



@USNPEOPLE WEEKLY WIRE

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Chief of Naval Personnel Public Affairs

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5.) NAVADMIN bi-weekly roll-up:

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- Change to the Cyber Warrant Officer Commissioning Program [\[LINK\]](#)
- 2015 Admiral Stan Arthur Awards Announcement [\[LINK\]](#)
- 2016 Mrs. Sybil Stockdale Ombudsman of the Year Award Recipients [\[LINK\]](#)
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MC2 Burlison: Welcome it's great to have the Secretary of the Navy, the Honorable Ray Mabus and MCPON Stevens here today to talk about the eSailor initiative piloted over the last year at Recruit Training Command. SECNAV, MCPON thank you for being here today.

SECNAV: Thank you.

MCPON: Thank you.

MC2 Burlison: So MCPON, I'll start with you. What is the latest regarding eSailor, and how's it being received?

MCPON: Well, it just so happens I was recently in Chicago at Great Lakes during the 4th of July weekend, and had the opportunity to observe our Sailors in action with their tablets. We've issued roughly 1,400 of the tablets to date. We plan on issuing a total of 4,000 and procuring a number of 10,000 because you have to be able to reimagine, load content and afford opportunities for repair. We've developed 16 additional hours of content that will be loaded on the devices, so our Sailors are already using them; I saw them using them; they love having them there, and it's already starting to have an impact on their abilities to learn.

MC2 Burlison: Mr. Secretary how does the use of tablets help to train recruits, and what does it say about the Navy's innovation efforts?

SECNAV: It's the way that people, before they become Sailors, before they are recruited, it's the way they are learning today. It's the way they communicate with the world; it's the way they get information. It's moving the Navy right there to the way that people are learning. It's allowing us to put their studies, the things they need to know at recruit training, and the things they need to know about their career [at their fingertips]. It's going to allow us in the future to move this to a wider audience in the fleet. What it says is the Navy is on the cutting edge of this kind of technology, as we are on all technologies.

MC2 Burlison: MCPON, right now eSailor is at Recruit Training Command, but what's your vision at getting it out to Sailors in the fleet?

MCPON: Thanks to the support from leaderships such as Secretary Mabus affording us the opportunity to do this. Where I see us in the future, propel yourself 2025, 2030, maybe even beyond, is what we would call a career companion. You either physically get a device, or you get applications on your own device that start at the entrance processing center, and follow you throughout an entire 20 or 30 year career. We purchased space

in the cloud so all your information is stored there. You get out of the service one day, you own that information, so you're no longer carrying photocopies of things with you. You're just accessing the cloud to get your information. Then we of course, we want to move it on to our A-school and C-schools. Then we want to get it out to our platforms and overseas locations, but of course it's going to require resources to do that. We have to do it safely and securely. These are challenges that are not insurmountable; we will figure out how to do it eventually. I see us as a Navy going in that direction.

MC2 Burlleson: Mr. Secretary, how do we keep innovation efforts like eSailor going in the future?

SECNAV: It's like the MCPON said – this is the way we're going to communicate with Sailors; this is the way they're going to be able to keep their records; this is the way they're going to be able to manage their careers. Once you get it into recruit training, which we're a long way down the road toward doing that, and once you have those devices, or once you have those apps that Sailors use, it's going to be impossible to turn back because this is the way that everybody else communicates, everybody downloads the apps. It's the way they find information; it's the way they study; it's the way they do a lot of things in their lives. Thanks to MCPON Stevens. This was his vision, this was his push to make sure that the Navy caught up in technology, and then moved to the forefront and make it a career companion so that it's not a one-time thing. It's not just when you're in recruit training, but it's there for you during your entire career. As technology changes, we'll change.

MC2 Burlleson: SECNAV, MCPON thank you for being here and answering the questions, and thank you all for watching. Be sure to stay tuned to the Rundown for the latest regarding eSailor.

2.) Interview: CNO Richardson on Innovation and the Navy's Next Fleet / 11 AUG 16 [LINK](#)

U.S. NAVAL INSTITUTE NEWS, Sam LaGrone and Megan Eckstein

THE PENTAGON – Adm. John Richardson has served as chief of naval operations shy of one year, and spent much of his tenure thinking about the fleet of the future.

In the works now are efforts to revise the Navy's force structure assessment, reconsider how the Navy will carry out its most fundamental missions, and codify the importance of innovation in pushing the fleet forward.

In an interview last week with USNI News, Richardson detailed these concurrent efforts. All three tie back to his 10-page directive, "The Design for Maritime Security," which emphasized four lines of effort: "strengthen naval power at and from the sea, achieve high-velocity learning at every level, strengthen our Navy team for the future and expand and strengthen our network of partners."

Even this document may be reevaluated, he said, calling it a "1.0" version – but the CNO's guidance to the fleet is already well on its way to being implemented.

"Those are pretty high-level tasks, so a lot of the work in the intervening eight months has been to get down into detailed problem analysis, problem definition, to find the plan of action, the milestones to specifically achieve those tasks. When you're talking about something as big as fleet design and those sorts of things that's a pretty big undertaking," he said.

"Much of what the design describes is – let's look forward and figure out how the Navy should adapt to meet today's and the emerging security environment."

Fleet Architecture

In the short term, the Navy is set to reevaluate its total battle force number goal as part of an internal force structure assessment.

“Today we have a number of 308 as a fleet size out there. That’s based on the [Fiscal Year] 2012 force structure assessment and it was updated in [2014] I think, and so this will be an update to that analysis and that might come out with a number that’s different from 308,” Richardson said.

“I’ll be shocked if it comes out to 308 again.”

That’s the near-term evaluation – that will likely be included in the FY 2018 budget. Request. But the Navy is also looking beyond the ship numbers into what fundamental changes the service might make in the far future via three different studies.

The MITRE Corporation, Center for Strategic and Budgetary Analysis (CSBA) and the Navy are conducting three separate studies – due in the next few weeks – that will coalesce into a new fleet design, Richardson said.

“These fleet design issues are less specific, more capabilities-based,” he said.

“There will be an operating and warfighting component to that new fleet design, new ways of getting at sea control and some of those other things that it describes. Some of that work is being done now, we’re using the fleet in different ways as we build that readiness and deploy that readiness forward.”

He mentioned the surface Navy’s distributed lethality effort – the surface forces’ push to put more offensive power on surface ships – and how the service expanding warfare in the electromagnetic spectrum as examples of how the Navy is adjusting existing resources for different tasks.

“Having said all that, there is this budgetary issue, and so part of the solution I think in the gap between the complexity of the security environment and the demands of that environment and sort of the flat resourcing environment is coming up with more creative ways to use this force that we got,” he said.

Innovation

To address that dichotomy of flat funding and a pressing need to evolve, the Navy needs to embrace fleet experimentation and rapid prototyping, the CNO said. Every community in the Navy has innovative ideas for how to create greater capability now and down the road – everything from repurposing current weapons for additional uses in the short term, to designing innovative new surface combatants and submarines that may not resemble the ships in today’s fleet. And while there may not be money to support traditional research and development efforts – which can be lengthy and costly – Richardson said he sees a place for experiments and prototypes designed to gain knowledge and retire risk as early as possible.

“The conversation usually goes, well how tolerant of failure are you going to be?” he said.

“Well, this is a different way of doing business, so we shouldn’t be too surprised if an idea, an occasional idea, just doesn’t pan out or it fails. As long as we learn from that, and we do it as cheaply as possible, then I think we’re doing pretty good work.”

To be able to quickly prove out innovative concepts and field a new technology – potentially years faster than would be possible under the traditional acquisition system, would be “state of the art.”

In some ways, Richardson has some top cover from the Office of the Secretary of Defense – the Third Offset Strategy rolled out in 2014 advocates rapid prototyping and experimentation, and Richardson said the strategy is as much about speed to fleet as it is about any single technology area.

Still, the Navy does not have carte blanche to experiment however it wants.

“There’s OSD, who has responsibility in this acquisition business, and we have to respect that. Then there’s Congress, who’s got oversight responsibilities, and we’ve got to respect that,” Richardson said.

“Now you start to see the kind of challenge that faces us in terms of, okay, how are we going to get this thing to speed up, do business maybe a little bit different with this rapid prototyping, while respecting the oversight responsibilities of these other folks? How are we going to allow them to oversee this, gain confidence, feel like they’re able to execute their responsibilities, while still moving faster?”

The CNO said there’s a “healthy conversation going on right now” between these parties, as well as with industry, and he expects to write a Navy instruction soon to clarify the service’s approach to rapid prototyping.

“I always like writing things down. ... Our thinking will become clearer, we can give this instruction to people that they can now read it and understand a little bit more clearly what we’re about, and I think that that’s the next step,” he said.

“We’ve sort of conceptualized this thing, but for a lot of good reasons people still have questions.”

As for the actual experiments, Richardson said sailors are providing a steady stream of innovative ideas through “innovation jams” held throughout the fleet, in mission area-specific efforts such as Tactical Advancements for the Next Generation (TANG) Forum, and geographical efforts such as the U.S. Pacific Fleet’s “The Bridge” innovation drive.

“There’s no shortage of good ideas, I’ll say that, so where I’m trying to focus is the much less exciting process development, so that when you have a genius idea, what’s the quickest way to make that thing real?” Richardson said.

The CNO did not name particular technologies or research areas for the Navy to prioritize, but rather he said the service should pursue enough experimentation and prototyping ideas so as to make it routine, so that any innovative idea related to any technology area could be acted on quickly.

“There’s no shortage of smart people thinking up great thoughts, but if the environment isn’t receptive to that good idea it’s just going to be like throwing seed on (Interstate) 95: it’s just going to bake there until it dies,” Richardson said.

“The environment’s got to be fertile to turn those ideas into something real.”

3.) Sailors, Marines Will Be Able To Declare Transgender Status This Fall / 10 AUG 16

NAVY TIMES, Meghann Myers

Following the Defense Department's lifting of the ban on transgender service members in June, the Navy Department is preparing to provide medical and administrative support for transitioning sailors and Marines, train personnel on the particulars of serving in a transgender-inclusive force and, by next summer, accept transgender recruits into boot camp.

For the department's purposes, a transgender service member is defined as someone who has been diagnosed by a military medical professional who determines that a transition is medically necessary, according to ALNAV 053/16.

Starting this fall, sailors and Marines with a diagnosis who are beginning, in the process of, or have completed transitioning will be able to petition to have their gender markers changed in the Defense Enrollment Eligibility Reporting System.

And next summer, boot camps will begin accepting transgender prospects at boot camp, officer candidate schools, ROTC and the Naval Academy

"These policies and procedures are premised on the conclusion that open service by transgender Sailors and Marines, while being subject to the same standards and procedures as other members with regard to their medical fitness for duty, physical fitness, uniform and grooming, deployability, and retention, is consistent with military readiness," Navy Secretary Ray Mabus wrote in the message.

As of the message's Aug. 5 release, transgender sailors and Marines may serve openly and cannot be involuntarily separated or denied re-enlistment for their gender identity.

By Oct. 1, the Defense Department will have training handbooks for commanding officers, transgender troops and the rest of the force, as well as guidance for medical professionals overseeing transitions.

At that point, the Military Health System will also be required to provide medical care for transitions, including hormone therapy and counseling.

Sailors will develop and execute a transition plan in coordination with their health care providers and commands, according to a chief of naval personnel spokeswoman. Once that is completed, they can change their genders in DEERS.

"When they're in transition, they're in the initial gender," Lt. Jessica Anderson told Navy Times.

Transition plans will be tailored to the individual, but a completed transition will require at least a legal identity change, such as a passport or birth certificate, Anderson said.

Surgery, she added, will not be required.

During transition, sailors will be recognized as their birth gender. For instance, a male sailor transitioning to life as a woman will continue to stay in male berthings, be subject to male fitness standards and observe male grooming rules.

"There could be exceptions but as of right now, that's not where we're going," Anderson said.

The guidance transition plans will be firmed up by Oct. 1, she added. And starting in November, there will be fleetwide training on the integration of transgender troops.

That training must be completed by July 1, 2017, according to the ALNAV, when the Navy and Marine Corps begin accepting transgender troops.

DoD will also revise its anti-discrimination guidelines to include gender identity, the message said.

While the Navy Department puts together its guidelines for completing a gender change in DEERS, sailors and Marines are required to submit requests to have their transgender status recognized through the first general or flag officer in their chain of command, and it will be fed up to the assistant secretary of the Navy for manpower and reserve affairs for a final decision.

4.) Spooked By Obesity Trends, the U.S. Military Is Redefining Its Basic Fitness Standards / 7 AUG 16 [\[LINK\]](#)

MILITARY TIMES, Andrew Tilghman

For the first time in 14 years, the military is rewriting its body composition standards and the methods used to determine whether troops are too fat to serve.

Pentagon officials intend to publish a new policy later this year, a document expected to have sweeping effects on how the military defines and measures health and fitness. The review comes amid rising concern about obesity. Among civilians, it is shrinking the pool of qualified prospective recruits. And in the active-duty force, a rising number of overweight troops poses risks to readiness and health care costs.

“You can look around and see all the soldiers that are pushing that belly,” said Dr. David Levitsky, a professor of nutritional science and human ecology at Cornell University who has studied military nutrition and obesity. “They have to do something about it.”

The current policy requires service members to maintain body fat levels below a key threshold — 26 percent for men and 36 percent for women. And for years the Pentagon has required the services to enforce that using a notoriously low-tech “tape test.”

Those standards are at the core of long-simmering controversies that pit questions of fairness against those of military readiness. Troops who fail to pass the test are enrolled in remedial fitness programs that can stigmatize or even end a military career. Yet many others believe rigid fitness standards are a vital component of the military profession, rules that stress the importance of military bearing and ultimately save lives on the battlefield.

Today, new research and technology is available, enabling the military's health experts to reassess the value, practicality and fairness of those rules. The objective now is to identify and leverage the best, most financially feasible way to distinguish between troops who are truly unhealthy and those who have nontraditional body types but are otherwise fit.

“The question is: Is that the best way for us to assess body composition?” said one defense official familiar with the review. The official requested anonymity because the internal review is controversial and senior officials have not yet made any final decisions. “What was good in 2002 might not be the best we can do in 2016.”

The pending changes may be far reaching. For the first time the matter will be addressed primarily by military health professionals — many of them trained physicians and scientists. Previously the issue was handled by the Pentagon's personnel division.

“We are taking a slightly different perspective on this, focusing on the health: What determinants can we identify that would relate to predispositions for injury or illness?” the defense official said.

'BMI is absolutely useless'

One fundamental question is whether the military should revise its longstanding reliance on the height-weight screening that determines a person's body-mass index, or BMI. The official assessment of body composition starts with the BMI test to determine if their height and weight align sufficiently to suggest they are fit. The troops who fail that test must then undergo a more complete a tape test to estimate their body fat percentage.

Medical experts say the BMI is flawed at each end of the spectrum. It unfairly penalizes weight lifters and other athletic people who are healthy but have a lot of muscle mass that increases their weight. And the BMI test can fail to catch unfit troops who are naturally tall and thin.

“When you have groups of individuals who are fit and highly trained, then BMI is absolutely useless,” said Dr. Dympna Gallagher, the director of the body composition unit at the New York Obesity Nutrition Research Center.

Military health officials are looking for a new way to determine the specific location of body fat.

“Is it visceral fat around the abdominal organs? Or is it total body fat?” the defense official said. “So the goal is to try to determine, based on the science, how do you test — in hundreds of thousands of individuals — the type of fat they have, in a manner that is quick and attainable and is relevant to health?”

That's why the tape test is facing such scrutiny. It uses a cloth tape to measure neck and waist circumference and from that, a tester calculates estimated body fat. Critics say the results are wildly inaccurate compared to more sophisticated and costly tools, such as underwater immersion or full-body X-rays.

In fact, in 2013, Military Times challenged the tape test by assessing 10 active-duty troops and then putting them in a hydrostatic “dunk tank,” considered one of the most accurate methods for determining an individual's body fat composition. The results showed that the tape test was wrong — every time. And in nine of the 10 cases, the tape test measured troops’ body fat percentages far higher than the dunk tank. The worst exposed a 66 percent difference between scores.

The challenge is that the military must test more than a million people every year, sometimes in austere conditions like on a ship at sea or within an infantry unit deployed to a war zone.

“Time is an issue, resources are an issue — you can’t do an MRI or a CAT scan on every service member to look at their body fat. ... That is very labor intensive and resource intensive and difficult to do,” the defense official said.

While Defense Department officials examine potential changes, their proposals will have to be coordinated with leaders of the individual services before a final policy emerges. Internally, however, there is “disagreement on what right looks like,” the defense official said.

Promoting healthy lifestyles

Some leaders worry that that focusing on BMI scores and body fat percentages can obscure the broader goal of promoting healthy lifestyles. That involves eating right, exercising daily, getting sufficient sleep and not drinking too much.

“I don’t want someone just to meet the body screening I want them to live a healthy lifestyle,” said Command Sgt. Maj. John Troxell, the senior enlisted adviser to the chairman of the Joint Chiefs of Staff. “That means: Don’t go for two weeks and lose a bunch of weight and use methods that are not smart or prescribed to get your body weight down or your body fat down to meet a certain standard.”

Nevertheless, Troxell said, the force needs strong fitness requirements. “Any change to our policy has to take into account, first and foremost, that we’ve got to have men and women who can perform their duties ... under the worst conditions on their worst day of their life, whether it’s in combat, whether it’s a fire on a ship, whether its on the flight line where there’s an emergency.”

Troxell acknowledged concerns about rising obesity rates limiting the military's recruiting pool. He pointed to recent studies that show 75 percent of young Americans are ineligible for military service, many of whom are simply too fat to meet basic standards.

But lowering standards to expand that recruiting pool is flawed logic, he said. "If we do that, we have a potential liability on the battlefield. The minute we lose that competitive advantage in combat because our enemies are training harder than we are, we'll have more problems than we have right now."

One study of combat troops in Afghanistan found that overweight soldiers were 40 percent more likely to suffer an injury during deployment.

Levitsky, the Cornell professor, said health care costs, which consume about 10 percent of the Pentagon's budget, are a key consideration, too. Obesity is related to conditions that are expensive to treat, such as heart disease, diabetes and hypertension.

"If they can somehow weed out those individuals, they would save a lot of money," he said. "What they are realizing is that even after people come into the military and they pass all the health standards, that the risk of becoming obese is still very high.

"The major concern is, what are the health costs going to be later on in life? Not right now, but five years — 10 years — 20 years down the line? There are significant health costs. I'm sure their economists are looking at this right now very carefully."

Data is hard to come by

Obesity in the active-duty force has soared during the past several decades. In 2001, 1.6 percent of the force received an outpatient diagnosis of obesity, according to Defense Department health data. That more than tripled to 5.3 percent in 2010.

It's unclear where those numbers stand now, though. The Defense Health Agency refused to fulfill Military Times request for more recent obesity data.

Seeing cause for concern, the individual services have responded by implementing remedial fitness programs — comprehensive health and wellness plans designed to get wayward personnel back into fighting shape. They are mandatory for troops who fail fitness and body composition tests. But finding data on those programs is difficult as well.

The Navy, for instance, was unable to provide Military Times with its Fitness Enhancement Program enrollment numbers, a spokesman said, due to computer software updates and ongoing system maintenance. The Air Force also was unable to provide forcewide enrollment data on its Fitness Improvement Program.

"We do not have the current enrollment for FIP since this program is managed at the individual base level," said Maj. Bryan Lewis, a spokesman for Air Force headquarters at the Pentagon. Instead, Lewis provided the percentage of airmen who pass the service's annual fitness test. That rate, he said, has ticked up from 92.4 percent in 2011 to 95.9 in 2015.

Marines who fail to meet standards are assigned to the Body Composition Program. Annual enrollment in the BCP has ranged between 1.1 percent and 1.4 percent of the total force during the past several years, according

to data provided by the Marine Corps Force Fitness Department. The program appears to work, too. Since 2011, in a single year no more than 185 Marines have been thrown out of the service for being too fat.

The Army did not respond to Military Times' request for data about its remedial fitness programs.

'I wasn't blessed with good genes'

Those remedial programs have saved plenty of military careers over the years. But many troops who've been assigned to one of them decry the tape test as inaccurate and unfair, rightly dubious of its reliance on specific body measurements rather than overall physical fitness.

Senior Airman Jaclyn Barile, a health administration technician at Whiteman Air Force Base in Missouri, suffered an injury last year that disrupted her fitness routine. Consequently, she began to fear what the tape test would reveal once her waist was measured.

"I wasn't blessed with good genes," she told Military Times. "I've been working out consistently and losing weight, but there's one problem: my waist. My waist has always run a little bigger no matter what my fitness level, and it's the only part of the fitness test that stresses me out."

Troops cite a variety of reasons for why the tape test does not treat everyone equal.

"How about a female that has had a child versus one that has not? Their body does undergo changes, ... but the Air Force doesn't take that into account," said Senior Master Sgt. Lonney "CJ" Johnson, who is assigned to Tyndall Air Force Base in Florida.

Hospital Corpsman 2nd Class Christopher Ward criticized the tape test, too, calling it a blunt tool. "The measurements we use are unbelievably unreliable, and some people's careers are determined by these measurements," he said. With that being said, it's their own fault for letting it get that bad, just as much as it is the system's fault for doing bi-annual checks as opposed to something random."

Ward opposes the idea of easing standards. "It's not like the [military's] tattoo policy; a tattoo doesn't really reflect on someone's work ethic or ability to serve, but being overweight or obese is a liability to the person and the people around them in an emergency situation," he said.

Plenty of other troops share that sentiment. Marine Pvt. Richard Faler is one of them. A defense message system specialist, he once was considered unfit to serve. At 305 pounds, Faler fell far outside the Marine Corps' weight standard for his 5-foot-10-inch frame.

It was only after dropping 90 pounds that he was finally cleared to attend boot camp. Faler, who now weighs in at about 150 pounds, said he thinks the Defense Department should hold Americans to even tougher standards if they wish to serve. "The standards are fine, if not a little too low," he told Military Times. "Even though I, with the help of family and my recruiters, made the height-weight and [fitness] standards to ship to boot camp, I wish that I reached the fitness level of where I was midway through boot camp.

"Starting at the minimum Marine Corps standard was difficult," he added. "I know it is designed to be as hard as you make it, but if the fitness standards were a little higher, I believe I would have been even better off."

Changes in the individual services

The new forcewide body composition rules are intended to set a baseline, minimum standard. The individual services would still be free to impose more rigorous requirements or additional metrics if they desire, officials said.

The Marine Corps, for example, evaluates its troops' general appearance and requires personnel to include a full-body photograph of themselves in uniform as part of each promotion packet. Traditionally, the service also has been more strict when it comes to measuring body fat.

That has changed though. Marine officials recently eased those standards. Under new rules that took effect in July, Marines who score extremely well on their fitness tests will be exempt from static body fat requirements. The service's policy is now on par with minimum forcewide standards for older personnel. Women in their late 30s are permitted to pack on a few extra pounds as the maximum body fat allowed for their age group was raised from 27 to 28 percent. And men over 36 can have a max of 20 percent body fat, an exemption previously limited to men over 40.

The Marine Corps also has halted use of the traditional tape test, moving to “self-tensioning” devices that experts call more accurate. And the service is considering creating a new job specialty for fitness instructors.

The Navy also has eased rules. For years, it had just two age categories: under 40 and over 40. Now they Navy has four, each with its own standards. The youngest personnel must maintain the lowest body fat levels while older sailors are allowed to carry some extra weight and still meet requirements.

The Air Force was granted a waiver in 2009 that allows it to use an alternative tape-test method, one that measures the circumference of the abdomen rather than the neck and waist. Some health experts believe abdominal measurements are a better indicator of body fat that poses the most significant health risk.

The Army, meanwhile, has begun a review of its body composition policies but officials are waiting to implement any changes until after the Pentagon releases its revised policy later this year.

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