



@USNPEOPLE WEEKLY WIRE

1) 2014 Year in Review/ 19 DEC 14 [\[LINK\]](#)

During the past 12 months, there have been many policy changes and updates for Sailors to improve quality of life and manning in the Fleet. Navy increases Career Sea Pay (CSP) and Career Sea Pay Premium (CSP-P) The increase to CSP and CSP-P both improves critical sea-duty manning and rewards those who take challenging sea-going assignments. Hair Policies for women revised. The Navy's review and new standards take into account the wide range and textures of hair, including curled, wavy and straight hair. The new regulations provide guidance on hair styles, hair coloring, wigs, and hair accessories for women.

2) MCPON: Senior Enlisted Academy Required For E-9/ 14 DEC14

NAVY TIMES -- Mark D. Faram

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Now, starting with sailors who advance to E-8 off the fiscal 2017 selection board that will meet in March 2016, the school will become mandatory to compete for E-9 three years later in the E-9 board.

3) Navy Debuts New Ad / 14 DEC 14 [\[LINK\]](#)

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Navy Language, Regional Expertise, and Culture Office (OPNAV N13F) announced Dec. 16 it is seeking nominations for the fiscal year 2014 Language Professional of the Year (LPOY), Linguist of the Year (LOY), and Command Language Program of the Year.

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

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- Food and Mood: [http: \[LINK\]](#)
- The 80/20 Approach to Stress (and Spend!) Less this Holiday Season Part, 3 [\[LINK\]](#)
- Keep an even keel this holiday season: [\[LINK\]](#)
- The holidays are here and its crunch time: [\[LINK\]](#)

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or find it online at www.navy.mil/cnp

2014 Top 5 People Polices / 19 DEC 14 [\[LINK\]](#)

WASHINGTON (NNS) -- During the past 12 months, there have been a number of noteworthy policy changes and updates to improve quality of life and service. Many of the ideas came directly from Sailor feedback or suggestions. Please keep the ideas coming, as we seek to make 2015 as busy and productive.

Below is our People Top Five for 2014:

1. Navy increases Career Sea Pay (CSP) and Career Sea Pay Premium (CSP-P) (March) [\[LINK\]](#)

The increase to CSP and CSP-P both helped improve critical sea-duty manning and rewards those who take challenging sea-going assignments. This was one of the many policies that helped drive our gaps at sea number to below 5000--the lowest it's been in more than 3 years.

All pay grades with at least three years of cumulative sea duty received a 25 percent increase in regular CSP, while service members who exceed 36-months of consecutive sea duty received an increase in CSP-P from \$100 to \$200 per month.

The increase took effect May 1.

2. Revised Final Multiple Score (FMS) announced (May) [\[LINK\]](#)

Responding to suggestions from the Fleet and MCPON's Leadership Mess, Navy updated the Final Multiple Score (FMS), the weighted formula used to select Sailors for advancement.

The new formula rewards sustained superior performance and increases the role of the command triad in the advancement process.

Changes to the formulation were made to achieve the right balance between technical skill proficiency, as measured by the test, and on the job performance as gauged by chain of command input through the evaluation process. It also places less emphasis on longevity-based elements.

3. CAP policy updated (May) [\[LINK\]](#)

The Command Advancement Program (CAP) and Navy Recruiter Meritorious Advancement Program (NRMAP) were updated in May after several months of coordination with the Fleet.

CAP and NRMAP are intended to reward sustained superior performance, providing command triads the opportunity to advance their top Sailors prior to taking the exam.

The new policy established a CAP season from July 1 to Sept. 30 to better track the CAP program and ensure overall rating health. Last year more than half of the CAP slots went unused. The goal for the new policy is to have each command utilize all of its allotted CAPs, ensuring that our most talented Sailors are advanced.

4. Optional wear of Command Ball Caps authorized (September) [\[LINK\]](#)

Beginning Sept. 1, Optional wear of the Navy and command ball caps with Navy Working Uniforms (NSU) (Type I, II and III) as well as with flight suits, coveralls, Flame Resistant Variant (FRV) coveralls and the Navy physical training uniform is authorized.

Based on feedback from the Fleet, Secretary of the Navy Ray Mabus and Chief of Naval Operations Adm. Jonathan Greenert made the decision back in July to expand the ball cap wear policy.

5. Hair Policies for women revised (December) [\[LINK\]](#)

After a yearlong review of hair style policy for women, Navy released an update providing clearer guidance on

what is and isn't allowed and authorizing a slightly broader range of acceptable hairstyles, while continuing to emphasize the need for a neat and professional appearance.

The Navy's review and new standards take into account the wide range and textures of hair, including curled, wavy and straight hair. The new regulations provide guidance on hair styles, hair coloring, wigs, and hair accessories for women. To help communicate the new policy and answer questions a smart device compatible hair viewer was introduced as well [\[LINK\]](#).

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

2) MCPON: Senior Enlisted Academy Required For E-9/ 14 DEC14

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Earlier this year, Master Chief Petty Officer of the Navy (AW/NAC) Mike Stevens announced his plans to make the Senior Enlisted Academy mandatory for sailors seeking to make E-9.

Now, starting with sailors who advance to E-8 off the fiscal 2017 selection board that will meet in March 2016, the school will become mandatory to compete for E-9 three years later in the E-9 board.

"We ask a lot of our senior enlisted leaders on a daily basis and we need to guarantee they have all the skills they need to succeed and that includes attending the SEA," Stevens told Navy Times Dec. 10. "This will ensure that every E-8 in the fleet will have a funded opportunity to attend the SEA participate in this critical professional military education program."

The news of the mandatory date comes as the first new class goes through the revamped curriculum at the Newport, Rhode Island based school. The school has been reworked and refocused to start with nine weeks of online training, followed by a 3-week residence portion in Newport.

Topics covered include communication skills, leadership, organizational behavior and national and international studies.

"The goal is to get 1,300 students through the school this fiscal year," Stevens said in the phone interview.

"Throughout this year, we will be in a look, listen and feel mode as we work to ensure this new blended learning solution works properly."

"As with anything new, there will be kinks we have to work out, but we're confident that this is the right way to go and the basic plan is solid," he added.

The Academy traditionally has been open to all chiefs, E-7 to E-9, but under the changes it will now become primarily for senior chiefs.

"Those who are selected into the command senior chief and master chief programs are required to attend the Academy and that won't change," Stevens said. "But with the resources we have, the focus will be on first training every senior chief in the Navy."

Anyone who is already a senior chief or who makes it off this year's exam won't be required to attend, Stevens said.

"They will be grandfathered under the old system, but I highly encourage them to attend," he said.

For commands, sending a senior chief to the course won't cost them a dime out of their budgets – the Naval War College, the resource sponsor for the SEA, picks up the travel and residency costs. Before the Newport portion, the students must complete nine weeks of online training at their command.

"What this means is that as soon as a sailor is selected to senior chief, they need to start planning for the SEA," Stevens said. "With 12-14 classes a year, there will be plenty of opportunity to attend, so there will be no excuse for not attending."

That's why, he said, that waivers to compete for E-9 without an SEA graduation will be hard to come by. Any waiver must be approved through a command master chief and up through the CMC's chain of command, with MCPON having the final say.

"In general, waivers won't be approved," Stevens said. "Poor career planning will not be an acceptable excuse as to why someone hasn't attended during their first three years as a as an E-8."

<http://www.navytimes.com/story/military/careers/navy/2014/12/14/navy-senior-enlisted-academy-overhaul-e9/20258857/>

3) Navy Debuts New Ad / 14 DEC 14 [LINK]

WASHINGTON -Navy's latest commercial "The Shield" debuted December 13th to TV and web audiences worldwide.

The thirty second commercial aired during CBS' coverage of the 115th Army-Navy game and was added to the America's Navy You Tube page shortly after the game concluded.

Much of the discussion on social media focused on the ad's tag-line "to get to you, they'd have to get past us," as well as the commercials abridged ending. Gone is the familiar motto "A Global Force for Good."

The change represents a decision by Navy leadership to move away from a motto that simply goes after potential recruits, in favor of advertising that speaks to both would-be and currently serving Sailors.

Navy began editing past commercials to remove the old motto earlier this year. All Navy commercials now end with the recognizable voice of Keith David simply saying "America's Navy."

"The Shield," features a young couple and child flanked on all sides by Sailors wearing varying uniforms, emblematic of the Navy's numerous jobs and opportunities to serve.

The next Navy ad is expected in early 2015 and will highlight the service's ability to operate around the world-- on, above and below the sea.

View Clip (RT: 0:32) <http://m.youtube.com/watch?feature=youtu.be&v=ThImmlN-I8s>
http://www.navy.mil/submit/display.asp?story_id=84882

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The awards are given yearly to recognize the most outstanding Command Language Program, military and civilian language professionals, and non-career linguists who have achieved mission success through the use of foreign language.

The top command and language professional are then judged across the Department of Defense in a competition that is overseen by the Defense Language Institute Foreign Language Center.

Nomination procedures are outlined for command language program in OPNAV Instruction 1650.31 and 1650.32 for language professional and linguist awards. This year's essay topic for LPOY and LOY nominees is "describe a strategy to train and sustain military language professionals in your organization to a proficiency level 3/3 or better." This essay should be no more than five double-spaced, typewritten pages and should not include references or footnotes.

Deadline to submit nomination packages to N13F is Jan. 16. Packages can be emailed to ALTN_N13F1@navy.mil. Questions may be directed to CTICM Kenneth Paulsen at (703) 604-5519 or via email at kenneth.paulsen@navy.mil.

For more information on language and culture programs, visit www.public.navy.mil/BUPERS-NPC/career/language_culture/pages/default2.aspx.

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