



@USNPEOPLE WEEKLY WIRE

1.) Re-Up Bonus Cash Dwindles As Fiscal Year Winds Down / 6 JULY 16

NAVY TIMES, Mark D. Faram

With three months to go in the fiscal year, the Navy has already exceeded re-up levels in re-enlistment zones A through C — those with 14-years of service or less. This means the Navy is in good shape on the manning front. But that's bad news for sailors who are hoping to earn bonus bucks, with 36 skills now having met their re-up goals. These are now closed to new bonus approvals until at least next fiscal year, which starts in October.

2.) The Huge Changes to Navy Careers That MCPON Wants / 4 JULY 16

NAVY TIMES, Mark D. Faram

"I'm convinced, with the Sailors we have today, that these people have a lot more capacity than we're using" MCPON Stevens told hundreds of Sailors at a June 14 all hands call at Naval Station Norfolk. "Most of you in here can do more than one thing — some of you have the skills to go do more things, but it's in reach of all of you if we provide you the right training at the right time and at the right level."

3.) Thousands More Qualify to Wear Navy Accession Training Ribbon / 5 JULY 16

NAVY TIMES, Mark D. Faram

Those who complete tours at any of the six commands that train recruits and officer candidates got some good news Tuesday: they're eligible to wear a ribbon that previously only boot camp instructors could receive. Thousands could be eligible to add the ribbon — which has been known as the Navy Recruit Training Service Ribbon — to their rack as the award now applies to anyone who has served at the six listed training commands since Oct 1, 1995.

4.) Navy Unveils National Museum of the American Sailor / 5 JULY 16 [\[LINK\]](#)

Naval History and Heritage Command Communication and Outreach Division

The Great Lakes Naval Museum was officially renamed the National Museum of the American Sailor during a ceremony and sign unveiling at the museum July 4. The National Museum of the American Sailor name change signals a shift in vision from a regional focus to one that depicts the diverse history of Sailors who have served in the U.S. Navy.

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

Every other week, we roll up the latest news from the 21st Century Sailor office. Below are the latest:

- Celebrating the American Sailor [\[LINK\]](#)
- Induction Day 2016: Naval Academy Class of 2020 Includes Largest Number of Women [\[LINK\]](#)
- LIFELINK – JULY [\[LINK\]](#)
- Health Innovation Month: Highlighting, Inspiring Innovation in Navy Medicine [\[LINK\]](#)

To sign up for the @USNPeople Weekly Wire, email usnpeople@gmail.com,
or find it online at www.navy.mil/cnp

1.) Re-Up Bonus Cash Dwindles As Fiscal Year Winds Down / 6 JULY 16

NAVY TIMES, Mark D. Faram

With three months to go in the fiscal year, the Navy has already exceeded re-up levels in re-enlistment zones A through C — those with 14-years of service or less.

This means the Navy is in good shape on the manning front.

But that's bad news for sailors who are hoping to earn bonus bucks, with 36 skills now having met their re-up goals. These are now closed to new bonus approvals until at least next fiscal year, which starts in October.

"We have been talking about doing more frequent [selective re-enlistment bonus] updates for some time now as the Navy moves to making SRB a more flexible tool," said Lt. Cmdr. Nathan Christensen, spokesman for the chief of naval personnel. "Releasing a mid-year adjustment is part of this effort to develop more flexibility in response to sailors' retention behavior and sailors should expect to see more frequent SRB updates going forward."

Chief of Naval Personnel Vice Adm. Robert Burke told Navy Times in May that more frequent SRB updates were in the works and making such updates in real time would help the Navy and individual sailors plan and make decisions better.

New payout levels

It's the first time the service has included a "closed" category in the SRB list. The category simply means that those skills have met their fiscal 2016 goals — but that officials expect payouts to resume in fiscal 2017 when new goals are set.

In addition to the closures, 25 award levels are being cut and another four are being eliminated altogether from the list released in February. There are no increases in any award levels or additions of new skills to the list.

The remaining 85 skills on the list saw no changes.

For those in closed skills with end of service dates on or before Sept. 30, current rules don't allow any enlistment extensions specifically to become SRB eligible at a later date. However, you will qualify if you extend for other reasons, such as to take orders or extend at your existing command — or even to make a deployment.

With the update, officials are bringing back the rule that requires sailors in Tier 2 and Tier 3 skills to reenlist in the same fiscal year as their end of active obligated service date, a requirement that had been suspended in recent years.

Already this year, the Navy has approved 7,017 sailors to re-up for a total of \$121.7 million in payouts. Another \$14.1 million has been requested by sailors and is expected to be approved.

As of July 5, about 3,700 sailors remain eligible for SRB before the end of the year and the service is projecting that 1,700 ultimately take the money and stay.

The Navy pays out bonuses at five monetary maximum levels — \$30,000, \$45,000, \$60,000, \$75,000 and \$100,000. The level depends on the Navy's need for a given skill.

Half is paid upfront in a lump sum and the remainder is paid annually on the re-up anniversary, with equal amounts for each remaining year.

Award levels can change depending on a sailor's years of service, which determines which re-enlistment zone they are in.

In addition, the service further divides skill into "tiers" one through three, based on how critical the skill is. Each skill is assigned a numeric "multiple" used to calculate how close they get to their maximum allowed payout level, along with paygrade and months of the new contract.

2.) The Huge Changes to Navy Careers That MCPON Wants / 4 JULY 16

NAVY TIMES, Mark D. Faram

NAVAL STATION NORFOLK, Va. – What if sailors could be advanced immediately to openings based on their performance — no test needed — and could broaden their skills across multiple ratings, earning coveted certifications that will better set them up for high-paying jobs after the Navy?

Those are some of the implications of the sea change that the Navy's top enlisted is proposing in what could become the most radical enlisted personnel overhaul in decades. A system that widens sailors' experience, allows for more predictable advancement and that deep-sixes hidebound career tracks and promotion systems.

The changes are aimed to persuade mid-career sailors like Engineman 1st Class (SW) Mark Santos to stay in. Santos, who only has seven years until earning a Navy retirement, says he's hanging it up — simply because the Navy is holding him back.

"I'm tired of being pigeon-holed as we are in the EN rating," said Santos in a June 14 interview. "The only place we can go to sea now are amphib, unless we want to be stuck in a carrier reactor department. There just isn't enough opportunity in the Navy to expand."

Navy enginemen, he continued, aren't allowed to do related engineering jobs like electrical work or air conditioning and refrigeration repair. Santos says he's planning to get out in August and work for a tug company as a civilian marine engineer to do more engineering work and earn Coast Guard certifications.

Losing sailors because they feel limited isn't something that sits well with Master Chief Petty Officer of the Navy (AW/NAC) Mike Stevens, who is proposing radical changes to enlisted advancement and careers. The proposal would breakdown the historic rigidity of the Navy's roughly 90 ratings in favor of broadening sailors' skills and rewarding the best with coveted qualifications and immediate promotion.

"I'm convinced, with the sailors we have today, that these people have a lot more capacity than we're using" Stevens told hundreds of sailors at a June 14 all hands call at Naval Station Norfolk. "Most of you in here can do more than one thing — some of you have the skills to go do more things, but it's in reach of all of you if we provide you the right training at the right time and at the right level."

His push takes a page from the small crews of littoral combat ships, where cross-training is essential and sailors are paid for any special pays they qualify for, whether or not they're in that rating. This new direction has emerged out of the controversial gender-neutral review that Stevens has led into job titles.

Stevens detailed the radical new plan for an hour at the all hands call, with many excited about the possibilities. His radical vision:

- New advancement system. Scrap the semi-annual advancement exam, replace it with one that ranks sailors on their accomplishments and job performance.
- Build your skills. Expand beyond your rating to gain skills and specialties that belong to other communities.
- More choices. Sailors qualified in multiple ratings will be allowed to take orders in any occupation they qualify in — exponentially increasing the number of jobs and duty stations they're eligible for.
- Better credentials. Re-align occupations so separating sailors are better prepared for civilian jobs.

The Navy's personnel boss said the recommendations of the second review, ordered in June, are likely to be far reaching.

"As the Navy implements several personnel policy changes as part of our Sailor 2025 program, we expect the results of this review to go well beyond 'new names' for existing rates, and ultimately allow more flexibility in detailing Sailors, provide greater training and credentialing opportunities, and help Sailors become more marketable to civilian employers once they leave the service," Chief of Naval Personnel Vice Adm. Robert Burke said in a statement.

"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," Burke continued. "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 hardest road'

The idea of this total rework grew out of Navy Secretary Ray Mabus' mandate to the Navy and Marine Corps in January: Review all the job titles and make them gender neutral wherever possible.

Stevens volunteered to lead the effort, saying it was an enlisted issue and his responsibility.

He quickly put together a working group of force master chiefs, community experts encompassing every Navy career field.

Stevens brought these leaders to Washington D.C. and told them that this would be a wide-ranging review of the Navy's enlisted occupational structure. He wanted ideas to improve the tradition-clad system — not just suggestions on removing the word "man" from job titles and rating names. As many as 21 job titles and specialties use the word "man," a holdover that some like Mabus say makes the service less appealing and friendly to women. The review is considering axing newer titles like aircrew survival equipmentman, as well as timeless ones such as corpsman and yeoman — even seaman.

"For a week, they worked at that and gave us a whole list of recommendations," Stevens said, who explained Mabus had opened the door to ideas, no matter how far-reaching they seemed.

"I decided if he was going to open up the door a bit, let's kick it off the hinges," Stevens said. "This is an opportunity to listen to your sailors and to go out and maybe do something that will eventually put us in a much better place."

In June, Stevens briefed Mabus, Chief of Naval Operations Adm. John Richardson and Burke on these radical ideas. They liked the proposals, Stevens said. A second review is looking at ways to implement these personnel reforms and then to adjust job titles accordingly, a process likely to take a few months.

"The chief of naval personnel ... will soon assemble a working group and by early fall, they're going to deliver a product that's going to tell us how we get to the place I just described to you," Stevens said.

If the Navy opts for the changes still taking shape, then it will be months and years to implement them. Stevens said sailors stood to gain a lot. .

"Arguably leadership picked the hardest road to start to go down," Stevens said. "But at the end, it's the option that potentially gives the Navy and its sailors the most benefit."

3.) Thousands More Qualify to Wear Navy Accession Training Ribbon / 5 JULY 16

NAVY TIMES, Mark D. Faram

Those who complete tours at any of the six commands that train recruits and officer candidates got some good news Tuesday: they're eligible to wear a ribbon that previously only boot camp instructors could receive.

Thousands could be eligible to add the ribbon — which has been known as the Navy Recruit Training Service Ribbon — to their rack as the award now applies to anyone who has served at the six listed training commands since Oct 1, 1995.

"This expansion was initiated by Naval Service Training Command," said Ens. Marc Rockwellpate, Navy spokesman at the Pentagon. "The purpose of renaming and expanding eligibility for the Navy Accession Training Service Ribbon is to recognize all active-duty and Reserve personnel for their hard work, dedication, and a successful tour while serving at one of six Navy training commands."

When created in 1995, the ribbon was initially given only to those completing successful tours as recruit division commanders at Recruit Training Command Great Lakes, Illinois. In 2008, eligibility was expanded to allow those in command and instructor billets to also qualify, provided they met the basic criteria — emerge from their training tour with no disciplinary action on their record.

With the expansion, anyone who now completes eligible "successful" tours at RTC or any of the five commands are eligible to get the ribbon — regardless of whether they are instructors. Eligible commands now are Naval Service Training Command; Officer Training Command; Naval Reserve Officers Training Corps units; the Naval Academy and the Naval Academy Preparatory School.

The changes were announced in All Navy message 049/16, released July 5.

In addition, sailors who served at any of the five commands — or predecessor commands that have been decommissioned or renamed — could also be eligible for the award retroactively, provided they have "maintained outstanding personal standards without any disciplinary incidents throughout the tour," at the eligible command, the message says, and that tour must have been completed on or after Oct. 1, 1995.

Active-duty, retired or Reserve personnel who believe they now qualify can submit a written request to the current commanding officer of the qualifying command they served at. If that command no longer exists, they must apply to the Naval Service Training Command, who will assess whether they rate the award.

Details on how to apply and what documentation is necessary are detailed in the message. Officials say that anyone applying for the retroactive award should be ready to provide documentation of their tours to back up their claims.

4.) Navy Unveils National Museum of the American Sailor / 5 JULY 16 [\[LINK\]](#)

Naval History and Heritage Command Communication and Outreach Division

GREAT LAKES, Ill. (NNS) -- The Great Lakes Naval Museum was officially renamed the National Museum of the American Sailor during a ceremony and sign unveiling at the museum July 4.

The Navy's top enlisted Sailor, Master Chief Petty Officer of the Navy (AW/NAC) Mike Stevens, was joined by retired Rear Adm. Sam Cox, director of Naval History and Heritage Command, North Chicago Mayor Leon Rockingham, Capt. James Hawkins, commanding officer of Naval Station Great Lakes, Jennifer Searcy, Ph.D., director of the National Museum of the American Sailor, and representatives from the Great Lakes Naval Museum Foundation and National Museum of the American Sailor Foundation to unveil the new sign in front of the museum.

"Dedicated to telling the story of anyone who has ever worn the Navy uniform, this building will do more than house history," said Cox. "The National Museum of the American Sailor will stand as a place for Sailors, Navy families and proud Americans to learn more about the Navy that serves them by using the history and experiences of our Sailors as the basis for its exhibits."

Cox and Stevens shared the news of the name change with attendees of the Naval Station Great Lakes July Fourth Celebration with a speech and video presentation Monday evening.

The National Museum of the American Sailor name change signals a shift in vision from a regional focus to one that depicts the diverse history of Sailors who have served in the U.S. Navy. The name change also reflects the interest of museum visitors, many of whom travel from across the country to attend the basic training graduations at the Navy's Recruit Training Command.

"What may appear as a simple name change to some, for me, marks a recommitment to my shipmates that as a Navy, and as a Nation, we honor the service and sacrifice of all American Sailors," said Stevens.

The National Museum of the American Sailor currently features exhibits on life in Navy boot camp, naval uniforms and traditions, the history of Naval Station Great Lakes, the role of diversity in the Navy and the role of women in the Navy. Over the next two years, the museum will expand its exhibits to introduce visitors to the overall history and role of the U.S. Navy and the experiences of American Sailors in the past and today

"I am very excited for this 'new' museum, and I welcome you all to visit. Our nation's history would not be the same if it were not for the millions of American Sailors who have served in the United States Navy," said Cox.

The museum is located in Building 42 just outside the perimeter of Naval Station Great Lakes. Building 42, known as Hostess House, was built in 1942 and served as a visitors and reception center for almost one million American Sailors who came through Great Lakes during WWII.

The former Great Lakes Naval Museum was dedicated on Oct. 26, 1996 in Building 158 and opened to the public on Oct. 13, 1997. It became an official Navy Museum in Building 42 in 2009, joining the Naval History and Heritage Command museum enterprise.

The National Museum of the American Sailor is one of ten museums in the naval history enterprise. Other museums include:

- National Museum of the United States Navy (Washington Navy Yard, D.C.)
- National Naval Aviation Museum (Pensacola, Fla.)
- Hampton Roads Naval Museum (Norfolk, Va.)
- United States Navy Seabee Museum (Port Hueneme, Calif.)
- Submarine Force Library and Museum and Historic Ship NAUTILUS (Groton, Conn.)
- Naval Undersea Museum (Keyport, Wash.)
- Puget Sound Navy Museum (Bremerton, Wash.)
- Naval War College Museum (Newport, R.I.)
- United States Naval Academy Museum (Annapolis, Md.)

The Naval History and Heritage Command, located at the Washington Navy Yard, is responsible for the preservation, analysis and dissemination of U.S. naval history and heritage. It provides the knowledge foundation for the Navy by maintaining historically relevant resources and products that reflect the Navy's unique and enduring contributions through our nation's history and supports the fleet by assisting with and delivering professional research, analysis and interpretive services. NHHC is composed of many activities including the Navy Department Library, the Navy Operational Archives, the Navy art and artifact collections, underwater archeology, Navy histories, ten museums, USS Constitution repair facility and the historic ship Nautilus.

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

For more news from Naval History and Heritage Command, visit www.navy.mil/local/navhist/.

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

Every other week, we roll up the latest news from the 21st Century Sailor office. Below are the latest:

- Celebrating the American Sailor [\[LINK\]](#)
- Induction Day 2016: Naval Academy Class of 2020 Includes Largest Number of Women [\[LINK\]](#)
- LIFELINK – JULY [\[LINK\]](#)
- Health Innovation Month: Highlighting, Inspiring Innovation in Navy Medicine [\[LINK\]](#)