



## @USNPEOPLE WEEKLY WIRE

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The Keep What You've Earned campaign released its latest testimonial video Jan. 29 as part of a series featuring Sailor's personal stories about how alcohol incidents impacted their careers, and the importance of drinking responsibly.

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### 3) Navy Suicides Drop From Peak In '12/ 03 FEB 14

By Mark Faram, Navy Times

The Navy made great strides in driving down the number of sailor suicides last year, a success officials credit to more robust awareness programs and the fleet.

The Navy suicide rate hit a record high in 2012, and was lower in 2013 – but still remains too high, officials say. "We're seeing positive signs and the trend is down, though we're far, far away from doing any kind of end-zone dance or spiking the football or claiming we have any total solution to suicide," said Rear Adm. Sean Buck, who heads the Navy's 21st Century Sailor office for the chief of naval personnel.

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Taking the time to prepare in advance can relieve a lot of stress when your record goes before a board, Navy officials said Jan. 30.

About 20,000 first classes took the exam this month and from them will be those who are selection board eligible for chief.

Sailors can review their Official Military Personnel File (OMPF) online by selecting the "OMPF - My Record" link under the BUPERS Online (BOL) Application Menu Log available at <https://www.bol.navy.mil>.

## 1) Recruiters Build the Fleet – Ours To Keep It Strong / 30 JAN 14 [LINK](#)

By Vice Adm. Bill Moran, Chief of Naval

This week, Rear Adm. Andrews and I recognized the best of the best in our recruiting commands at a ceremony here in D.C. To be selected for the honor of Recruiter of the Year is a sign of our faith in these Sailors and their abilities to lead, mentor and develop future generations of Sailors. As I prepared my remarks and reflected on what it meant to be a recruiter, I realized that the rest of us in our Navy now have a job to do – to keep faith with the hard work of more than 4,000 Navy recruiters around the globe working in some 1,500 recruiting stations. These are our shipmates whose job it is to bring in the best, brightest, service-minded individuals America has. Recruiters work day and night, many on weekends to identify these individuals, educate them about our Navy and invite them to volunteer. They successfully recruit between 33,000 and 40,000 individuals each year.

The measure of their success goes well beyond the numbers, the metrics and the PowerPoint slides. In fact, a recruiter's true value may not be realized for months or years after they leave the job. If they've done well, the recruits they bring into our Navy are transformed into Sailors, learn important skills and join the Fleet ready to serve.

The vast majority of new recruits do just that, and I saw it first-hand addressing several thousand A-schoolers at the Naval Air Technical Training Center in Pensacola. Even with only a few months of time in the Navy and no salt on their boots, these young men and women were extremely proud to call themselves Sailors. They were motivated, asking thoughtful questions that demonstrated that they couldn't wait to graduate and get to the Fleet. Not only do we owe recruiters a debt of gratitude, we owe them our commitment to maintain the covenant we all have with these new members of the Navy family that they worked so hard to bring in the Navy.

The challenge is ours; to keep these new Sailors motivated and engaged, and to help retain the very best and brightest of the nation's best and brightest. We have all heard the saying – it's not technology or tools but people who make our Navy the world's finest. We have the opportunity each and every day to make that a reality.

We don't give out a "Retainer of the Year" award, but if did, we would be looking for an E-5 or E-6 that sets the example for the work center by being technically proficient, committed to the needs of his or her people, and someone that looks for opportunities to mentor and grow the talent of junior Sailors. We would look for chief petty officers who know their folks, understand Sailor work and life goals and provides advice and opportunities to achieve both.

Retention is an issue that often comes up during all hands calls or chats with small groups of Sailors. In Jacksonville, Mayport and Kings Bay two weeks ago, Sailors shared their pride and their frustrations in some pretty frank discussions about the reality of today's fiscal and security environment. Their feedback inspired me to come back to D.C. and ask some tough questions about how we've done business for a long time, with no apparent reason – just because that's the way we've always done it. Mostly there was frustration about the advancement process and opportunities in various rates – as you've seen in other blogs we are taking this feedback and the feedback we get on the road, face to face seriously. In the end, it is my job to advance the best, most qualified and motivated Sailors and we have to make a concerted effort to keep Sailors with the important skill sets and leadership qualities our Navy needs in order to continue to be technologically relevant and operationally capable now and in the future.

Keeping this talent doesn't happen by accident – often times there are opportunities in the private sector, many have family commitments or other interests that compete with continued service. If we want the best to stay,

then we need to go after them with the same passion and drive that our recruiters have for the incredible work they do.

Fleet Beldo and my team here in N1 will continue to explore every avenue, adjust where we can and quickly where we must. Keep your feedback coming. Share what works for you, stories of why you decided to Stay Navy or anecdotes of good leaders and mentors that helped with your decision.

Proud to serve with you.

<http://navylive.dodlive.mil/2014/01/30/recruiters-build-the-fleet-ours-to-keep-it-strong/>

## **2) Sailor's Cautionary Tale About Coping with Hardships Through Alcohol Use / 29 JAN 14 [\[LINK\]](#)**

From Chief of Naval Personnel Public Affairs

MILLINGTON, Tenn. (NNS) -- The Keep What You've Earned campaign released its latest testimonial video Jan. 29 as part of a series featuring Sailor's personal stories about how alcohol incidents impacted their careers, and the importance of drinking responsibly.

The latest video features Personnel Specialist 2nd Class Kathryn Cummings from Naval Operational Support Center (NOSC) Norfolk. She shares how a personal hardship led to destructive drinking habits and excessive alcohol use.

Struggling with personal issues, Cummings thought that a night of heavy drinking would be just what she needed, but a night of binge drinking led to even more trouble - this time with her career.

In the newly released video, Cummings says she thought she did everything right. She called a taxi and got home safe. However, her decision to binge drink still affected her career when she was late to work and received a "fit for duty" screening.

After failing her screening, Cummings was referred to her command Substance Abuse Rehabilitation Program (SARP) and got the help she needed. She now has regular meetings with her command Drug and Alcohol Program Advisor (DAPA), Chief Personnel Specialist Howard Dickerson, who said that Cummings is a "stellar Sailor" who strives to be an example to others.

"Responsible drinking is so important - especially these days where everyone is competing to stay in (the Navy)," said Cummings.

She now spends her time working out, volunteering and hanging out with more responsible friends.

According to the Center for Disease Control, binge drinking has become so common that more than half of alcohol consumption in the U.S. is in the form of binge drinking.

"We want Sailors to understand that we aren't trying to stop them from drinking all together, but that if they choose to drink, we want them to do so responsibly," said Dorice Favorite, director of the Navy Alcohol and Drug Abuse Prevention Office. "If a night of drinking affects your ability to show up for work and do your job, that's when we know there is a problem."

Cumming's testimonial is part of the Keep What You've Earned video series. Each testimonial reminds Sailors of the importance of drinking responsibly and keeping what you've earned.

You can watch all the Keep What You've Earned videos at [www.youtube.com/user/NavyNADAP](http://www.youtube.com/user/NavyNADAP). For more information, and to help promote responsible drinking at your command, visit [www.nadap.navy.mil](http://www.nadap.navy.mil).

For more news from Chief of Naval Personnel, visit [www.navy.mil/local/cnp/](http://www.navy.mil/local/cnp/).  
[http://www.navy.mil/submit/display.asp?story\\_id=78860](http://www.navy.mil/submit/display.asp?story_id=78860)

### **3) Navy Suicides Drop From Peak In '12/ 03 FEB 14**

Culture change helping sailors overcome, act

By Mark D. Faram, Navy Times

The Navy made great strides in driving down the number of sailor suicides last year, a success officials credit to more robust awareness programs and the fleet.

The Navy suicide rate hit a record high in 2012, and was lower in 2013 – but still remains too high, officials say.

“We’re seeing positive signs and the trend is down, though we’re far, far away from doing any kind of end-zone dance or spiking the football or claiming we have any total solution to suicide,” said Rear Adm. Sean Buck, who heads the Navy’s 21st Century Sailor office for the chief of naval personnel.

The Navy tracks suicide numbers by calendar year, and in 2013, the Navy says 44 active-duty sailors took their own lives – 12.4 out of every 100,000.

That’s down from 2012, when the Navy had 59 suicides, or 16.6 per 100,000 sailors – the highest rate since tracking began in 2001.

In pure numbers, the 2013 suicide numbers tally is the lowest since calendar year 2008, when 39 sailors took their own lives.

The Navy’s 2013 rate is equal to the latest available nationwide rate on the Centers for Disease Control and Prevention’s website, which stood at 12.4 per 100,000 in 2010. The national rate for males 17 to 60 – which Defense Department officials use as a metric to measure against armed forces figures – was 25.1 per 100,000 in 2010, up from 21.8 in 2001.

There were 349 military suicides in 2012, according to Pentagon figures, the highest number since records have been kept.

Though the numbers can be used to illustrate the problem and progress, Buck emphasizes that it’s really not about numbers at all.

“As far as I’m concerned – and I believe we’re all concerned – one suicide is too many,” he said. “And though it’s probably not a reality that we’ll ever get to zero – we should constantly be seeking ways to drive that number as low as we can.”

And for that, he says it’s shipmates and tuned-in leadership that makes the difference on the deck plates every day. “It’s about people caring for others,” he said. “Acting upon what they hear and see, caring about shipmates, 24/7.”

The stigma of asking for help for suicidal feelings is nearly gone from the service Buck says, adding that many sailors have survived not only suicidal thoughts, but also suicide attempts and have returned to the ranks to have and finish productive careers and lives.

“Back when I came in the service, if someone self-reported having thought or made an attempt, we would take that shipmate by the hand and get them the help they needed,” Buck said. “But we wouldn’t necessarily invite them back to serve with us, either – those days are gone.”

#### **4) Navy Celebrates 2014 African American/Black History Month / 28 JAN 14 [\[LINK\]](#)**

By Lt. Cmdr. Shaletha Moran, Chief of Naval Personnel Public Affairs

WASHINGTON (NNS) -- As announced by NAVADMIN 016/14 released Jan. 27, the Navy joins our nation in celebrating the vibrant history and culture of African-American and Black Sailors during African-American/Black History Month throughout the month of February.

Established in 1926 as Negro History Week, President Gerald R. Ford expanded the celebration in 1976 to include the entire month of February. This year, Navy commands are encouraged to celebrate and reflect on the theme "Civil Rights in America."

African-American Sailors have a legacy of honorable service that permeates our naval history through every major armed conflict since the Revolutionary War. During the Civil War, African-American Sailors fought on every kind of Union warship, accounting for 10 to 24 percent of each ship's crew, and included eight Medal of Honor recipients.

During World War II, the Golden Thirteen were an example of African-Americans breaking new ground in the Navy and in American society. In February 1944, 12 prior-enlisted black servicemen were commissioned as ensigns and a 13th was made a warrant officer. They were the first group of black servicemen to complete officer training in the Navy and led the way for future African-Americans. These 13 officers not only made a contribution to the Navy during World War II, but to society as well. By the end of the war, 64 African-Americans had become officers in the Navy.

Striving for equality at home and blazing a trail for future African-American Sailors, Wesley A. Brown became the first black graduate of the United States Naval Academy in 1949, joining the Navy's Civil Engineer Corps and retiring at the rank of lieutenant commander. He passed away May 22, 2012 after a distinguished career both in the Navy and in the civilian workforce.

Edna Young was the first black woman to enlist in the regular Navy and later the first black woman to achieve the rank of chief petty officer. Young joined the Navy after the passage of the Women's Armed Services Integration Act July 7, 1948.

In December 1996, Adm. J. Paul Reason became the first black naval officer to wear four stars and assumed command of the Atlantic Fleet, comprising nearly 200 warships, 1,400 aircraft, and 122,000 service men and women based at 18 major shore facilities.

Vice Adm. Michelle Howard is recognized for many first accomplishments, including the recognition as the first female United States Naval Academy graduate to be promoted to the rank of admiral, the first black female to command a combatant ship, and the first black female promoted to two-star and three-star admiral. She has also been confirmed by the Senate to serve as Vice Chief of Naval Operations, the service's No. 2 uniformed officer. She will be the first black and first woman to hold the job and the first female four-star admiral.

These outstanding examples of African-American Sailors are just a handful of those marking history with firsts and distinguishing the Navy as a force for freedom and equality.

African-Americans continue to serve with distinction, now comprising more than 17 percent of our active duty Navy total force end-strength. Sailors and their commands are encouraged to use this month to celebrate and recognize the exceptional and distinctive contributions and the unique histories and cultures that our African-American shipmates bring to our Navy.

More information on the many milestones achieved by black Sailors and the history of the African-American Navy experience can be found at the Naval History and Heritage Command at <http://www.history.navy.mil/special%20highlights/africanAmerican/African-hist.htm>. A full-color brochure on the history of African-Americans in the United States Navy is also available for download through the Naval History and Heritage Command link.

A complete educational presentation, including a downloadable educational poster on African American/Black History month, can be requested from the Defense Equal Opportunity Management Institute (DEOMI) by email at [deomipa@us.af.mil](mailto:deomipa@us.af.mil).

More information on Navy diversity events, including the observance of African-American/Black History Month, can be found on the Navy Office of Diversity and Inclusion calendar at [http://www.public.navy.mil/bupers-npc/support/21st\\_Century\\_Sailor/diversity/Pages/default2.aspx](http://www.public.navy.mil/bupers-npc/support/21st_Century_Sailor/diversity/Pages/default2.aspx).

For more news from Chief of Naval Personnel, visit [www.navy.mil/local/cnp/](http://www.navy.mil/local/cnp/).  
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From Navy Personnel Command Public Affairs

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"You should not wait until the last moment to prepare your record for review by a selection board," said Capt. Donald May, director, Officer and Enlisted Career Progression Division. "Assume, if you are a first class, that you are going to be selection-board eligible and look at your record now. Then when the list comes out, and you are on it, you'll be ahead of the curve."

It is still possible to update your OMPF prior to the board commencing if you discover something is missing.

"In FY-13, Navy Personnel Command scanned 4,424,817 images into OMPFs," said Kathy Wardlaw, director, Records Management and Benefits Division, NPC. "In spite of that volume, routine documents are normally ingested into the OMPF in about 30 days. Award certificates can take between 4-8 weeks depending on the

availability to validate the award with the Navy Department Awards Web Service (NDAWS). Awards must be entered into NDAWS prior to being submitted to NPC. If not, we cannot validate them or enter them in the OMPF."

If you are unable to get your awards updated in NDAWS in time to update your OMPF then that is the time to provide a letter to the board.

"Sailors who have any missing, new, or additional information, like recently obtained qualifications, degrees and awards to be considered that are not in their OMPF may submit them to the board via a letter to the board," said May. "Letters to the board, commonly called selection board packages, must be received by the NPC Customer Service Center by Apr. 28 for Full Time Support (FTS) and Canvasser Recruiter (CANREC) Selection Board Eligible candidates and by June 2 for active component selection board eligible candidates."

All correspondence should be on plain white paper, paper clipped (no staples, binders, folders or tabs), and submitted under a cover letter to the president of the board. The candidate's full name and social security number must be affixed and legible on all documents submitted.

Use of special handling mail (certified or registered) is not advised due to significant delays in handling. Third party correspondence not submitted by the candidate will not be presented to the board.

The FTS/CANREC E7 Selection Board is scheduled to convene May 19 and the active-component selection board is scheduled to convene June 23.

The active component chief petty officer board is the largest selection board conducted in the Navy and typically lasts four weeks.

After the selection board reviews the records of all eligible candidates and selects the best and most fully qualified Sailors based on the precept, their results are forwarded to the Chief of Naval Personnel for final approval.

More information can be found in NAVADMIN 288/13 for active component/FTS/CANREC and NAVADMIN 306/13 for SELRES and under the "Boards" tab available at [www.npc.navy.mil](http://www.npc.navy.mil).

For more news from Navy Personnel Command, visit [www.navy.mil/local/npc/](http://www.navy.mil/local/npc/).