



1.) Aviation Department Head Retention Bonus Released - 8 Things Aviators Should Know / 2 MAY 16 [\[LINK\]](#)
Chief of Naval Personnel Public Affairs

The fiscal year 2016 and 2017 Aviation Department Head Retention Bonus (ADHRB) for active duty aviators was released in [NAVADMIN 099/16](#) and for Full-Time Support (FTS) aviators in [NAVADMIN 100/16](#), May 2. Here are [eight things to know](#) about ADHRB

2.) Pentagon Says Fewer Sex-Assault Victims Faced Retaliation / 5 MAY 16 [\[LINK\]](#)
ASSOCIATED PRESS, Lolita C. Baldor

The Pentagon has [lowered its estimate](#) of the number of people it believes have faced retaliation for making claims of sexual assault, arguing that what might sometimes feel like revenge [may actually be an attempt to help](#).

3.) Sailor Ideas Wanted To Improve Boot Camp / 3 MAY 16
NAVY TIMES, Mark D. Faram

Enter "[Recruit Reboot](#)," an online [game](#) designed for sailors who've graduated from Recruit Training Command Great Lakes, Ill. in the past decade [to offer their feedback](#). They do this via playing cards used on the anonymous brainstorming forum, known as a Massive Multiplayer Online War Game Leveraging the Internet.

4.) 'New To the Navy' Mobile App Upgraded / 3 MAY 16 [\[LINK\]](#)
Navy Personnel Command Public Affairs

The "New to the Navy" mobile application is a [one-stop resource](#) for answers to many of the frequently asked pay and personnel questions Sailors may have, and now it's even better. On April 29, the Navy updated the app providing [more in-depth information](#), streamlining content location, and making [overall performance improvements](#).

5.) NAVADMIN bi-weekly roll-up:

Every other week, we roll up the latest NAVADMINs from Navy Personnel Command. Below are the latest:

- 2016 American Legion Spirit of Service Award [\[LINK\]](#)
- FY-16 Procedures for Navy Reserve Officers Requesting a Change of Designator to Reserve Judge Advocate Generals Corps [\[LINK\]](#)
- Navy Attendance at the 9-13 May 2016 Annual Naval Helicopter Association Symposium [\[LINK\]](#)
- Military Permanent Change of Station Travel Voucher due Within Five Working Days [\[LINK\]](#)

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

1.) Aviation Department Head Retention Bonus Released - 8 Things Aviators Should Know / 2 MAY 16 [LINK](#)

Chief of Naval Personnel Public Affairs

WASHINGTON (NNS) -- The fiscal year 2016 and 2017 Aviation Department Head Retention Bonus (ADHRB) for active duty aviators was released in NAVADMIN 099/16 and for Full-Time Support (FTS) aviators in NAVADMIN 100/16, May 2.

Here are eight things to know about ADHRB:

1. ADHRB provides incentives to retain skilled pilots and naval flight officers (NFO) to fill critical aviation billets and is part of the Aviation Career Continuation Pay (ACCP) program.
2. Active duty officers who sign ADHRB contracts incur five years of obligated service and agree to be considered by the Aviation Department Head Screen Board (ADHSB) and, if selected, to accept department head orders and complete a department head tour.
3. FTS officers who sign the ADHRB contracts incur three years of obligated service to finish their department head tour and accept a follow-on assignment.
4. Active duty aviators who accept ADHRB are eligible for the Career Intermission Pilot Program (CIPP). Officers interested in both ACCP and CIPP should contact the ACCP program manager and their detailer for more details.
5. Aviators with an active duty service obligation (ADSO) that expires in FY16 and FY17 are eligible to apply. FY16 and FY17 ADSO cohorts have separate programs with the same total bonus amounts:

HM Pilot ----- \$75,000
HSC Pilot ----- \$75,000
HSL/HSM Pilot ---- \$75,000
VAQ Pilot ----- \$125,000; VAQ NFO ----- \$100,000
VAW/VRC Pilot -- \$125,000; VAW NFO ----- \$75,000
VFA Pilot ----- \$125,000; VFA NFO ----- \$75,000
VP/VQ(P) Pilot --- \$75,000; VP/VQ(P) NFO --- \$75,000
VQ(T) Pilot ----- \$75,000; VQ(T) NFO ----- \$75,000

6. FY16 ADHRB is paid out in five equal annual installments. To promote early commitment, FY17 ADHRB is paid out in six equal installments if the contract is signed prior to September 30 and changes to five equal annual installments if the contract is signed on or after October 1.

7. The FTS FY 16 Aviation Department Head Retention Bonus is paid out in installments over three years for FTS aviators. Total bonus amounts are:

HM Pilot ----- \$30,000
HSC Pilot ----- \$45,000
HSM Pilot ----- \$45,000
HT Pilot ----- \$15,000
VAQ Pilot/NFO ----- \$30,000
VFA/C Pilot ----- \$75,000
VP Pilot/NFO ----- \$30,000
VR Pilot ----- \$75,000
VT(JET) Pilot ----- \$45,000
VT(PROP) Pilot/NFO ---- \$30,000

8. For details and eligibility and application procedures for active duty go to <http://www.public.navy.mil/bupers-npc/officer/Detailing/aviation/OCM/Pages/ACCP.aspx>; for FTS go to <http://www.public.navy.mil/bupers-npc/officer/Detailing/fulltimesupport/Pages/Aviation.aspx>.

To read the complete NAVADMINS go to <http://www.npc.navy.mil>.

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

2.) Pentagon Says Fewer Sex-Assault Victims Faced Retaliation / 5 MAY 16 [LINK](#)

ASSOCIATED PRESS, Lolita C. Baldor

WASHINGTON — The Pentagon has lowered its estimate of the number of people it believes have faced retaliation for making claims of sexual assault, arguing that what might sometimes feel like revenge may actually be an attempt to help.

The decision, following a year of debate, is likely to face some criticism, particularly from sexual assault survivors who faced social snubs, harassment, job transfers or other actions in the emotional aftermath of an attack.

But what victims may see as vengeful behavior is, in some cases, actions that are meant to help the survivor heal or get them away from their alleged attackers, military officials said. And in other cases social backlash, bullying or other negative social media behavior may be difficult to pinpoint or trace, and even harder to legally punish.

"It's not because we don't think that the others didn't have a bad experience, but everybody needs to have an understanding of what is the current state of policy and law to get after some of these experiences," said Nate Galbreath, senior executive adviser for the Pentagon's sexual assault prevention office. "We hope that by helping everybody understand the services that are available, that we can help them sort through what they're experiencing and maybe create some solutions."

In December 2014, a survey by the think tank Rand initially said that more than 60 percent of sexual assault victims believed they had faced some type of retaliation from commanders or peers. That estimate was reduced to about 57 percent last year after officials concluded that the survey questions may have inadvertently included actions by commanders seeking to protect the victim or other social practices that were not designed to persuade a victim not to press forward with criminal proceedings.

This year, the new retaliation estimate is closer to 38 percent — or nearly 4 in 10 sexual assault victims believe they face some kind of legally punishable retribution for filing their assault complaint, according to officials. The number, while smaller, is still jarring to officials who say they need to do more education and training to prevent and resolve retaliation problems.

The lower number weeds out things like transfers designed to get victims out of bad situations. But such moves could be debatable if, for example, victims believe the transfer might stall their career or path to promotion.

In an effort to aid assault victims who face retaliation, Galbreath said the department is beefing up efforts to encourage reporting, to provide better treatment, and to make sure victims understand their options to quickly request a transfer or other remedy.

The new campaign also includes plans to better explain and enforce social media behavior, including details on what on-duty and off-duty activities can be punished and what is considered inappropriate even if it's not illegal.

"We agree that a lot of this that's done on Yik Yak, stuff that's done on Facebook, on Twitter, where people can sneak behind the Internet and pop out and really harass people and cause people a lot of grief — we want to get after that," said Galbreath, adding that the department is putting together new social media guidance.

The guidance, he said, will help service members better understand that when they are on active duty and using a government computer, their freedom of speech may be a bit curtailed and they can't do things on social media that would harass someone or cause them grief.

The changes come as the military continues to struggle to reduce sexual assaults. According to officials, the number of reported sexual assaults in 2015 was largely the same as the previous year, triggering more debate over new ways to get the numbers to go down. There were a bit more than 6,000 reports of sexual assault in 2014.

U.S. officials described the latest totals on condition of anonymity because they weren't authorized to discuss the report ahead of its expected release Thursday.

Noting that the numbers "have plateaued," Adm. John Richardson, the Navy's top officer, said it's time to make mid-grade and junior officers and enlisted service members more accountable when they see a bad situation developing. And it starts, he said, with eliminating the concept of bystanders.

"Nobody is a bystander — we are all in this," Richardson said in an interview with The Associated Press. "Bystander kind of creates a potential haven to make a choice — do I want to get involved or do I not. And there's no choice in our business. ... You are not a bystander, you are a full-up participant in this and so you've got an obligation to go in and help your shipmate."

Richardson said sailors and other members of the military are trained to immediately get involved, particularly in safety situations. So, preventing sexual assault or stopping it before it happens should be no different, he said.

He said the Navy is working on role-playing scenarios that help service members identify potentially dangerous situations.

"If you learn to recognize those signs and you couple that with an obligation to move in and intervene, then I think that crossing that threshold where I'm obliged to act, it will catch on like a brush fire," Richardson said.

3.) Sailor Ideas Wanted To Improve Boot Camp / 3 MAY 16

NAVY TIMES, Mark D. Faram

No one ever asked for your opinion in Boot Camp. But now active-duty sailors have a chance to weigh in with their fixes.

Enter "Recruit Reboot," an online game designed for sailors who've graduated from Recruit Training Command Great Lakes, Ill. in the past decade to offer their feedback. They do this via playing cards used on the anonymous brainstorming forum, known as a Massive Multiplayer Online War Game Leveraging the Internet.

"Our training programs must keep pace with what is going on in the fleet," said Rear Adm. Stephen Evans, who commands Naval Service Training Command, overseeing all accessions training except the Naval Academy.

Evans said the online technology allows NSTC to poll fleet sailors about their boot camp experience in a way they haven't had before.

Though called a war-gaming platform, it wasn't designed to develop strategy or tactics. Instead, Naval Postgraduate School designed it helping the service solicit ideas to solve complex problems or get feedback about training.

Evans said last year, the same format was used to help officer accessions planners rework the "core competencies" that young ensigns need to come out of accessions training with, regardless of whether they came from the Academy, Naval Reserve Officer Training Corps or Officer Candidate School.

Players provide their ideas through "idea cards." The ideas must come from what they learned about six areas of training — militarization, damage control, seamanship, personal financial development, Navy policy, and watch standing. Points are earned when sailors play the cards they develop and when they comment on other players' cards.

Training officials are tracking the ideas communicated on the cards and comments made by others. But, Evans stressed, the submissions are entirely anonymous.

"On the first day alone, 277 players from all corners of the Navy created 1,121 idea cards and the numbers continue to grow as the days go by," said Lt. Sean Brophy, spokesman for NSTC.

You can sign up to join the game on this website, which goes until May 13.

The best feedback so far, Brophy said, has been on the topics of live fire weapons training, nutrition, financial planning, and military marching, though he did not have more details.

Another topic has been the Battlestations 21 trainer, which every sailor must complete before leaving boot camp.

One card encouraged feedback asked about the the BST-21 experience.

"From there, players clicked on it to discuss their thoughts on BST-21," he said. "Feedback has been overwhelmingly positive."

One example Brophy provided: "This was the best real life training that stuck with me by far!"

4.) 'New To the Navy' Mobile App Upgraded / 3 MAY 16 [\[LINK\]](#)

Navy Personnel Command Public Affairs

MILLINGTON, Tenn. (NNS) -- The "New to the Navy" mobile application is a one-stop resource for answers to many of the frequently asked pay and personnel questions Sailors may have, and now it's even better.

On April 29, the Navy updated the app providing more in-depth information, streamlining content location, and making overall performance improvements.

Information additions include a new tab category "Links and References," which contains information and links Legal Services and Voluntary Education (VOLED). The Legal Services section covers the types of legal assistance and support the Judge Advocate General provides, such as wills, notary, etc. The VOLED section provides links to the Navy College Program website, the Web Tuition Assistance site, and much more. The update also adds pertinent information for reserve pay and personnel content.

Additional new content consists of updated checklists and content changes. There is a section for Sailors to know what to do when they want to get married while on leave, and what to do when they're getting ready to move to a new command. There are also updates to the list of the Navy's common terms and acronyms to help new Sailors and family members learn to navigate the service's alphabet soup.

The application is available now on all mobile platforms via their respective application stores:

Apple: <https://itunes.apple.com/us/app/opsec/id1031272509?mt=8>

Android: <https://play.google.com/store/apps/details?id=com.tracen.newtothenavyguide&hl=en>

For more information about Pay and Personnel Support visit <http://www.public.navy.mil/bupers-npc/support/paypers/Pages/default2.aspx>.

For more news from Navy Personnel Command, visit <http://www.navy.mil/local/npc/>.

5.) NAVADMIN bi-weekly roll-up:

Every other week, we roll up the latest NAVADMINs from Navy Personnel Command. Below are the latest:

- 2016 American Legion Spirit of Service Award [\[LINK\]](#)
- FY-16 Procedures for Navy Reserve Officers Requesting a Change of Designator to Reserve Judge Advocate Generals Corps [\[LINK\]](#)
- Navy Attendance at the 9-13 May 2016 Annual Naval Helicopter Association Symposium [\[LINK\]](#)
- Military Permanent Change of Station Travel Voucher due Within Five Working Days [\[LINK\]](#)