGRAM UPDATE



052/26

Big news for Sailors earning Special Duty Assignment Pay! The Navy released OPNAVINST 1160.6D, outlining steps to streamline annual certification and improve process clarity. Sailors are encouraged to review the instruction on MyNavy HR to prepare for upcoming updates and requirements.

C-NOTE #5: BACKBONE OF THE FLEET: CHIEF PETTY OFFICERS



058/26

Chief Petty Officers are the backbone of the U.S. Navy, turning deckplate grit into warfighting excellence. This NAVADMIN marks their 133rd birthday and highlights their role in training Sailors, enforcing standards, and translating command intent into results, while sustaining Fleet mission-readiness.

CONTINUUM OF CARE FOR DEPENDENTS DISPLACED FROM CENTCOM



059/26

Navy families displaced from CENTCOM are receiving full support and a clear path to safety. Commands must update NFAAS for all personnel. Resources like MyNavy Career Center, FFSC, TRICARE, and Emergency Family Assistance Centers provide ongoing care and repatriation support.

Continued on Page 2

Operation EPIC FURY Resource Update

Safe Haven & Early Return of Dependents

Sailors and families in affected areas may be authorized relocation and support. Check and ensure your information is updated in sNFAAS. Click [here](#) for the factsheet or visit MyNavy Career Center for details.

Advancement Results Delayed

Navy-wide advancement exam results are delayed to ensure fairness, as some Sailors assigned to NAVCENT are completing exams later due to ongoing combat operations.

NAVY ANNOUNCES FY26 RETENTION EXCELLENCE AWARD CRITERIA

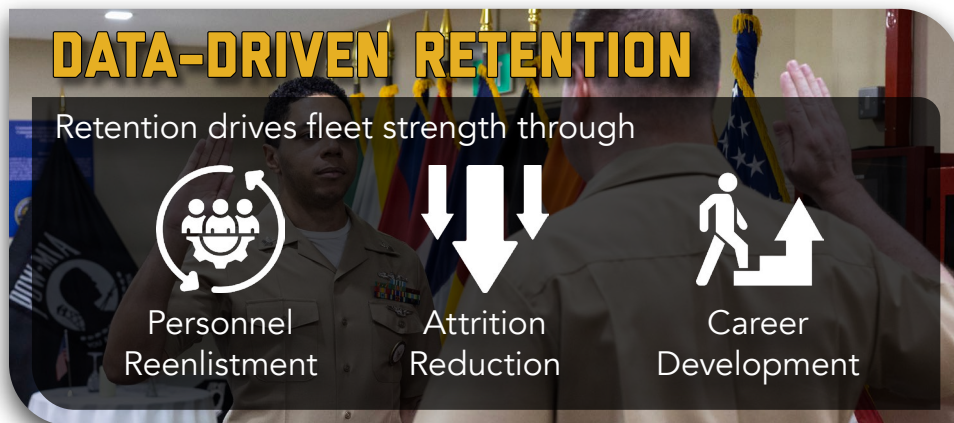
by Chief Mass Communication Specialist Gabriel B. Kotico, Chief of Naval Personnel Public Affairs

ARLINGTON, Va. - The Navy announced with NAVAMIN 046/26 the Fiscal Year 2026 Retention Excellence Award (REA) criteria, recognizing commands that demonstrate measurable success in retaining talented Sailors, reducing attrition and strengthening Fleet readiness through engaged leadership and effective career development. The program also identifies top-performing commands for Best in Class (BIC) distinction.

Unlike one-size-fits-all retention efforts, the REA/BIC framework measures command performance against specific benchmarks tied to reenlistment, attrition and career program execution. The FY26 REA reflects a Sailors First, data-informed approach to force management that aligns talent to warfighting requirements. Chief of Naval Personnel Vice Admiral Jeffrey Czerewko says retention is most effective when it is deliberate, measured and focused on keeping the Sailors whose skills and experience matter most to the Fleet.

"We're keeping the right Sailors, the ones with the critical skills and experience we need," he said. "An experienced team is a more lethal team."

Using data and metrics, the Navy identifies career decision points for Sailors, giving leaders better visibility of at-risk talent, and encouraging timely conversations that help Sailors see a future in the Fleet. The combination of benchmark-based accountability and proactive leadership engagement is central to building and retaining a force that is experienced, stable and ready for the future fight. Leadership that understands who is approaching a stay-or-go decision - and act early



- are better positioned to retain top talent and preserve operational effectiveness.

"Keeping well-trained Sailors in uniform is one of the most direct ways we strengthen the Fleet," said Capt. Charles R. Harmon, branch head of Enlisted Force Plans and Policy. "Retention helps commands hold on to hard-earned experience, maintain continuity in capability, and ensure their teams are ready to meet the mission."

For commands, the REA and BIC distinctions are both recognition and clear indicators of success. They acknowledge commands already leading in retention performance, while encouraging others to build stronger command engagement, improve career counseling and better support Sailors at pivotal moments in their careers. The program is intended to reward leadership involvement at every level, not just end-of-year outcomes.

"Our role as Navy Counselors and Career Development Team members is to provide the personalized guidance Sailors need to chart their future," said Master Chief Navy Counselor James Osborne, fleet counselor for the Chief of

Naval Personnel. "We uphold high standards to help each Sailor navigate their opportunities, goals, and continued service."

The Navy's retention initiatives are backed by a mix of incentives aimed at helping Sailors stay Navy. In addition to selective reenlistment bonuses up to as much as \$120K, the service has removed policy barriers to expand opportunities for continued service beyond high year tenure thresholds for paygrades E-1 through E-9, increased career flexibility through billet-based advancement and greater transparency in orders, and used Project Compass to match Sailors with tailored job opportunities based on their skills and preferences.

Submissions to compete for the Retention Excellence or Best in Class Award are due by Dec. 1, 2026. Echelon 2 commands will announce REA/BIC recipients by Jan. 31, 2027. Commands can review FY26 reenlistment benchmarks and award criteria through official career counseling channels or by checking MyNavyHr at <https://www.mynavyhr.navy.mil/Career-Management/Career-Counseling/>.