

YOKOSUKA

Question: Why did the Air Force get rid of the 3M program?

Answer: Air Force maintenance and material management/PMS of their aircraft is similar to the Navy aircraft but with different acronyms/titles. Perhaps the name has changed but the maintenance requirements for each of type/model/series (T/M/S) aircraft are mandated for the Navy in accordance with the Naval Aviation Maintenance Program (CNAF 4790.2B) along with each T/M/S maintenance instruction manuals and Maintenance Requirements Cards (MRCs). For the Air Force, they follow the guidance set forth in Air Force Aircraft and Equipment Maintenance Management (Air Force Instruction 21-101) and Material Management Instruction (AFI 23-101) along with their maintenance instruction manuals for each of their T/M/S called Technical Publications. The Air Force also established maintenance squadrons to handle all maintenance requirements for each of their type/model/series aircraft, so primarily all O-level and I-level effort.

Question: Should the Navy get rid of the 3M program as well?

Answer: The primary objective of 3-M is to manage shipboard maintenance in a manner which will ensure maximum equipment and system operational readiness. Reliability Centered Maintenance (RCM) analysis is continuously employed by NAVSEA on equipment/system MIPs/MRCs that receive most feedback from users in order to ensure the validity of the contribution of the maintenance towards operational readiness.

While a successful program since the 1960s, leadership at USFF, CPF, and NAVSEA understand the current paper-based Navy PMS is in need of improvement. Reducing the burdens that can be such a large part of PMS today is a high priority. That is why USFF, CPF, and NAVSEA have commissioned a 3-M Requirements Management Board (RMB) to do a bottom-up review of how current PMS is written, executed, administered, and inspected as well as a joint venture called the Future of PMS (FoPMS). This latter effort is a modernization of the Navy's Planned Maintenance System. The attached article from the Summer edition of Surface Warfare magazine provides details of what is being worked on right now in FoPMS. Future articles will provide even more details.

The FoPMS changes will not happen overnight. This is a six year plan that will solve the problems of today's Navy PMS. However,

reducing administrative burdens on Sailors is a priority right now and is the focus of the 3-M RMB. Those improvements are expected to be fielded on a continuous basis beginning as early as next year in conjunction with periodic improvements to the SKED 3.2 and future 3.X computer programs.

Question: When it comes to holding people accountable, where has common sense gone?

Answer: Recognizing issues with oversight and inspections, the 3-M RMB stood up a 3-M Inspection Working Group with predominantly TYCOM members to do a critical review of all TYCOM inspection criteria and work towards singling-up on a process with consistent expectations and grading systems. The end goal is to do away with TYCOM-specific 3-M instructions altogether and publish a unified instruction in the Joint Fleet Maintenance Manual (JFMM).

Question: Have all spotcheckers ever done PMS in their life?

Answer: Training of all personnel engaged in 3-M is recognized as an issue and is the focus of the 3-M Competency Working Group as part of the 3M RMB. Since June and running through 15 Aug 2015, the Navy Personnel Research, Studies, and Technology Division (NPRST) of the Navy Personnel Command has been administering a 3-M competency survey, focused on deckplate sailors, asking for anonymous feedback regarding their training, the maintenance they are asked to perform, and the level of support of their leadership. The information provided in this questionnaire will be analyzed and maintained by NPRST. Results of that analysis will be provided to the 3M RMB. Subsequent efforts will include improvements to administering training to the right personnel at the right time. Further, improvements to current PMS will include competency-based PMS that will be more focused on the maintenance action to be accomplished without excessive extraneous information that encumber more-experienced personnel. As with all such issues, there will be a time lag for these efforts to positively impact the administration of 3-M spot checks, but that result is expected.

Question: Will Sailors with current CAP paperwork in progress still get their promotion after transitioning to MAP?

Background: My question was regarding the Meritorious

Advancement Program; specifically about if sailors with current CAP paperwork would still get their promotion after the switch. However, I am afraid I may have been misinformed when I asked the question; the program I am actually thinking of is AAP, which I thought fell under CAP.

Answer: The Accelerated Advancement program and the Meritorious Advancement program are two separate items. Through the AAP, Sailors must meet all of the requirements once checking onboard their ultimate duty station and advancement to E4 will take effect after 4 to 10 months observation period. For more information on the AAP, please refer to MILPERSMAN Article 1430-010 (ACCELERATED ADVANCEMENT OF RECRUIT TRAINING, CLASS "A" SCHOOL GRADUATES, AND CEREMONIAL GUARD).

Question: Based on difficulties granting OTEIP option "B", is it more prudent to eliminate OTEIP option "B", modify OTEIP option "B" or ensure Fleet Commanders are supporting this incentive program?

Background: Due to real and perceived OPTEMPO, afloat Sailors in FDNF are covertly and overtly being denied 30 days of leave they are entitled to under the Overseas Tour Extension Incentive Program (OTEIP) option "B".

Answer: OTEIP approvals by NPC are based on current manning, status of reliefs/current availability, timeliness of request, and the need for member at a CNO priority billet. Commands may generate local command policies to better manage their individual OTEIP program that may result in certain options being fully executed. Unit COs are responsible for unit readiness and personnel morale which may result in restricted availability of extended leave. Eliminating OTEIP option B due to a local policy is not reasonable as there are others Sailors serving overseas on Type "3", "4", or "6" duty and members serving in Hawaii on Type "2" duty that are being afforded the opportunity to use OTEIP option B. Additional information on OTEIP can be found in MILPERSMAN Article 1306-300).

Question: Is the Undesignated Seaman Program being looked at,

or can it be looked at being revamped to make ratings more available to Sailors? Is there a possibility to move away from year group cohorts?

Background: I've asked this question at All Hands Calls in the past and the answer is typically to "blame the seaman." The "blame the seaman" response comes not from the command level but at all hands calls with senior leadership. During a MCPON visit he said he always gets a question about the undesignated program and said that "Usually it's due to a Seaman striking outside their ASVAB scores or into a rate with no available billets." I no longer have my notes from NPC's visit to Pearl Harbor back in 2013 or his visit in 2014 to be able to quote him specifically but his response was similar to MCPON's response. The situation is not a seaman striking out of his means but the lack of availability of rates. Most of the rates offered only have one to four billets available and with the current system you are unable to strike any rates that are out of your ASVAB scores. When there are 1-4 billets the system does not show which billets are for which year group. So even if it shows that there is an opening for a rate there is a chance that the opening isn't for that seaman's year group. Even though I am rated now I am concerned about my shipmates who are not. My suggestion is not to get rid of the program but find a new way to approach how a seaman is rated. The current system stalls advancement and pushes sailors into a pass the test or get higher tenured out situation. Personally for me I am finally eligible for an advancement exam after 17 months of being a seaman. 12 months undesignated and five months of being rated. The issue from what I experienced was the year group factor. Having a year group limited my options. A lot of the rates that were offered the Enlisted Early Transition Program (EETP) had availabilities for the 2012 year group. Out of the twelve ratings with quotas for the EETP nine of those had been for my year group. Out of those nine I had one billet of each of seven of those ratings to strike. In 2014 right before I was picked up the command was excited because a message had come out making Airman and Engineering billets available to PACT-S sailors in the 2012 year. When the first month of that becoming affective I was offered two rated for each of those communities. Out of the four rates I was offered there was a total of one billet per rate to

strike. They made an effort to help us get rated but by that point we already missed two exam cycles and the availability of those four billets barely made a dent in the total number of undesignated Seamen who were picked up for a rating.

Answer: The PACT program has been under review by OPNAV N13 working group to ensure policies utilized address fleet manning requirements. The enlisted community health is managed by year groups and PACT YG12 has been a constant concern mostly due to retention issues, over accessions, and increased Perform to Serve (PTS) pressure. CNP directed review on the PACT program to explore ways to provide greater opportunities for PACT Sailors by:

1. Stabilizing PACT inventory;
2. Increased designation into desired rating;
3. Addressed YG12 designation opportunities.

Additional information on the PACT program can be found in MILPERMAN 1306-611 (PROFESSIONAL APPRENTICESHIP CAREER TRACK PROGRAM)

Question: Will changes in retirement system affect Sailors transitioning from Enlisted to Officer? How will they be affected?

Background: I understand that the change in the retirement will affect those coming into the Navy under new contracts. Sailors who are transitioning from Enlisted to Officer are essentially closing out their Enlisted contracts and signing an entirely new contract. We need to understand how those changes will impact Sailors transitioning from an Enlisted contract under the old system to the Officer Corps.

Answer: There will be no impact to Sailors transitioning from enlisted to officer programs as they both fall under the same retirement system. Active Duty Service Date (ADSD) is defined as your initial entry in to the military and it determines which retirement system applies to you and whether you have the option to choose your retirement system. Proposed changes to the retirement system have not been approved yet but for information

on the proposals, please use the link to access the Military Compensation and Retirement Modernization commissions report <http://www.mcrmc.gov/index.php/reports>

For additional information on military retirement system please refer to MILPERSMAN Article 1830-010 (Transfer from Fleet reserve from Active Duty), 10 United States Code 6330 (Fleet Reserve), and 10 United States Code 6326 (30 year retirement).

Background: Transgendered personnel have been medically discharged as unfit for service under current policy. Policy review and potential for policy change forthcoming. An understanding of impact of policy change is desired.

Question: In regards to those who were processed out of the Navy due to being transgendered, how will a change in policy affect them?

Answer: The Transgender Service Members Memorandum is effective as of 13 July 2015. No service member shall be involuntarily separated or denied reenlistment or continuation of active or reserve service on the basis of their gender identity, without the personal approval of the Under Secretary of Defense for Personnel and Readiness. This approval authority may not be further delegated.

Question: If someone was medically discharged as unfit for service, would they then be able to return to duty despite the medical aspect of that discharge?

Answer: Maybe. Currently, service members involuntarily discharged prior to 13 July 2015 as medically unfit for service on the basis of their gender identity remain discharged. However, the Under Secretary of Defense for Personnel and Readiness will chair a working group composed of senior representatives from each of the Military Departments, Joint Staff, and relevant components from the Office of the Secretary of Defense to formulate policy options for the DoD regarding the military service of transgender Service members and present its recommendations to the Secretary of Defense within 180 days.

Any efforts to reach out to discharged Sailors and invite them back into the Navy, or any special consideration given on their behalf if they were to apply to return to active duty, will depend upon the working group's findings and any resulting policy implementation.

Question: Would any effort be made to reach out to those Sailors and invite them back into the Navy, or would any special consideration be taken if they were to apply to return to active duty?

Answer: The Under Secretary of Defense for Personnel and Readiness will chair a working group composed of senior representatives from each of the Military Departments, Joint Staff, and relevant components from the Office of the Secretary of Defense to formulate policy options for the DoD regarding the military service of transgender Service members and present its recommendations to the Secretary of Defense within 180 days. Any efforts to reach out to discharged Sailors and invite them back into the Navy, or any special consideration given on their behalf if they were to apply to return to active duty, will depend upon the working group's findings and any resulting policy implementation.

Question: Why can we not issue TAD orders in a more timely fashion to allow for advance travel pay to be disbursed to Sailors and thus preclude their having to pay for travel expenses out of pocket?

Background: My question was in regards to a situation I had with a junior sailor. Service member flew out to Great Lakes, IL on 05Jul2015 for his school, which began on 06Jul2015. This sailor did not receive his travel order until 04Jul2015 and his request for travel advance wasn't submitted until his travel order was released. When he arrived in Chicago on 05Jul2015, he had to pay \$1600 for his car rental out of pocket and checked in at the Navy Lodge in Great Lakes, IL with very little of his own money left over. He did not receive his travel advance until

07Jul2015 and it was causing him unnecessary financial stress. Not receiving the advance travel before a service member leaves for TAD orders defeats the idea behind it. We're asking our sailors to cover for the cost with a guarantee that they will be reimbursed. It all sounds good but what if these junior sailors don't have a credit card or are already in financial hardship?

This has been a reoccurring problem that I've noticed while being stationed here for 2 years. We're sending our sailors to schools and training in order to benefit their careers and the command, but we're not doing our jobs by making sure that they are taken care of.

Response: In order to preclude sailors from having to pay out of pocket travel expense, travel orders with cash advances should be processed at least 15 working days prior to a scheduled departure date to ensure that the traveler will receive his or her advance in a timely manner. If processed correctly, payment of the travel advance is deposited into the traveler's bank account within 7-10 days before the travel start date. If travel request is not processed within 15 days of schedule travel, then the travel advance will be processed for payment immediately upon Approving Official (AO) approval and acknowledgement from the accounting system. However, if this timeframe is not met, unfortunately the traveler could be responsible for the incurred travel expenses out of pocket. Once the trip and travel voucher is completed, the traveler is entitled to claim reimbursement for the approved incurred travel expenses paid out of pocket. The COMNAVSURFPAC DTS Afloat has 24/7 support for emergent and short fused travel requests. Military AOs approve the travel authorizations after regular working hours, including weekends and holidays.

Question: Can DTS processing procedures be adjusted to account for the International Date Line and so enable TAD Orders to be processed in timelier manner for Yokosuka Sailors?

Background: As a supplement to issue articulated in previous item, PSCS Mason offered that DTS orders are all processed in San Diego, which is one day behind Yokosuka. As a result,

Yokosuka Sailors processing DTS orders ahead of weekend travel often cannot have the orders issued in time to effectively process advance travel payments.

Response: Unfortunately, the International Date Line cannot be adjusted in DTS, however, the COMNAVSURFPAC DTS Afloat has 24/7 support for emergent and short fused travel requests. Military AOs approve travel authorizations after normal working hours, including weekends and holidays. To minimize any hardship to our sailors, the proper procedures should be followed to ensure timely issuance of orders and cash advances. Under normal circumstances the following procedures should be utilized:

Authorization requests must be inputted and stamped "signed" in DTS at least 15 working days prior to the departure date. Also, while last minute requests can often be accommodated, timely submission of authorization requests will ensure smooth travel arrangements and receipt of travel advance (non-government travel charge card holders) prior to departure. When processed correctly, travel advances will be paid 7-10 days prior to a scheduled departure date. Additional guidance on submission, preparation and processing of authorization for members attached to ships is provided in the Defense Travel System Ships Business Rules.

Question: To ensure military members and their families do not have to worry about paying Navy Lodge out of pocket and have to then wait for reimbursement, and to reduce paperwork for PSD personnel, is there a way for TLA program manager or the Navy lodge to cut the service member out of the loop and have a fund or account the Navy can pay TLA to the Navy Lodge directly instead of reimbursing the military member after expenses have been paid out of pocket?

Background: When a young military family comes to Yokosuka and they may not be financially stable and have available funds to pay out of pocket expenses staying in the Navy Lodge. The Sailor must request TLA reimbursement, which they might not get right away. The Sailor then has to pay for another 10 days, and if they haven't received their TLA reimbursement, they are out of pocket \$1,500.

Answer: TLA is an allowance intended to partially pay members for the more than normal expenses incurred by a member / dependent(s) while occupying temporary lodging OCONUS. Currently, there is no process in place to directly reimburse commercial businesses for lodging expenses. The local Personnel Support Detachment will reimburse members for lodging expenses within 3 to 5 days from receipt of the TLA documentation / receipts. Sailors are encouraged to seek Chain of Command involvement to mitigate financial hardship from expenses incurred while occupying temporary lodging. Additional information for TLA can be found in the Joint Travel Regulation, Chapter 9.

Question: Is there funding available for advanced education programs (Masters, Ph.D.) for Spouses?

Background: My question was about funding spousal advanced education programs; in particular, the lack of resources for higher education (Masters, Ph.D). I know there's MyCAA, but that's specifically for AA and certificate programs, so I was wondering if there was (or could be) a central location that would make it easier for spouses to find scholarships, fellowships, etc. for higher education (especially for those spouses who do not use or who do not yet qualify to use their husband's GI bill).

Answer: There is no federal funding available for military family members to pay for post-secondary education aside from the Post 9-11 GI Bill. However, there are several other resources available to assist in obtaining advanced degrees, to include:

1. Navy College Yokosuka offers their full range of counseling services to family members, including recommending programs to meet career goals and advising on available scholarships. Some advanced degree programs are offered onsite. They are hosting a "College 101" course for military spouses on August 27th.
2. Military OneSource Spouse Education Career Opportunities (SECO) provides personalized education and career guidance to military spouses worldwide, offering comprehensive resources and tools related to career

exploration, education, training and licensing, employment readiness and career connections.

3. Navy Marine Corps Relief Society - MNCRS's Education Assistance Program offers interest-free loans and grants for undergraduate/post-secondary education at an accredited 2- or 4-year education, technical or vocational institution in the United States. Spouses of active duty Sailors and Marines stationed and living outside the United States are also eligible for the Society's Spouse Tuition Assistance Program (STAP). For STAP assistance, contact your nearest overseas NMCRS office. More info at www.nmcrs.org/pages/education-loans-and-scholarships.
4. <https://myseco.militaryonesource.mil/Portal> has a section dedicated to scholarships to assist eligible persons in seeking financial assistance.