



US Navy Civil Engineer Corps Collegiate Corner



September 2022

Greetings Future CEC Officers!

With autumn upon us we highly encourage you to continue to stay in shape, especially for those of you who reside in cooler climates. Civil Engineer Corps always promote a lifestyle of work-life balance. Dedicate time to stay active! Remember to incorporate proper warm-up and cool-down exercises into your workout. Don't forget to allow for recovery days between your exercise routine to let your muscles repair and continue to develop strength and flexibility.

Not sure where to start? The Navy has a huge planning resource that will help you begin, please visit

<https://www.navyfitness.org/fitness/noffs-training/noffs-series>

The Accessions Team is here to keep you informed about the CEC and the Navy and is ready to answer any questions you may have. For past issues of our Collegiate Corners, please visit

<https://www.navfac.navy.mil/Careers/Students-Grads/CEC-Accessions-Program/Collegiate-Corner-Newsletters/>

We look forward to you joining the ranks!

- CEC Accessions Team

LEADERSHIP TRAITS

“Good leaders don’t make excuses. Instead, they figure out a way to get it done.”- Jocko Willink
A quote from the book *Extreme Ownership* has a lot of relevant application in moving about daily life and creating positive momentum. This month we will discuss the Naval Leadership traits of being able to Prioritize and Execute, key tenants in being able to “get it done. Effective leaders have learned and practiced not finding excuses or ways to be blame others. They put into motion taking full responsibility for outcomes and review what must be done differently as a leader to create success for their teams. Once done, they prioritize and execute in order to win. How do you prioritize and execute effectively?

Here’s a seven step process that you can implement to help you in becoming more effective in this area.

1. Define the highest priority: Prioritize your problems and take care of them one at a time, the highest priority first. Don't try to do everything at once or you won't be successful. Ask yourself, if one problem isn't addressed first, do the consequences make other issues irrelevant?



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2. Set priority effort: Explain the number one priority to your team (or alternatively commit to yourself) in the most simple and straightforward way possible; don't leave any room for misunderstanding
3. Develop solution: Figure out a solution to the first-priority problem, allowing for input from your team members, if possible.
4. Put energy and focus: Lead your team in executing that solution, ensuring everyone's focus is on this high-priority issue.
5. Switch: Once the top-priority issue is addressed, determine what the next priority is.
6. Repeat: Go back through steps 1 through 5.
7. Prioritize and execute: When executing a high-priority task, maintain flexibility; don't get so laser-focused that you overlook other problems that arise and are unable to adapt and shift priorities.

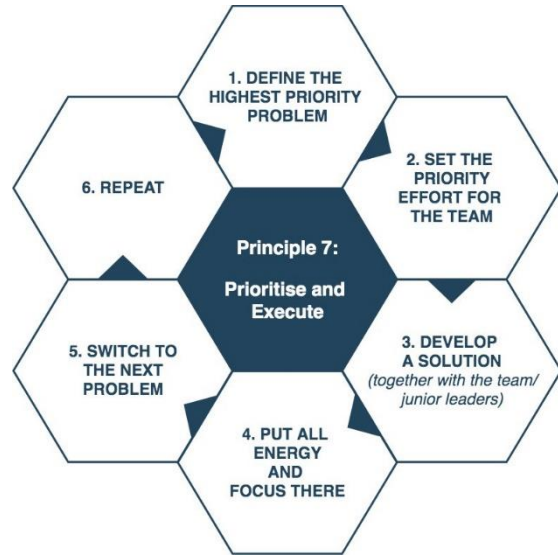


Figure 1: Seven Step Process to for Prioritizing and Executing

The why behind developing these traits is simple. You'll constantly be faced with competing priorities, deadlines and events that vie for your time. Systematically having a process by which you can address them will help you manage yourself and future teams effectively.

Although this may be new to you now, over time this process will become natural to you and with enough practice you'll have another tool in your box to get after being an effective leader. We challenge you practice this process and provide feedback.

MONEY TALKS

You've been selected, are waiting Officer Candidate School and you would like to understand your pay.

There are multiple components to your military compensation that you can receive during your time in service. The potential types of compensation include the following:

- Basic Pay
- Special and Incentive Pays
- Allowances
- Tax Information
- Recoupment
- Retirement



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Basic pay and certain allowances such as housing and subsistence are what most military members, including you as a CEC candidate, receive as compensation. Below is an explanation of these three common types of compensation as well as an example showing take-home pay (shown for the full month).

Basic Pay: Basic pay is a service member’s primary compensation. Two main factors affect where you fall on the basic pay scale: *your years of service* and *your grade (similar but different to rank)*.

Basic Allowance for Housing: When you don’t receive government-provided housing, you’ll be given a military housing allowance known as a Basic Allowance for Housing. This allowance is meant to offset the cost of housing and is adjusted depending on if you have dependent or not. This allowance is tax-exempt, meaning it does not affect your adjusted gross income and effectively keeps you in a lower tax bracket.

Basic Allowance for Subsistence: The military provides both housing and food as part of a service member’s compensation. This allowance is tax-exempt, meaning it does not affect your adjusted gross income and effectively keeps you in a lower tax bracket.

ENTITLEMENTS		DEDUCTIONS		ALLOTMENTS		SUMMARY	
Type	Amount	Type	Amount	Type	Amount		
A	BASE PAY					+Amt Fwd	.00
B	BAS	FEDERAL TAXES	88.48	DISCRETIONARY ALT	1521.00	+Tot Ent	4266.73
C	BAH	FICA-SOC SECURITY	139.33	TRICARE DENTAL	11.58	-Tot Ded	1570.22
D		FICA-MEDICARE	32.69			-Tot Allt	1532.58
E		SGLI	27.00			=Net Amt	1163.93
F		AFRH	.50			-Cr Fwd	.00
G		FAMILY SGLI	5.50			=EOM Pay	1163.93
H		TSP	112.37				
I		MID-MONTH-PAY	1164.47				
J							
K							
L							
M							
N							
O							
TOTAL							
		4266.73	1570.22		1532.58		

Figure 2: Military Pay with Mid-Month Pay and End-of-Month Pay

Lastly, there are some tax advantages that are tied to the state claimed as your domicile. Known as a state of legal residence, this is the place where the service member thinks of as home, the state where you intend to live after you leave the military. Your state of legal residence may change throughout your life. When you enlist or commission your home of record (place where you are entered the military) and your state of legal residency are synonymous.



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You can explore more on military compensation pay and details by visiting the links below.

- <https://militarypay.defense.gov/pay/>
- <https://www.militaryonesource.mil/military-life-cycle/new-to-the-military/getting-settled/military-pay-101/#:~:text=Your%20monthly%20pay%20is%20automatically,2022%20active%2Dduty%20pay%20rates.>

AROUND THE CIVIL ENGINEER CORPS

The summer has come to an end but thanks to the tireless effort by 17,000 NAVFAC civilian employees, 1,300 Active Duty CEC officers, and 7,000 Active Duty Seabees, the NAVFAC and Seabee mission continues. Whether in operating in the Atlantic or Pacific area of responsibility, projects both large and small are underway to increase the Navy's military readiness and build relationships with other countries. As future Naval Officers, these projects, or projects like them, are likely to be in your future. To get an idea of some recent accomplishments, let's take a look at just a few recent NAVFAC and Seabee highlights.

NAVFAC MIDLANT AWARDS A MULTIPLE CONSTRUCTION CONTRACT FOR DESIGN-BID-BUILD

Naval Facilities Engineering Systems Command Mid-Atlantic (NAVFAC MIDLANT) awarded Mitchell Brothers Inc., Seabrook, South Carolina, an \$8,189,441 firm-fixed-price task order (N4008522F6540) under a multiple award construction contract for a design-bid-build repair and reconfigure at Marine Corps Recruit Depot Parris Island, South Carolina.

<https://www.navfac.navy.mil/Home/News-Detail/Article/3168865/navfac-midlant-awards-a-multiple-construction-contract-for-design-bid-build-rep/>

NAVY AWARDS \$120 MILLION MULTIPLE AWARD CONTRACT

Naval Facilities Engineering Systems Command (NAVFAC) Pacific awarded a \$120 million firm-fixed price, indefinite-delivery/indefinite quantity, multiple award contract (MAC) Sept. 15 for environmental services at various locations within the NAVFAC Pacific area of operations (AO).

<https://pacific.navfac.navy.mil/Home/News-Detail/Article/3168860/navy-awards-120-million-multiple-award-contract-to-six-small-businesses-for-wor/>



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NCR 22 – Seabees Renew Maritime Connections in Sao Tome and Principe

The U.S. Embassy Office of Security Cooperation and engineers assigned to U.S. Navy Commander, Task Force Six Eight (CTF 68) attended the 47th annual Sao Tome Armed Forces Day celebration, Sept. 6, 2022.

<https://www.navy.mil/Press-Office/News-Stories/Article/3163650/seabees-renew-maritime-connections-in-sao-tome-and-principe/>

NMCB 133 - Constructs Kindergarten with Tunisian Naval Engineers

U.S. Navy Seabees assigned to Naval Mobile Construction Battalion 133 (NMCB 133) and Tunisian Navy engineers broke ground on the Phoenix Express 2022 (PE22) Engineer Civic Action Project (ENCAP) in Bizerte, Tunisia on June 3, 2022. The combined PE22 military engineer team will construct a new 130 square meter, two-room kindergarten building with a bathroom at the local elementary school in the La Pecherie neighborhood of Bizerte, Tunisia.

<https://www.navy.mil/Press-Office/News-Stories/Article/3084100/seabees-construct-kindergarten-with-tunisian-naval-engineers/>

NMCB 4 - Seabees Work on Concrete

Seabees assigned to Naval Mobile Construction Battalion (NMCB) 4 worked with civilian contractors to pour concrete at U.S. Navy Support Facility Diego Garcia, Sept. 19, 2022.

<https://www.navy.mil/Press-Office/News-Stories/Article/3168334/nmcb-4-seabees-work-on-concrete-at-nsf-diego-garcia/>

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