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NAVSTA Rota Public Affairs

http://www.navy.mil/submit/display.asp?story_id=103241

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4.) Nearly 9,000 Chiefs Facing Mandatory Retirement — What You Need To Know / 8 NOV 17

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(URLs on Last Page)

- Navy Interim Implementation Guidance for Law Enforcement Officers Safety Act (LEOSA) Program
- Invitation to Nominate a Student to the Naval Command College (NCC) (Corrected Copy)
- Invitation to Nominate Students to the Naval Staff College (NSC) (Corrected Copy)
- Nominations for 2018 Secretary Of Defense Field Level Maintenance Awards

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NAVAL STATION ROTA, Spain (NNS) -- The Navy's top personnel officer visited Naval Station Rota to meet with Sailors, listen to their concerns and discuss the Navy's Sailor 2025 initiative, Nov. 5-7.

Chief of Naval Personnel Vice Adm. Robert Burke spoke with Sailors assigned to the Arleigh Burke-class guided-missile destroyers USS Ross (DDG 71) and USS Carney (DDG 64) as well as Naval Station Rota Sailors during separate all-hands calls and small group discussions.

Burke highlighted Sailor 2025, which is the Navy's program to improve and modernize personnel management and training systems to more effectively recruit, develop, manage, reward and retain Sailors.

"Our Sailors are our best weapons and that's why I'm really excited about this job because I get to take care of you," said Burke. "You are our best investment."

Sailor 2025 is built on the framework of three pillars: a modern personnel system, the career learning continuum called Ready, Relevant Learning, and Career Readiness. Each of those pillars has initiatives that have already begun and future initiatives that will be rolling out to the fleet in the next year or two.

"With the ongoing advancement in technology and growing tension around the world, it's important that we ensure our Sailors are trained and equipped with the most modern technology and equipment which is geared towards fleet readiness," said Burke. "Optimizing our processes will allow us to recruit, train and retain the force of tomorrow."

Sailor 2025 is composed of more than 40 individual programs. Some of the programs discussed included streamlined detailing, improved personnel administration processes, expanded paternity leave, and the Career Intermission Program, which allows Sailors to take a sabbatical from the Navy for up to three years.

"I enjoyed his perspective on expanding past using just our primary rates and getting more on-the-job training or certification in other specialties in order to make the Navy a more well-oiled machine," said Yeoman 3rd Class Robert Wilkins. "I thought he had outstanding ideas in making the Navy's administrative processes, when it comes to manpower, detailing and training, a lot smoother and more effective for Sailors."

Naval Station Rota, which is part of, Navy Region Europe, Africa, Southwest Asia (EURAFSWA), provides operational platforms ashore that enable U.S., allied and partner nation forces to be where they are needed and when they are needed to ensure security and stability in Europe, Africa and Southwest Asia.

Just as ship performs lines of operation that provide a capability, Navy Region EURAFSWA bases perform the same eight lines of operation to provide capability to the fleet, joint and allied forces. These eighth lines of operation are: air operations, port operations, safety, security, housing, MWR, Fleet and Fleet and Family Services and what is called the core: the fuels, water and power that keep the bases running. Through our lines of operation, our installations are force multipliers that maximize combat capability of operational units.

For more information and stories, visiting www.facebook.com/USNavalStationRota/

For more information, visit www.navy.mil,
www.facebook.com/usnavy, or www.twitter.com/usnavy.

For more news from Naval Station Rota, Spain, visit www.navy.mil/local/rota/.

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For sailors eager to swap their infamous "blueberries" camouflage with the new forest-green working uniform, the wait is officially over.

The Navy Exchange Service Command announced this week that the Navy Working Uniform Type III, soon to become the standard shore work uniform for all sailors, went on sale at exchanges within Navy Region Southeast on Monday.

The region, which stretches as far west as Texas and includes Guantanamo Bay, Cuba, had been scheduled to receive the new uniforms in January, Courtney Carrow, a spokeswoman for NEXCOM, told Military.com.

"A lot of the sailors are highly anticipating the change and really excited, so we're trying to do what they're looking for and what they're asking for," she said.

The Type III uniform, previously reserved for use by Naval Special Warfare command and in certain expeditionary specialties, was officially announced as the replacement for the Navy's blue digital camouflage last August.

The full rollout of the uniform is expected to take until October 2019 and began this October, when the green camouflage was distributed to recruits at the Navy's boot camp in Great Lakes, Illinois.

Officer candidates and sailors assigned to Navy Region Southwest were among the first to get the uniform.

Carrow said sailors assigned to Hawaii have also begun receiving their uniforms since the rollout began last month.

The regional rollout will continue in 2018 and 2019, with uniforms hitting the Navy Exchange uniform website and other service exchanges in summer 2019.

According to the NEXCOM announcement, Navy Exchanges will pull the blue Type I camouflage uniforms off the shelves to make room for the new items. However, the blue uniforms will still be available through the Navy Exchange Uniform Support Call Center.

For now, sailors have the option of choosing which uniform to wear. The green Type III uniform will be mandatory wear by Oct. 1, 2019.

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VIRGINIA BEACH, Va. (NNS) -- Beginning this Veterans Day, Nov. 11, myNavyExchange.com is proud to expand its online shopping privileges to all honorably discharged Veterans of the U.S. Military.

This highly anticipated change by the Department of Defense grants online exchange shopping privileges to our nation's brave Veterans.

"We are proud to support this new DoD policy and are honored to offer our NEX online privileges to our nation's deserving military Veterans. It is one small way to thank those who have served," said Rear Adm. Robert J. Bianchi (Ret), Navy Exchange Service Command's (NEXCOM) chief executive officer.

"The Navy Exchange gives back 100 percent of our profits to our Sailors and their families through contributions given to Navy Morale, Welfare and Recreation (MWR) for quality of life programs and NEX store infrastructure. Therefore, we look forward to expanding our customer base of online shoppers, which will in turn help grow our merchandise assortment and continue to strengthen our ability to provide dividends for base MWR programs."

Donnie, a Veteran and NEX patron recently said, "Great benefit! I was selected as a beta-tester as a disabled veteran ... the savings are great and all hassle free online."

NEXCOM is excited to extend this privilege to Veterans like Donnie and invite all U.S. Veterans to visit www.myNavyExchange.com to establish their authentication for this important benefit.

Additionally, NEXCOM encourages individuals to keep visiting the NEX website and Facebook page for additional details and announcements as they become available.

For more information, visit www.navy.mil, www.facebook.com/usnavy or www.twitter.com/usnavy.

For more news from Navy Exchange Service Command, visit www.navy.mil/local/nexcom/.

4.) Nearly 9,000 Chiefs Facing Mandatory Retirement — What You Need To Know / 8 NOV 17

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About 8,700 senior enlisted sailors Navy-wide will potentially be on the chopping block in December as the Navy — for the first time in two years — convenes a continuation board that will likely force hundreds of underperforming chiefs into early retirement.

The board, which begins on Dec. 4, aims to clear out senior enlisted sailors who have engaged in misconduct or whose performance has slipped noticeably. These moves will clear the path for younger sailors performing at their best to move up into the chiefs mess.

Fleet Master Chief (SW/IW/AW) Russell Smith said the board has no quotas to meet in the process, meaning there is no target number of chiefs that the board is seeking to push out of the fleet.

"We're not using this as a force shaping device," Smith, the senior enlisted advisor for the Chief of Naval Personnel, told Navy Times in a recent interview.

"We're just looking to make sure the chief petty officers who have the privilege of serving beyond the 20-year point are earning that privilege by meeting our high standards — that they still have that same fire in their belly as when they were first selected for chief."

The board will take a hard look at the personnel files of all retirement-eligible sailors at the E-7, E-8 and E-9 paygrades. Active-duty chiefs will be reviewed only if they had at least 19 years of active service and have spent three years in their current paygrade as of August of this year.

About 8,700 sailors meet that criteria.

There are no exceptions to those having their records analyzed, and even the most senior sailors — up to and

including Master Chief Petty Officer of the Navy (SG/IW) Steven Giordano — will be reviewed.

“Our sailors and their families expect chief petty officers to operate at the highest level every day as their advocates,” Giordano told Navy Times in a recent interview.

“The Senior Enlisted Continuation Board has a responsibility to review the competency and character of these leaders and determine — based on established criteria — if the continued service of those eligible for the board is in the best interest of the Navy,” Giordano said.

There is no way to know how many chiefs will be forced to retire this year. Historically, about 4 percent, or one in every 25 at-risk sailors, will be forced out.

The number of sailors at risk this year is the highest since 2011.

Graphic by Military Times staff Graphic by Military Times staff

This year’s board will be the first since December 2015 — last year’s was nixed because of a scheduling mix-up.

Over the years, the numbers of chiefs forced into retirement has fluctuated. The most retirements came in 2012, when 593 were not continued. The lowest was in 2015, when just 161 were separated.

For worried sailors who feel their record doesn’t paint an accurate picture of their service, letters to the board to alert them of mitigating circumstances can be sent until Nov. 17.

“If they want to submit additional documentation along with that memo, they certainly have that right,” Smith said. “All of those things will be considered by the board.”

WHO’S AT RISK?

Most chiefs under review will be approved for continuation. But those with red flags will face possible retirement.

The board will be looking for adverse information in the past three years, Smith said, or in the time since the sailor made chief petty officer. Possible red flags include any documented nonjudicial punishment or misconduct, as well as substandard or declining performance.

An evaluation with an individual trait grade of 2.0 or below, documented evidence resulting in a sailor’s inability to perform their job, physical fitness failures or security clearance loss in a rating that requires continuous eligibility are examples of such determining factors.

“If you don’t have any of these triggers in your record, then you really don’t have anything to worry about,” Smith said. “If you do, it does not mean you automatically go home — it just means your record will be looked at in greater detail.”

The primary document used in the review, as with selection boards, is the annual performance evaluation, Smith said.

“There are lots of opportunities for commanding officers to point out where the performance of their chief petty officers are,” Smith said. “The principal source document we use in any selection process is the evaluation and it’s going to be heavily considered for it’s verbiage, for CO’s recommendation, etc.

“If the CO recommends advancement and retention and marks them accordingly, those are factors that are absolutely considered.”

HOW THE BOARD WORKS

One flag officer will preside over the board, which will also include 10 or so other officers and about 60 master chiefs as voting members, the same composition as in 2015.

Once in session, the board breaks into panels, just as the enlisted selection boards do, but that’s where the similarity ends.

Unlike officer boards, there will be no pictures — just names — included in sailor records, something some senior enlisted think needs to change..

Each panel produces two stacks of records, those with adverse information and those without.

Once a panel has completed its review, it takes those records into the “tank,” a large room where records are briefed and voted on.

Those with no adverse information will be briefed as a group. The board votes on this group as a whole.

If 51 percent of the board agrees, they’ll be set aside as having been approved for continuation.

Those with adverse information come next. Each record will be briefed to the group.

“The bar is pretty high as to what would cause your record to be screened in the tank,” Smith said. “And if you find yourself in that group, it’s your performance that’s warranted that discussion. It doesn’t mean your going home, as there could clearly be mitigating circumstances that will come out in the conversation. It just means that conversation gets to be had.”

For example, a chief who had a physical fitness failure three years ago, but who has since improved and has no other adverse information in his record, will most likely be approved for continuation, he said.

But it will be an entirely different case for someone who, for instance, went to mast two years ago and whose performance never recovered.

APPEALS

Once the board’s results are published, there’s no appeal. All those not continued will be required put in their request to retire by March 16 and must be retire on or before Sept. 1.

The only exceptions to these cases are operational and readiness waivers.

Operational waivers are for circumstances when the loss of the sailor will hurt the command’s ability to complete their short-term mission. These waivers can buy a sailor an additional three months of duty, but no more.

The board was created in 2009 as a solution to multiple issues facing the Navy at the time.

During the most recent draw down nearly a decade ago, the Navy’s senior leadership viewed the high retention

of retirement-eligible senior enlisted leaders as reducing advancement opportunity.

In February 2009, 60 of 82 ratings were at or above 110 percent capacity among sailors with 20-plus years of service.

Back then, some senior Navy officers wanted to give the boards quotas — mandatory cuts of up to 2,000.

But the top enlisted sailor at the time, Master Chief Petty Officer of the Navy (SS/SW) Rick West, and others fought back, and persuaded Navy leaders to instruct the board to make a “quality cut” to weed out what West and others called “deadwood” in the ranks.

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