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Chief of Naval Personnel Public Affairs

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5.) 21st Century Sailor bi-weekly roll-up:

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- NHRC Launches Norovirus Vaccine Trial [\[LINK\]](#)
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As the peak season for permanent change-of-station (PCS) moves begins, many Sailors are awaiting orders so they and their families can proceed to their next duty stations. However, due to the current fiscal environment and budget constraints, most Sailors will have less time to plan their moves as order release timelines are compressed.

While this timeline isn't easy on Sailors or their families, it is important for Sailors to understand why that is the case and what we are doing to improve the timeline.

What's going on?

Due to budgetary pressures and a perennially decreased top line for Navy's Manpower Account, we knew PCS funds would be tight toward the end of the fiscal year. Consequently, the Navy began to carefully manage the issuance of PCS orders earlier this year, which resulted in shorter lead times for PCS moves. Each year, approximately 66,000 Sailors receive operational, rotational and training orders. The Navy also moves approximately 70,000 Sailors as they are accessed, separate, retire or execute organized unit moves (for homeport changes). Traditionally, operational and rotational moves have averaged three months advance notice for the past several years. However, in some cases this summer, those timelines have been shortened to one month due to budgetary pressure.

What we're doing?

Navy leadership understands the impact of shortened PCS timelines and the stress this causes Sailors.

As such, we have convened a working group with representatives from throughout the Fleet that are looking at a variety of measures to ensure the Navy is able to maintain current readiness, Fleet manning levels and minimize additional impacts to Sailors as we carefully navigate PCS orders for the remainder of the fiscal year.

The Navy expects the results of this working group will allow Sailors to make planned moves for the remainder of the fiscal year without further reducing orders' lead times.

However, given the current fiscal constraints, the Navy is prioritizing PCS moves in order to remain within budget. Highest priority moves are those to fill critical gaps at sea, billets for individual augmentees, force protection, humanitarian, safety and overseas billets – they will be issued first. All other orders will be released following a sequenced move schedule to ensure the Fleet is manned properly.

We have released priority one moves (individual augmentee, immediate and OFRP deployers, numbered fleet staffs, overseas billets) and must-moves (safety, early return of dependents, humanitarian) with estimated detach dates through the end of July, and are now working on August orders and beyond.

Also, to help alleviate some pressure, Navy Personnel Command will continue to issue letters of intent for overseas moves. That way, while orders may not be in hand, individuals can start the process of doing overseas and medical screenings, dependent entry approval, passport applications and security clearance requests.

The Future.

The Navy recognizes that these shortened lead times limit Sailors' time to prepare for moves, and burdens them and their families.

Leadership is engaged at all levels to develop and implement solutions to minimize the impact to our Sailors. The focus and priority remains on manning the Fleet, and taking care of Sailors and their families.

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But the downside: a smaller slice of the 18,144 eligible first class petty officers will be chosen.

The fiscal year 2017 Chief Petty Officer Selection board convened Monday and is expected to last three weeks, as the panel proceeds with the daunting task of winnowing the list to 3,786 new chiefs.

Opportunity for first classes to earn their anchors slipped for the third straight year to 20.8 percent, and lingers below the 10-year average of 24 percent.

The reason is much the same as that for petty officer advancement last month — high retention has increased the eligible candidates and dropped the the number of available quotas.

Topping the list is the explosive ordnance disposal rating, which has quotas for all 78 eligible candidates to move up. It's worth remembering, however, that the board has the right to return quotas if they don't feel all 78 are ready for the chief's mess.

In the most improved department, cryptologic technician's interpretive (Eastern Europe) saw the greatest jump in opportunity, from just one slot last year to advancing 12 of 33 eligible.

On the other end, the biggest drop are the sixty eligibles in the naval aircrewman (avionics) rating, of which only four will get anchors this year: 6.7 percent shot, tied for second worst this year. AWWs dropped from last year's bumper crop of 19 quotas and an above average shot of 26.8 percent.

Board results are expected by early August.

3.) Could A Chief Come In Off The Street? / 24 JUNE 16

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For many sailors, earning the anchors of a chief petty officer is the culmination of 13 years of work, the reward for succeeding in the toughest jobs of the enlisted force.

But those anchors may soon come readily, right after boot camp, for some specialists joining the service under a new proposal.

This push is part of the military's controversial plan to recruit experts mid-career for growing areas like cyber warfare where the services want to build up the capabilities of their uniformed forces rapidly, by recruiting experienced operators from the private sector.

The military has asked Congress to relax officer personnel laws so they could directly hire civilians at pay grades up to O-6.

On the enlisted side, current Navy policy already allows the service to bring in sailors up to the E-6 level, which in the active-duty force is limited to musicians. It would only take the stroke of a pen to approve lateral entry into new communities and ranks as high as chief – a move Navy leaders have said they're interested in.

"We're seeking the authority to bring somebody in at the E-7 level or up to the O-6 level," said Vice Adm. Robert Burke in May. The Navy already direct accesses officer candidates with special experience, like lawyers and doctors, to ranks up to lieutenant commander.

Navy officials want this expanded authority to fill critical needs in existing career fields and to build new capability fast.

"Right now, the one we're focused on is the cyber [community] because that's the immediate need," said Burke, who took over as the Navy's personnel boss in May after a year overseeing personnel plans and policy. "But we want this authority in place so that we could use it where those needs arise, because we want to be responsive when the need comes – we don't want to start writing policy the minute we discover we need it."

The foremost challenge in changing the enlisted lateral entry rules will be persuading Navy chiefs to accept someone into their ranks who's just graduated from boot camp.

"There is a heck of a lot more to being a Chief Petty Officer than whatever technical knowledge you may know," one commenter wrote in May, when Navy Times first wrote about this proposal.

The boosted lateral entry powers center on the Navy's cyber force. They could also be used for Staff Corps and Restricted Line officer specialties. But in the foreseeable future officials say they won't be used for the Unrestricted Line officers that lead the Navy's combat forces.

The Navy does not have any detailed plans, but could put this into effect as soon as October should Congress nod their approval.

Expanded Authority

Direct accessions are commonplace for some officer communities. Certain medical specialties can be brought in up to the O-5 level, but most come in as O-3s. Lawyers, chaplains, supply officers and civil engineers are directly accessed as well, but typically only to the O-3 level; it requires Navy secretary approval to direct access an officer to commander.

The Navy Reserve has an active and successful direct commission officer program that hires officers straight off the street in one of 13 specialties, mostly in the restricted line specialties. For example public affairs, intelligence and engineering duty are all specialties. Many come in as ensigns.

In the active-duty enlisted ranks, currently only the musician rating uses direct accession to recruit professional musicians into the bands located in Washington, D.C. These sailors are brought in as E-6s after completing boot camp. In the reserve, there's the Advanced Paygrade Program that brings in enlisted sailors with needed skills in nearly all ratings at up to the E-6 level. Some have even come in at the E-7 level, though currently this requires an exception approved by CNP.

With greater authorities, direct accession could eventually be used anywhere where Navy needs available advanced skills quickly.

In the short-term, the Navy wants this to expand their cyber capabilities.

“Today, cyber is where we need it, tomorrow we might need it in 10 other places,” Burke said. “I just can’t foresee what those might be right now.”

The Navy is seeking lateral accessions in the enlisted and officer force to draw on the experience of cyber experts in the civilian world, by promoting them to positions where their know-how is needed to pursue operations in the growing cyber force.

“I think it would mean a lot operationally and it recognizes that sometimes this is a rank-free zone,” Vice Adm. Jan Tighe, who leads U.S. Fleet Cyber Command and 10th Fleet, said of the lateral accession push in May. “When we are doing operations, what someone is wearing on their collar may not have implications as to how much expertise or fight that they have in them – how much ability they have to deliver during cyber operations or information warfare operations.

“So how do we resolve that? Either incentives or rewards or promotions or bringing them in at the right level.” Officials said direct accession is unlikely to be used in the Unrestricted Line, where future leaders are built over years at sea, in the cockpit, in the SEAL teams.

“We’re looking at having the ability to do this at our discretion,” said Adm. Bill Moran, the former CNP who became the vice chief of naval operations in May. “They are not going to be the rule – it allows us to have more options in the talent you want to recruit and retain.”

Battle for Talent

The Navy’s leadership sees direct accession from places like Silicon Valley as a means to build a robust cyber warfare capability fast.

They warn it could take a decade or more to grow their own cyber warriors – an eternity in the rapidly evolving cyber battlespace.

To wage this new fight, the Navy is leaning on its history.

One of the foremost examples of widespread lateral entry was the rapid creation of the Navy’s Construction Battalions from scratch at the onset of World War II.

The Navy had plans for construction troops during the 1930s, but it wasn’t until after the 1941 Pearl Harbor attack that those plans were set into motion. The capability was urgently needed for the Pacific island campaign that began in November 1942 in Guadalcanal. The service brought these Seabees in via direct accession from the construction trade organizations and unions; foremen and supervisors joined at more senior positions, while laborers came in as petty officers. During the war, over 325,000 were directly accessed into the Seabees alone. Supply and medical, to name just two, also expanded their ranks by bringing in officers and enlisted laterally from civilian organizations.

The Navy even brought in professional athletes to take charge of physical training. Legendary Cleveland Indian’s baseball pitcher Bob Feller was laterally accessed into the Navy in 1941 as a chief petty officer. He started and finished his career whipping recruits into shape as a chief specialist; he also served as a fitness instructor on the battleship Alabama and was a turret captain when the ship was called to general quarters. He served in combat during the Battle of the Philippine Sea in this role.

Boot Camp

Should lawmakers approve of the Defense Department's request, the communities seeking the lateral accessions would run the program. Boards could be convened to determine if candidates are suitable and qualified for service and decide what paygrade they'll be offered.

That's how the service managed the process during World War II – and generally how they handle the reserve direct commissions today, though there's usually no paygrade determination, as most come in at O-1. Today's reserve selectees then go through the Officer Training Command in Newport, R.I. The two-week Direct Commission Officer Indoctrination Course, affectionately known as "Knife and Fork School," teaches them the basics.

On the enlisted side, non-prior service direct accessions attend boot camp at Recruit Training Command Great Lakes, Ill. This applies to the Navy Reserve and active-duty musicians. Upon graduation, they assume their direct accession rank.

Prior service sailors re-entering would most likely be treated different having already graduated boot camp; they could be re-indoctrinated through the prior service training that at Great Lakes.

Challenges

Beyond the Staff Corps and the enlisted musician rating, it's been a long time since the Navy has direct accessed on any scale.

Moran says the biggest obstacle to bringing in candidates at senior positions is an age old one – money. "The governor on all this is money, if you bring someone in at the E-5 level or O-5 level, is that you will be paying them more at an early point in their career and that will always be somewhat of a limiting factor," Moran said. "Once we get our arms around that and look at more creative ways of managing careers and take full advantage of the changes in the retirement – all of those things are merging together in a very important discussion – to look at policies to do lateral transition."

On the cultural side, there's also challenges. The foremost: persuading Navy chiefs to accept a civilian brought in at the E-7 paygrade.

When Burke discussed this idea in mid-May, he got an immediate reaction from some, like a chief aviation electronics technician who asked not to be identified by name out of concerns for his career.

"Creating push button CPOs is ridiculous," the ATC wrote of Burke's statement. "He states that he is, 'seeking the authority to bring somebody in at the E-7 level.'" "I find the choice of words interesting – notice that he doesn't say that they want to bring someone in at the CPO level. There's only one entity that selects, tests and accepts Chief Petty Officers. That's the United States Navy Chief Petty Officers Mess. Anything else is an E-7. "They talking about cheapening the CPO brand. They're talking about creating counterfeit chiefs."

Future Force

The lateral entry push is a key piece of Defense Secretary Ash Carter's "Force of the Future" personnel reform. Unveiled June 9, it aims to help the military bring in more top talent, especially for high-tech career fields focused on cyber warfare and space. Advocates say it will help the military fill important manpower shortfalls with highly skilled professionals and, more broadly, create greater "permeability" between the active-duty military and the civilian sector.

At the same time, it suggests eroding the military's tradition of growing its own leaders and cultivating a force with a distinct culture and tight social fabric, which many believe to be the heart of military effectiveness. Critics worry it will create a new subcaste of military service members who are fundamentally disconnected from the traditional career force.

"They will enter a culture they don't know, understand or potentially appreciate," said Dakota Wood, a retired Marine officer and military expert at the Heritage Foundation. "The Marines around them will likely be challenged to appreciate them as they would a fellow Marine."

If approved by Congress, the individual military services would be authorized – but not required – to expand lateral entry up to the rank of colonel, or in the case of the Navy a captain. It's part of a broader reform effort that may also include new rules for bringing enlisted troops in at the noncommissioned officer ranks, which does not require approval from Congress.

Yet the proposed change raises many cultural concerns and could result in a host of second-order effects. The services would have to tackle a range of questions. For instance, what kind of initial training will those officers undergo? Will lateral entry officers be eligible for promotion? Will junior officer retention be affected by the prospect of potentially leaving and returning years later at a higher rank?

Cyber, principally, is driving the call for change, but lateral entry could extend to any high-demand career field with a robust civilian counterpart – logistics, for example, and military policing or public affairs.

The Navy is the most enthusiastic about Carter's proposal. The Army and Air Force say they will consider high level lateral entries if the change is approved. And the Marine Corps appears to be the most skeptical.

Carter acknowledged some concerns, saying it's unlikely that lateral entry would affect the operational career fields that have little if any civilian counterpart, like the infantry, surface warfare or combat aviation. "Now, I have to say we can't do this for every career field – far from it. It will probably never apply to line officers, as they'll always need to begin their military careers as second lieutenants and ensigns," he said. "But allowing the military services to commission a wider segment of specialized outside talent ... will make us more effective." The individual military services would hammer out the details for themselves, which would involve more than just identifying the high-demand career fields and high-skilled recruits.

"There are some cultural issues," said Brad Carson, the Pentagon's former personnel chief who helped draw up the ambitious slate of personnel reforms. "People who come in won't just have to have the skills. They'll have to have a military bearing and understand the military ethic. You don't just get that by walking in off the street." But what if Mark Zuckerberg, the inventor and CEO of Facebook, wanted to join the military? Carson cites this hypothetical to illustrate the rigidity of today's personnel system.

The 32-year-old computer programmer dropped out of Harvard and has no bachelor's degree, making him ineligible for commission as an officer. A military recruiter could probably find some ways to grant him credit for the skills and experience evident in his self-made fortune – estimated to be \$51 billion – but not much.

"If Mark Zuckerberg decided that he wants to serve his country in the military, we could probably make him an E-4 at cyber command," Carson said. "Corporal Zuckerberg. We think we should have the ability to bring him in at whatever rank the military service thinks he'd be effective."

First Cyber. Then What?

Even the suggestion of directly commissioning civilians as full-bird colonels or Navy captains – a rank many career officers never attain – reflects the degree of concern surrounding efforts to build out CYBERCOM.

Created in 2010, the command is trying to stand up a force of 6,200 active-duty specialists organized in 133 teams.

But progress has been slower than hoped. The target date for standing up those teams was the end of 2016, but that deadline has been pushed out to 2018. So far, about half of those teams, 68, have reached what the military calls “initial operational capability,” and as many as 100 teams are currently conducting missions to meet the demand for offensive and defensive cyber capabilities, defense officials say.

Some military officials fear that the demand for cyber operations is such that there’s not enough time for the services to grow their own cyber force from the ground up. Under the military’s traditional personnel system, it might take more than a decade to cultivate the cyber capability that the Pentagon needs, some officials say. A Senate proposal would give the defense secretary authority to expand lateral entry to any career field and raise the rank cap to the O-6 paygrade.

Critics question the need for highlevel lateral entry and suggest civilians or contractors could fill gaps in those high-tech fields. But officials say there are key reasons why pinning a full bird to the collar of a lifelong civilian is a good idea.

For starters, it bestows legal protections as a full-fledged combatant, which has implications that range from ensuring prisoner-of-war status under international law to immunity from prosecution in court. “You’d want them to have ‘Law of War’ protection if you know what they are doing is having a kinetic effect,” Carson said. Another concern is the level of interest among civilians. Many successful midcareer professionals have families and earning potential beyond what the military could offer.

“I really question who is going to do it,” said Richard Bejtlich, a 44-year-old Air Force Academy graduate who separated when he was a junior officer and is now a cyber-security expert with FireEye and the Brookings Institution, a think tank in Washington. “I don’t see a lot of people I know of saying, ‘Hey, I want to go abandon my current position and go be in the military.’” Ultimately, those with prior military experience might be the best candidates.

“Can you imagine someone coming in as an O-5 or O-6 and not knowing who salutes who? Or how to wear a uniform?” Bejtlich said. “The traditional military’s worst nightmare is to bring in some long-haired hippie and make him a colonel. The way I think you could make it palatable to the rank and file is, you would limit it to bringing in former military.”

4.) Pentagon Close To Repealing Transgender Ban / 21 JUNE 16 [\[LINK\]](#)

USA TODAY, Tom Vanden Brook

WASHINGTON — A Pentagon policy allowing transgender troops to serve openly is in the final stages of approval and is expected to be released within weeks, according to Defense Department sources.

Gender dysphoria disqualifies service members under current policy. However, Defense Secretary Ash Carter enacted a de facto moratorium on such dismissals last year as the Defense Department crafted its new guidelines. Officials have been wrestling with several issues regarding transgender troops including recruiting, medical treatment, housing, uniforms and physical fitness standards.

A high-level meeting took place Monday to lay out the terms of repeal and when it will be announced, according to a Defense official who was not authorized to speak publicly about the issue.

Meanwhile, the Pentagon acknowledged Tuesday that issues surrounding the repeal of ban are rapidly moving toward resolution.

“Senior leaders across the services and the (Defense) Department have met recently to consider some of the remaining key issues and are progressing quickly toward submitting recommendations to the Secretary,” Eric Pahon, a Pentagon spokesman, said in a statement. “We acknowledge this process has taken some time, and that there are those that would like to see a policy decision immediately.

“It is important that we carefully consider the myriad of medical, privacy and service-unique issues so as to develop a policy that both ensures that service members who meet applicable standards are free to serve openly and addresses the readiness needs of our armed forces.”

Last year, Carter ordered a six-month review of issues regarding transgender service, assuming they could serve openly unless specific problems were identified.

Pentagon officials had been considering a pilot program that would allow transgender troops receiving medical treatment to take a break from service. They would return to the ranks after transitioning to the other gender. Another issue concerned revisiting the discharge status of transgender troops dismissed because of their condition, a move that could affect their veterans’ benefits.

The new policy is expected to affect a fraction of the military’s 1.2 million active duty troops. A RAND Corp. report found that fewer than 2,500 troops are transgender and that 65 would seek treatment annually, The New York Times reported last month.

Brad Carson, who stepped down this year as the Pentagon's top official for personnel and an advocate for repealing the ban, welcomed news that the ban will soon be repealed.

"Two years ago, I set out on a path to allow open transgender service," Carson said. "There were many at the time who didn't believe that such a policy change was possible. I am very proud to see an imminent announcement culminating in this change. The real accolades for this historic moment go to those brave transgender service members who raised their hands and demanded that their service and identity be recognized."

Advocates of the policy change said they were encouraged by the news.

"I am buoyed by continued signs of the Pentagon’s commitment to ending discrimination against its transgender service members," said Aaron Belkin, director of The Palm Center, which advocates for sexual minorities in the military. "Extensive research and the experiences of our allied forces show that if and when inclusive policy takes effect, strong leadership as well as holding transgender service members to the same standards as everyone else will ensure successful implementation. I look forward to reviewing the new policy to determine whether it reflects best practices."

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