Frequently Asked Questions

Q1. Why was this NAVADMIN announced?

A1. The NAVADMIN was released to announce comprehensive policy and process changes to the enlisted PACT program outlined in Military Personnel Manual (MILPERSMAN) 1306-611. These changes are being made to provide PACT Sailors with the ability to plan for their future career in the Navy and to reduce unplanned losses in the Fleet. Corresponding updates to MILPERSMAN 1306-611 are forthcoming.

Q2. How will PACT Sailors get their rating designations?

A2. PACT Sailors will be able to directly communicate with their Detailers and ECM for prioritized jobs matching their abilities and designation desires. Twelve months from their PRD, Sailors can apply for designation using C-WAY PACT. This will enable Sailors to apply for jobs for which they are qualified and facilitate alignment to Fleet billet priorities.

Q3. What if PACT Sailors are interested in available designations for which they are not qualified?

A3. PACT Sailors interested in expanding their available conversion opportunities should contact their CCC for more information on retaking the Armed Services Vocational Aptitude Battery.

Q4. How will this PACT policy change affect the Fleet?

A4. This PACT program update stabilizes Fleet PACT manning and provides a clearer supply chain demand signal. It will prevent unplanned losses due to unpredictable PRDs and designation timelines for PACT Sailors. Additionally, the designation decision 12 months prior to a PACT Sailor’s PRD will allow the command to personalize on the job training (OJT), focusing on the Sailor’s future rating.

Q5. Are PACT Sailors eligible for Selective Reenlistment Bonus?

A5. PACT Sailors may become eligible for Selective Reenlistment Bonus (SRB) upon receipt of rating designation. The latest SRB NAVADMIN outlines the SRB eligibility requirements.

Q6. PACT Sailors will complete a 24 month PACT tour onboard their first PDS. The NAVADMIN says PACT Sailors will begin the designation process at 12 months. Will Sailors be rated if they are selected for a job at that 13-month mark, and then transfer at 24 months with a set job, or transfer earlier if the skill set is needed in the Fleet?

A6. The rating will take effect within 90 days of PRD, giving them (and their Command) a full Apprentice tour. The intent of the time between PACT Sailors rating selection/approval and actual designation/E4 is for the member to complete a full tour, and to allow commands time to provide tailored OJT for the Sailor’s selected career path.

Q7. The NAVADMIN doesn’t explain how/when the advancement will take place. Is it safe to say, when briefing my TRIAD, that the advancement to E4 can be requested to be effected when the rating is assigned at 24 months?

A7. The advancement will take effect within 90 days of PRD, after the Sailor has signed for the requisite obligated service. Advancement requires the approval of the Commanding Officer. The PACT
designation letter provides the date of advancement as well as the required OBLISERV. Letters will be sent concurrently with the rating approval and billet alignment.

**Q8.** I’ve been aligned to a billet at my present command, but if I refuse to obligate service for advancement can I keep my rating?

A8. Yes. Designation into the new rating will be executed in accordance with the date provided on the PACT designation letter.

**Q9.** When did the Navy start to recruit 3yo PACT Sailors?

A9. October 2018. The first group of 3yo PACT Sailors arrived in the Fleet in January 2019. These Sailors will follow the same timeline as legacy PACT Sailors.

**Q10.** Why is there a difference between OBLISERV for automatic advancement to E4 and OBLISERV for orders?

A10. Obligated service for PCS transfers is based on the Sailors prescribed tour length. Aligning a Sailor’s PRD and EAOS allows commands to build watch team replacement plans. The obligated service for advancement provides the Navy with a return on their investment in the Sailor. In most cases the obligated service requirements will overlap, which is especially true for the new 3yo PACT Sailors.

**Q11.** My PACT Sailor has gone to Captain’s Mast. Can he retain his rating?

A11. If a Sailor is reduced in rate prior to being designated, contact the Enlisted Community Manager (ECM) for a determination. The ECM will be interested in the Command’s recommendation for the Sailor to continue on the designation path (or not). If the Sailor is reduced in rate after being designated then follow the same rules applied to any other rated Sailor.

**Q12.** If my PACT Sailor gets out of the Navy and he is not rated, can he join the Reserves?

A12. No. The Reserve component does not have a PACT program.

**Q13.** My PACT Sailor has xx PRT failure/s, can he retain his rating?

A13. Follow the guidance set forth in NAVADMIN 304/17 and rating entry requirements. If the Sailor has 1 PFA failure they may be designated, but not advanced (para 3.c). Sailors with two or more consecutive failures will not be designated. Sailors being designated via “A” school will not eligible to attend if they failed the most recent PFA.

**Q14.** My Sailor is an Airman PACT and wants to apply for a surface rating. What do I do?

A14. Sailors are limited to applying for ratings that are advertised based on their PACT designation (SN, FN, or AN); therefore, to apply for a rating outside of the Sailor’s current designation, the Sailor must first apply for an apprenticeship change IF quotas are loaded to allow the change. If the Sailor’s current PACT designation (SN, FN, or AN) is undermanned, then the ECM will not authorize apprenticeship change quotas.

**Q15.** My PACT Sailor has prior-to-service college education (AA, BA, BSN, ASN, etc…) that directly aligns to rating xx.
A15. Contact rating ECM directly for rating consideration. All PACT CWAY timeline applies.

Q16. What should I do if I received a prior PACT Sailor and he is not designated in the system? The Sailor wants to OBLISERV for automatic advancement to E4 but signed a page 13?

A16. Contact PACT Admin for corporate data system rating designation. PACT letter is nullified upon signature of page 13.

Q17. My PACT Sailor wants to OBLISERV for automatic advancement to E4 but requires a HYT waiver.

A17. Submit PACT letter to HYTwavier.fct@navy.mil requesting HYT waiver.

Q18. What is the expiration date on PACT letters?

A18. PACT letters are nullified upon signature of page 13, “declining OBLISERV for automatic advancement to E4”

Q19. I have a Sailor here at the command who has a designation/advancement letter and is transferring next month but he failed the most recent PFA. Will the letter still be good at the next command once he passes a command-directed monthly FEP or mock PFA IAW NAVADMIN 304/17?

A19. The member has until the administration of the next official PFA to pass a command-directed monthly FEP or mock PFA to regain eligibility for advancement.

Q20. Is PMK-EE required to be completed prior to my PACT Sailors being auto advanced?

A20. Yes, as per NAVADMIN 313/1, PMK-EE is required to be completed prior to advancement to include all other eligibility requirements outlined in the advancement manual.

Q21. My PACT Sailor has not received his designation letter and he is within 5 months from his PRD.

A21. Contact PACT Admin for letter status.

Q22. Who do I contact if I have any PACT program questions.

A22. If you have any additional question, please contact PACT Admin team at email address pact_admin.fct@navy.mil.