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MILITARY.COM, Hope Hodge Seck

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Chief of Naval Personnel Public Affairs

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5.) NAVADMIN bi-weekly roll-up:

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Chief of Naval Personnel Vice Adm. Robert Burke announced Tuesday the Navy was extending its review through the summer and into the fall, allowing the service to assemble a new working group of Navy leaders to study "how potential changes to rating titles may affect related personnel policy issues."

Navy Secretary Ray Mabus first ordered a review of job titles for the Marine Corps and the Navy in January as the services opened previously closed positions to women. Mabus targeted jobs like "mortarman" and "fireman" in efforts to provide a more inclusive environment for female troops.

The new elements of the review followed a recent meeting between Mabus, Chief of Naval Operations John Richardson, and Master Chief Petty Officer of the Navy Mike Stevens, according to an announcement from Burke's office.

During the meeting, according to the announcements, the service leaders agreed to develop a new approach to enlisted job titles that would go beyond simple making them more gender-neutral. They called for ratings that would also provide greater detailing flexibility, training and credentialing opportunities, and that would communicate jobs and roles more clearly to the American public.

"As we move to achieve full integration of the force, mirroring more closely the nation that we defend, this is an opportunity to update position titles and descriptions to be more inclusive and better translate occupation and skill sets to prospective employers when Sailors and Marines leave the service," Mabus said in a statement.

This approach will also align the title review effort with personnel changes that are part of the Navy's Sailor 2025 initiative, said Lt. Cmdr. Nate Christensen, a spokesman for Burke. Sailor 2025, among other things, aims to reorganize training to make it more relevant to specific job responsibilities and to deliver it as a sailor needs it in his or her duties, rather than front-loading most of it at the start of a career.

It also follows the Navy's new billet-based distribution system, launched in February, that assigns sailors to billets in a more streamlined fashion based on rate, rating and Navy Enlisted Classification.

The Sailor 2025 initiative reorganizes current Navy training and delivery methods into blocks of learning that will be delivered closer to the time of actual use in a Sailor's duties. Accession level training courses will be redistributed across the Navy's entry programs, initial service schools, and the first two operational tours of a Sailor's career.

"We expect the results of this review to go well beyond new names for existing rates," Christensen said. The review was expanded after Stevens assembled a first working group of master chief petty officers earlier this year to evaluate the Navy's existing ratings system.

According to a Defense Department official with knowledge of the process, the group developed four different courses of action with regard to the existing job titles. While a more comprehensive overhaul of the system meant more work, the master chiefs concluded that the time was right for such an effort, the official said.

This new working group would be overseen by Burke and include senior enlisted leaders and officers from around the fleet and from the Navy's personnel staff, said Christensen. The group will examine possible second- and third- order effects of changing rating titles, from potential impacts to career advancement to exams, training and uniforms.

"We envision a point where some combinations of today's rates, with similar training and experience, can quickly and easily cross into the occupations of other similar rates with a limited amount of additional training or experience," Christensen said. "This has the potential to enhance career flexibility and detailing options for our Sailors, while also improving 'fit' -- our ability to get the right Sailors with the right skills into the right billets across the fleet."

The Navy expects to release the results of this review later this fall, according to the announcement. Meanwhile, a Marine Corps review of the service's own job titles is ongoing. Marine officials did not immediately respond to questions from Military.com about the status of that review.

-- Hope Hodge Seck can be reached at hope.seck@military.com. Follow her on Twitter at [@HopeSeck](https://twitter.com/HopeSeck).

2.) CNP Gives Keynote Address At Joint Women's Leadership Symposium / 15 JUNE 16 [\[LINK\]](#)

Chief of Naval Personnel Public Affairs

WASHINGTON (NNS) -- Chief of Naval Personnel, Vice Adm. Robert P. Burke, closed out the 2016 Joint Women's Leadership Symposium (JWLS) June 15 as keynote speaker in Arlington, Virginia, and discussed many current issues for women in the Navy as well as several new personnel initiatives that are part of Sailor 2025.

The theme of this year's symposium was "Leading with Purpose! Impacting the Future" and included discussion forums, question-and-answer panels, interactive workshops, and multiple senior military and civilian leaders.

"There are so many great role models here for you to look at and emulate," said Burke. "Watch them and learn from them. We need you to fill their shoes and become the leaders of tomorrow."

The 29th annual symposium, which welcomed more than 600 attendees, focused on strengthening leadership development opportunities for women while exploring options for the future.

Burke stressed the importance of diversity in the military -- whether gender, race, background or thought -- and the necessity to move forward and become an even more successful military. He encouraged the women to engage in conversation with leaders present at the symposium, including himself.

"I asked to speak here today because I want to hear what you have to say, and let you know that above all else, I'm listening to your concerns," Burke told the audience.

"The Navy has made real progress with respect to women serving, but we need to do more, and we need to keep hearing from you," Burke said. "We can't solve our challenges, and we can't move the ball down the field without your input. This is an issue of military readiness -- women are talented, and we need that talent in our Navy."

Burke said that women comprise about 18 percent of the force and play vital roles in the Navy today.

"Women serve in nearly every job in the Navy, and are indispensable to our national security mission," he said. "Thousands of women have served alongside men in Iraq and Afghanistan, aboard ships and submarines, or as aviators, and their record of performance has been nothing less than outstanding."

For more information, visit <http://www.navy.mil/>, <http://www.facebook.com/usnavy/>, or <http://www.twitter.com/usnavy/>.

For more news from Chief of Naval Personnel, visit <http://www.navy.mil/local/cnp/>.

3.) Thousands More To Receive Navy Special Duty Pay / 10 JUNE 16

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E-6 Mercury flight engineers will see a raise in their SDAP, but nearly all recruiters will see a cut in theirs for the first time.

This year, the Navy is slated to spend \$83.5 million on SDAP. With the new additions, nearly 28,000 sailors working roughly 562 specialties will now collect some level of the pay.

SDAP comes at six levels of pay, ranging between \$75 and \$450 extra per month in \$75 increments. The new levels go into effect immediately, the one reduction won't be in affect until July 24.

The additions

Sailors filling any of the 1,603 instructor billets at any of the seven Afloat Training Groups worldwide now qualify for an extra \$75 each month.

Sailors must hold either the 9501 Anti-terrorism Training Supervisor Navy Enlisted Classification or the basic 9502 Instructor NEC.

"The billets are special assignments which are difficult to keep manned with high quality volunteers, said Capt. Bruce Deshotel, head enlisted community manager "The duties are more arduous than that expected in a

normal shore duty assignment at the member's pay grade and experience level, requiring special qualifications and extra training above and beyond the normal qualifications."

Also added to the list at \$150 per month are the 146 naval military instructor billets at Training Support Center Great Lakes. Known as NMTIs, these sailors provide military training and supervision to 'A' school students, building on what was taught by recruit division commanders across the street at Recruit Training Command.

"SDAP was approved for NMTIs at TSC Great Lakes to mitigate a chronic low-manning situation," Deshotel said. "NMTIs have a high degree of responsibility and additionally, Great Lakes is known to be a hard-to-fill location."

Deshotel hopes the extra monthly pay will entice top-notch sailors into the billets, which aren't as well known as RDC duty.

Meanwhile at sea, officials will now pay \$75 extra per month to conventional machinist's mates and enginemen assigned to one of 123 billets in each aircraft carrier reactor departments.

To get the bucks, sailors must qualify on the job for the 3374 NEC, newly created to encourage conventional engineering sailors to acquire advanced technical qualifications while serving on the nuclear-powered flattops.

For MMs, the sailor gets the NEC and the pay once qualified to stand Shaft Alley patrol watch and engine room lower level watch; or Shaft Alley patrol watch and Cold Iron watch.

With ENs, the NEC and pay require being qualified as emergency diesel rover and engine room lower level watch, or as the emergency diesel rover and Cold Iron watch.

Sailors will only get the SDAP while qualified and in a carrier billet, but the NEC will stay with them for their entire career, Deshotel said.

Ups and downs

Good news for sailors with the 8235 TACAMO E-6B flight Engineer NECs at one of the Navy's three Take Charge and Move Out emergency relay squadrons based at Tinker Air Force Base in Oklahoma.

"Manning has been improving from a low point one to two years ago," Deshotel said. "The increase in SDAP is designed to ensure we have a steady supply of sailors willing to take on this challenging duty in support of the Navy's strategic nuclear deterrence mission."

But some bad news for recruiters, who've long gotten the maximum SDAP of \$450 each month. Starting July 24, they'll only see \$375 a month.

The move will impact 4,284 sailors in jobs at recruiting districts who hold the recruiting NECs of 9585 and 9587, according to Sharon Anderson, spokeswoman for the chief of naval personnel.

"SDAP for recruiters has never been adjusted and this redistribution of resources will help Navy meet other priorities," Anderson said. "Leadership will continue to evaluate the program to see if future adjustments are needed to encourage sailors to take these special duty assignments."

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GREAT LAKES, Ill. (NNS) -- Vice Adm. Robert P. Burke, the 58th Chief of Naval Personnel (CNP), visited Naval Station Great Lakes to meet and discuss with Sailors about the Navy's future, June 16.

Burke, making his first visit to the Great Lakes domain since named CNP in May, discussed accession training as it applied to the future of the Navy with the leadership of Naval Station Great Lakes, Naval Service Training Command (NSTC), Recruit Training Command (RTC), and Training Support Center (TSC).

CNP began his visit at RTC where he held an all-hands call with recruit division commanders (RDCs), training support staff, and civilians at the Navy's only boot camp. During his remarks, Burke emphasized his priorities to man the fleet, transform MPT&E, and continue Vice Adm. Moran's trust, balance and stability initiative.

"Trust and stability are at the core of our transformation. We want to continue to trust and delegate down to the lowest level possible," Burke told them. "It's also about balance. We want the Sailor's expectation to be that the system will support their long term career objectives."

Rear Adm. Stephen C. Evans, commander, NSTC, hosted CNP during his visit that included two All-Hands calls for the staff personnel of TSC and RTC training facilities.

"We are very pleased to have Vice Adm. Burke visit with us for his first time as CNP," said Evans. "His understanding of Navy manpower, training and education is an invaluable asset for our Navy and we are proud to show him first-hand how our basic military training prepares top-quality Sailors for service in the fleet."

At the first All-Hands call, CNP spoke to RTC personnel at Midway Ceremonial Drill Hall.

"CNP's visit was an important one for RTC staff as we move forward with supporting and advancing the CNO's intent for developing the Navy's future Sailors," said Capt. Doug Pfeifle, RTC's commanding officer. "CNP wants a system that focuses on empowering Sailors, modernizing policies, and providing the right training at the right time to our force. This new design is going to help RTC meet the ever-changing and evolving modernization of our world while providing the best quality Sailor to the Fleet."

CNP also discussed the Sailor 2025 initiative, a strategic roadmap dedicated to identifying programs that will help the Navy recruit and retain the very best Sailors. Sailor 2025 will provide the talent the Navy needs by following the framework of three pillars: a modern innovative personnel system, a deliberate and flexible learning environment and an enabling culture.

"It's about being analytically driven: finding out the needs, wants, and desires of Sailors and putting programs in place that target our efforts so we can afford these programs without making our budget go up," said Burke.

Burke summed up his remarks by thanking the RTC staff for their dedication to the future and progression of Navy Sailors.

"Continue doing this work that you are doing here. It's just so impressive to be out on our ships and to see how motivated our Sailors are, being proud of the things they do and excited about showing it to you. They are making a difference, and you are making it possible for them to make that difference, so thank you very much for what you do."

RTC is overseen by Rear Adm. Stephen C. Evans, commander, Naval Service Training Command (NSTC), headquartered in Building 1; the historic clock tower building on Naval Station Great Lakes, Illinois. NSTC oversees 98 percent of initial officer and enlisted accessions training for the Navy.

NSTC also oversees the Naval Reserve Officers Training Corps at more than 160 colleges and universities, Officer Training Command at Naval Station Newport, Rhode Island, and Navy Junior Reserve Officers Training Corps and Navy National Defense Cadet Corps citizenship development programs at more than 600 high schools worldwide.

For more news from Recruit Training Command, visit <http://www.navy.mil/local/rtc/>.

For more information about NSTC, visit <http://www.netc.navy.mil/nstc/> or visit the NSTC Facebook pages at <http://www.facebook.com/NavalServiceTraining/>.

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