NPC leads manpower exercise

By Wm. Cullen James,
Navy Personnel Command Public Affairs

MILLINGTON, Tenn. – More than 80 Navy Sailors and civilians participated in a tabletop manning exercise at Navy Personnel Command (NPC) June 26-28.

The Supply Chain Strategic Simulation exercise, centered on Fleet plan changes for and funds manpower due to a recent reorganization at the Department of the Navy which was announced in NAVADMIN 083/12. The simulations allowed participants to address potential manning issues.

"This exercise is very important to the Fleet because ultimately it will make sure that the decision makers make the right choices to get the right Sailor to the right place at the right time, which will improve Fleet readiness," said Rear Adm. Cindy Covell, deputy Chief of Naval Personnel.

Under the new process, resource sponsors from the Fleet have are responsibile for managing their manpower funding. Formerly, the Navy's personnel domain managed both manpower funding and distribution.

"The (resource sponsor reorganization) is going to put the onus on the resource sponsors and challenge them to take a hard look at manpower requirements," said Program Management Office (PMO) Production Line Operations Branch Head, Lt. Matt Larkin . "The end result of this is that there will be more collaborative work."

The exercise split participants into four teams - resource sponsors, training resources, supply chain management, and the Fleet - and presented them with three scenarios that stressed the potential issues brought on by the reorganization.

The teams addressed how the simulations impacted their organizations and gave participants opportunities to work with other teams to understand potential unforeseen impacts with them. The purpose of the simulation was to identify potential issues that organizations may face in the real world.

This is the second year NPC Production Management Office (PMO) and Navy Personnel Research, Studies and Technology hosted the simulation exercise. Last year focused on excessive wait times during select rating training.

According to Naval Education and Training Command (NETC) Commander Rear Adm. Don Quinn, recent work involving manpower shows planning is the key to success. "It's really important that we get the planning right," he said.

"I thought the exercise was worthwhile. It was something we needed, and I'm glad we got it done," said Naval Warfare Systems Manpower Training Branch Head Cmdr. Mickey Walker, Department of the Navy resource sponsor representative. "We got to see people we wouldn't have normally seen. We were able to develop relationships with other stakeholders and hopefully that will help everyone perform their job better."

On the final day, participants briefed leadership of significant issues and suggestions to improve processes.

"Getting all the stakeholders together from the Fleet, all major commands... was extremely beneficial," said PMO Process and Policy Integration Division Director Mike Farley. "Discussions that were had here are going to help reduce many possible issues that may occur due to reorganization. But the proof is in the actions that will happen after everyone goes home."

Naturalized *cont. from pg 1*

The process of becoming a naturalized citizen takes an average of six months and involves a specific criterion that every interested party has to accomplish before they can call themselves an American.

"It's not a giveaway program; they still have to show good moral character," said Haith. "They have to know both the civics and the history of the United States, and they have to pass a test for that. They also have to be able to read, write and understand the English language."

Members of the U.S. armed forces are immediately eligible for citizenship in a time of war or during a period of designated hostilities; the United States has been in a period of hostility since Sept. 11, 2001.

"While you are eligible immediately during a time or war or a time of emergency declared by the president, you still have to file and you must still meet the same criterion," said Haith.

As a service member applying for naturalization, interested personnel should fill out an application for naturalization and a request for certification of military or naval service. Once the application is received, it will be sent to your nearest USCIS office, where they will set up an interview to determine naturalization eligibility.

"My wife and I started the naturalization process last year and went through a lot of fingerprinting, interviewing and paperwork together," said Mendoza. "She's still waiting on hers but since I just got mine, it's just a question of when she recites her oath of allegiance."

For any questions about USCIS and naturalization, visit the USCIS website at www.uscis.gov.

AMAN John Bautista from Zambales, Philippines, a Sailor with the "Dambusters" of Strike Fighter Squadron (VFA) 195, takes the oath of allegiance with fellow Filipino Sailors during a naturalization ceremony aboard the *USS George Washington* (CVN 73) June 29.

U.S. Navy photo by MC3 William Pittman

Navy enlisted high-year-tenure policy updated

By MC2 Andrea Perez,
Navy Personnel Command Public Affairs

MILLINGTON, Tenn. – As a reminder of the implementation date of July 1, a summary of policy changes to the Navy High Year Tenure (HYT) program were reiterated in Navy Administrative Message (NAVADMIN) 198/12 June 28.

The new policy is outlined in Military Personnel Manual (MILPERSMAN 1160-120 and took effect July 1. It applies to all active-duty, Full-Time Support (FTS) and Selected Reserve (SELRES) Sailors.

HYT sets the maximum number of years an enlisted Sailor may serve based on rank before he or she must advance, separate or if eligible, retire.

NAVADMIN 198/12 highlights changes, including a reduction in HYT limits for active-duty and FTS Sailors in paygrades E-1 to E-3; elimination of passed not advanced (PNA) for E-3 Sailors to stay on active duty for eight years; a clause allowing approved HYT waivers to be cancelled when not fulfilled as approved; and clarification of reduction-in-rate (RIR) procedures.

The new HYT limit for E-1 and E-2 active-duty and FTS Sailors is four years, and the new HYT limit for E-3 active-duty and FTS Sailors is five years.

E-1 - E-3 active-duty and FTS Sailors who are past the modified limit as of July 1 will be separated by March 31, 2013 unless they receive a HYT waiver or are advanced to a paygrade with a higher HYT limit.

Starting with the March Navy Wide Advancement Exam, E-3 Sailors who passed, but did not advance, may not continue service beyond their paygrade revised HYT.

Also under NAVADMIN 198/12, previously approved HYT waiver requests not fulfilled by the Sailor can be cancelled. If an active-duty or FTS Sailor's waiver is cancelled, separation will occur within 120 days cancellation, unless they have time to transfer to the Fleet Reserve or retire.

SELRES members will be removed from SELRES status by the end of the month that the waiver is cancelled and must transfer to a non-pay status or, retired Reserve, if retirement eligible.

Regarding RIR, active-duty and FTS Sailors who have been RIR and exceeded the HYT limit for the lower paygrade must separate by their End of Active Obligated Service as extended or Dec. 31, 2012, whichever is sooner, unless granted a HYT waiver, reinstated or advanced. Members of the SELRES who have been RIR and have exceeded the HYT limit for the lower paygrade will be transferred to a non-pay status by Dec. 31, unless they are granted a HYT waiver, reinstated or advanced.

For more information read NAVADMIN 198/12 and MILPERSMAN 1160-120, visit the HYT Web Page at www.npc.navy.mil/CAREER/RESERVEPERSONNELMGMT/ENLISTED/Pages/HYT.aspx or call NPC at 1-866-827-5672.