How can we make converting easier?

Our current conversions process is not as easy to navigate as we'd like it to be. The bulk of our voluntary conversions are handled via the C-Way process. This allows the Command Career Counselors (CCCs) to verify the Sailor meets minimum mental, moral, and physical requirements to enter a rating. Community Management then has to validate each request, determine impact to the gaining and losing rating, and determine if training capacity exists. Our current process all takes place within the 30 day C-Way cycle. Future force management initiatives will seek out efficiencies to improve the Sailor experience when seeking conversion.

When will we get FDNF pay?

There is no plan to create a specific FDNF pay. However, there are incentives available, such as OTEIP, for members who volunteer to extend in Japan. We just released NAVADMIN 042/18 which announced expanded incentive programs for enlisted Forward Deployed Naval Force (FDNF) Sailors assigned to sea duty in Japan, Guam, and Spain.

Are there talks about giving the senior enlisted a bonus as the Navy gives to department heads as an incentive to stay Navy?

Bonuses for both officers and enlisted are used primarily for retention purposes and only when analysis shows that monetary incentives will achieve the desired retention effects. We already pay some senior enlisted bonuses in specific skills where there is a need, but there is no plan for across the board bonuses for senior enlisted.

Is COLA going to increase for FDNF sailors?

COLA is paid to ensure that overseas Service members have nearly equal buying power for their expenses as compared to Service members based in the United States. COLA rates vary based on the cost of living and currency exchange rates in particular areas. There is no definitive way to determine whether COLA will go up or down in a given year. However, as the dollar strengthens, COLA typically decreases.

With Basic Allowance for Subsistence (BAS) will there ever be a change for living out in town so you’re not losing money when in home port?

BAS rates are based in law and set by OSD Policy. While rates will likely change when cost of living rates change, it is unlikely that BAS rules will change anytime soon.

Why did we take a COLA hit in Japan? It's 60% less than why we normally would get.

COLA rates are based on the cost of living at specific locations. The cost of living allowance for a particular area is based on periodic surveys conducted in that local area. A drop in COLA is an indication that the overall cost of living in that area, compared to the United States, is not as high as it was previously.
If I receive a reenlistment bonus within my rating and decided to cross rate during my reenlistment would I lose my reenlistment bonus?

Per OPNAV Instruction 1160.8A, voluntary conversions out of a SRB eligible rating are generally not approved unless Service members are relatively close to their EAOS, or the member is transferring to a higher SRB rating/skill.

Why don't males have a haircut allowance? We are required by regulations to keep our hair short and trimmed while females can keep them any length as long as it's neat; most males get a haircut every 2 weeks but don't receive any pay to keep it in regulations.

Navy does not provide an allowance for every expense a Sailor (male or female) may encounter. Navy provides a base pay to every Sailor and it is expected that Sailors will use a part of their salary for personal grooming requirements.

Is there a reason why SRB's have been removed from E7 and above in certain rates? SRB is paid to the ratings/skills where Navy has the greatest need. Navy does not pay by paygrade, but rather by zone. There are many skills in zone C (10-14 YOS) that are receiving SRB at this time.

Is there any thought to giving Geo-bachelor Sailors, that for situational circumstances, i.e., last tour, decided to come unaccompanied, why can't the Navy allow them to receive OHA or a barracks room for better quality of life?

Payment of housing allowances is limited by law and the Joint Travel Regulations. Except when the dependent is prohibited from travelling to the new duty station, only a single housing allowance may be provided. Members who choose to be geographic bachelors are only allowed to reside in government housing that is considered "in excess." Unfortunately, Navy does not have a lot of excess barracks available.