



## @USNPEOPLE WEEKLY WIRE

### 1.) BBD is Here: What You Need to Know / 28 JAN 16 [\[LINK\]](#)

Navy Personnel Command Public Affairs

BBD will enable the Navy to more efficiently assign personnel in support of warfighting readiness and match Sailors to specific billets based on rate, rating and Navy Enlisted Classification (NEC). The new functionality is being added into the Career Management System - Interactive Detailing (CMS-ID), but Sailors will continue to apply for jobs the same way they do now.

### 2.) Pentagon Chief Seeks to Improved Family Leave, Child Care / 28 JAN 16 [\[LINK\]](#)

ASSOCIATED PRESS, Lolita C. Baldor

Defense Secretary Ash Carter on Thursday unveiled a series of family-friendly proposals for the military that would increase parental leave, child care and health care coverage to bolster efforts to recruit and retain high-quality service members.

### 3.) Navy COOL Mobile App Now Available / 28 JAN 16 [\[LINK\]](#)

Naval Education and Training Command Public Affairs

Sailors can now access several tools and resources found on Navy Credentialing Opportunities Online (COOL) via their mobile devices with a new Navy COOL application that launched Jan. 28. The Navy COOL app, available for both Android and iOS/Apple devices, is designed to help Sailors, both enlisted and officer, to find information on credentialing, career development, and civilian crosswalks related to their military occupation.

### 4.) Navy Manpower Boss Gets Sailor Feedback from Carrier Swaps / 24 JAN 16

NAVY TIMES, Mark D. Faram

On his recent Asia-Pacific swing, the Navy's manpower boss took the pulse of the crews that participated in an unprecedented three-way aircraft carrier swap...Vice Adm. Bill Moran, the chief of naval personnel, spent time during his three-day visit to Yokosuka and Atsugi from Jan. 10 to 12 to collect lessons learned from these interlocking homeport and ship swaps.

### 5.) NAVADMIN bi-weekly roll-up:

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

- Announcement of February 2016 Implementation of Billet Based Distribution Functionality into the Career Management System Interactive Detailing [\[LINK\]](#)
- Applications Being Accepted By Navy Flight Demonstration Squadron (Blue Angels) For 2017 [\[LINK\]](#)
- Insider Threat to Cyber Security Random Counterintelligence Polygraph Program [\[LINK\]](#)
- FY-17 Navy Active-Duty and Reserve Enlisted Advancement Selection Boards for Chief Petty Officer [\[LINK\]](#)

To sign up for the @USNPeople Weekly Wire, email [usnpeople@gmail.com](mailto:usnpeople@gmail.com),  
or find it online at [www.navy.mil/cnp](http://www.navy.mil/cnp)

## **1.) BBD is Here: What You Need to Know / 28 JAN 16 [\[LINK\]](#)**

Navy Personnel Command Public Affairs

MILLINGTON, Tenn. (NNS) -- The Navy announced Jan. 28 that Billet Based Distribution (BBD) will be implemented February 2016 in NAVADMIN 016/16.

BBD will enable the Navy to more efficiently assign personnel in support of warfighting readiness and match Sailors to specific billets based on rate, rating and Navy Enlisted Classification (NEC).

The new functionality is being added into the Career Management System - Interactive Detailing (CMS-ID), but Sailors will continue to apply for jobs the same way they do now.

"Although the process behind the scenes will change, Sailors will not have to learn a new system to negotiate for PCS orders. To fleet Sailors, the upgrades will be transparent and seamless," said Rear Adm. Ken Whitesell, assistant commander for Career Progression, Navy Personnel Command (NPC). "Ultimately, BBD will help drive improved personnel readiness across the Fleet."

BBD will allow command personnel managers, detailers and placement coordinators to more reliably assess a vacant position's impact on readiness.

Specific goals include:

- \* The alignment of every enlisted Sailor, who is available for assignment, to a Navy position.
- \* A system that has the tools and accurate demand signal needed to maximize rating and Critical Navy Enlistment Classification (NEC) "Fit"
- \* The capability to better use available Permanent Change of Station (PCS) and Temporary Duty under Instruction (TDI) funds.
- \* The capability to forecast future fleet vacancies which will lead to better Sailor and fleet customer service.
- \* The foundation for an improved assignment process.

The first BBD enlisted requisition will run Feb. 5. Additionally, the February cycle of CMS-ID, which will use the new BBD capability, will be open for fleet applications Feb. 12.

To ensure they are placed in the right job, Sailors should review their records often for accuracy - especially for the NECs they hold to ensure accurate information for the detailing process.

The implementation of BBD requires all fleet users to resubmit paperwork for access. Enlisted Sailors who are negotiating for orders don't need to take any action. Leaders, personnel managers and others who require access for any other reason can send their requests now. Guidance on filling out and submitting paperwork can be found on the NPC BBD web page at [www.public.navy.mil/bupers-npc/enlisted/billet\\_based/Pages/default2.aspx](http://www.public.navy.mil/bupers-npc/enlisted/billet_based/Pages/default2.aspx).

For more information, visit the NPC BBD web page or contact your command's placement coordinator.

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

## 2.) Pentagon Chief Seeks to Improved Family Leave, Child Care / 28 JAN 16 [\[LINK\]](#)

ASSOCIATED PRESS, Lolita C. Baldor

Defense Secretary Ash Carter on Thursday unveiled a series of family-friendly proposals for the military that would increase parental leave, child care and health care coverage to bolster efforts to recruit and retain high-quality service members.

Carter told a Pentagon news conference that he will double the length of fully paid maternity leave for female service members and work with Congress to boost time off for paternity leave and adoptions.

He said he also intends to expand health care coverage to include more benefits for women trying to get pregnant. And he is directing the military services to expand the hours that military child care facilities are open and the number of children that can be accommodated.

The changes, which will cost an estimated cost of \$385 million over the next five years, are part of Carter's ongoing effort to modernize the military and make it more attractive to job seekers. He's already pushed past Marine Corps objections to allowing women to apply for combat jobs and has expressed a willingness to consider allowing transgender people serve openly.

The new initiatives, said Carter, "will strengthen our competitive position in the battle for top talent, in turn guaranteeing our competitive position against potential adversaries."

But, he added, any adjustments had to be balanced against the need to maintain a strong and ready fighting force. "Fairness is important, but always, always the mission effectiveness of our force comes first," he said. "We are not Google. We are not Walmart. We're war fighters."

Pregnancy is a key issue for military women, who often have to deploy for months at a time and try to plan childbirth around their more stable duty assignments. And men worry about injuries during their deployments to warzones that might impair their abilities to father children.

Officials said the military service chiefs and leaders largely endorsed the changes. There were concerns, however, expressed mainly by the Army and Marine Corps about the impact of any significant increase in maternity leave.

The maternity leave issue is complicated by the fact that Navy Secretary Ray Mabus already increased paid time-off for Navy and Marine Corps forces to 18 weeks. His decision last July tripled the current military leave of six weeks. The Marine Corps and Army, however, raised worries about extending leave to 18 weeks, saying it would keep key combat support troops off their jobs for too long and make it difficult to cover their posts by shifting personnel around.

Carter's decision to settle on 12 weeks would force the Navy to scale back its 18-week leave and make accommodations for those who may already have planned the longer time off. Carter said that any Navy or Marine Corps service members who are pregnant would get the 18 weeks they expected.

The health care coverage proposal is complex, but would involve increased benefits for women seeking more extensive fertility and pregnancy assistance. Specifically he called for a pilot program that would extend health care coverage to active duty women seeking to freeze their eggs and men who wanted to freeze their sperm.

"As a profession of arms, we ask our men and women to make incomparable sacrifices," Carter said. "We ask them, potentially, to place themselves at risk of sacrificing their ability to have children when they return home. It's clear that the benefits we offer our troops can better account for this."

The planned increase for paternity leave would go from 10 days to two full weeks. And officials said Carter wants to expand the current three-week leave for an adoptive parent, and allow the second parent to take two weeks off, if that person is also in the military. The paternity and adoption leave changes would require approval from Congress.

The child care plan would increase the minimum time the facilities are open to 14 hours, from the current 12. Carter also wants the services to modernize and improve the child care system to reduce waiting lists and increase the number of children who can be served.

One of the more flexible changes unveiled Thursday, Carter said, would allow service members to stay at a particular base or duty station for a longer time, and in exchange they would commit to a longer time in the service. Such decisions would be at the discretion of commanders who would consider the military needs of the unit.

According to Carter, 52 percent of the military's enlisted force and 70 percent of its officers are married, and there are about 84,000 marriages where both are in the service.

The expansion of family leave benefits is the second phase in a broader campaign by Carter to modernize the military and help troops better balance their family commitments with their desire to serve their country.

Last November he rolled out a series of initiatives aimed at attracting and retaining quality service members. They ranged from increasing internships to changing the retirement system to allow investments in a 401(k)-type retirement plan.

Many of the changes are an effort to align the Pentagon with the corporate world, strengthen ties with high-tech companies and bring the best from that field into the Defense Department.

### **3.) Navy COOL Mobile App Now Available / 28 JAN 16 [\[LINK\]](#)**

Naval Education and Training Command Public Affairs

PENSACOLA, Fla. (NNS) -- Sailors can now access several tools and resources found on Navy Credentialing Opportunities Online (COOL) via their mobile devices with a new Navy COOL application that launched Jan. 28.

The Navy COOL app, available for both Android and iOS/Apple devices, is designed to help Sailors, both enlisted and officer, to find information on credentialing, career development, and civilian crosswalks related to their military occupation.

"This new app provides an expanded capability for Sailors to help them translate the skills they've learned on the job into civilian credentials, career growth opportunities and related civilian occupations," said Keith Boring, Navy COOL program manager. "The app is a great complement to our newly redesigned website and provides extra features that I think Sailors will find handy to have at their fingertips."

Besides credentialing information, the app provides enlisted members with Learning and Development Roadmaps (LaDRs), which are rating-specific online guides that explain in detail what Sailors need to succeed at specific points in their career. Additional app features include snapshots of related civilian occupations and

United Services Military Apprenticeship Program (USMAP) trades, along with generic joint service transcripts associated with each enlisted Navy rating.

Rating Information Cards also provide summary information such as school locations, training time, qualifications and working environment. These and the other features within the app are particularly useful for recruiters and career counselors, especially when they are on the go, as they advise potential recruits and Sailors of professional options available to them.

"The Navy COOL app is another valuable tool that will provide training and resources to our Sailors to support their Navy career and beyond," said Rear Adm. Mike White, commander Naval Education and Training Command. "We want to ensure, especially with today's younger generation that we're giving them the means and tools to access information wherever they are, when they want it and in ways they find most convenient for them."

For enlisted Sailors and veterans who are not using Navy COOL to fund credentialing exams and fees, the app also provides a gateway to Department of Veterans Affairs GI Bill funding options.

The Navy COOL app is a bring-your-own device (BYOD) tool designed to work on personal devices outside of the NMCI domain. Users can download the Navy COOL app from the Apple store and Google Play Store at no cost. The Navy COOL app is the latest in a series of apps produced by the U.S. Navy Sea Warrior Program (PMW 240). Other recent apps include the Final Multiple Score Calculator, Operations Security General Military Training (GMT), and Domestic Violence GMT.

To find the free Navy COOL app, search "Navy COOL" in app stores or in your web browser.

The Navy COOL office is located at the Center for Information Dominance (CID) at Naval Air Station Pensacola Corry Station. CID is the Navy's learning center that leads, manages and delivers Navy and joint forces training in information operations, information warfare, information technology, cryptology and intelligence.

For more information on Navy COOL, visit <https://www.cool.navy.mil/usn/>.

For more information on the Naval Education and Training Command, visit the NETC website at <http://www.netc.navy.mil>.

For more news from Naval Education and Training Command, visit [www.navy.mil/local/cnet/](http://www.navy.mil/local/cnet/).

#### **4.) Navy Manpower Boss Gets Sailor Feedback from Carrier Swaps / 24 JAN 16**

NAVY TIMES, Mark D. Faram

On his recent Asia-Pacific swing, the Navy's manpower boss took the pulse of the crews that participated in an unprecedented three-way aircraft carrier swap.

Nearly 7,500 sailors from the carriers George Washington, Theodore Roosevelt and the Ronald Reagan have spent the last year playing a flattop version of duty station musical chairs. And as the music stopped, some sailors had pay and entitlement issues from the move that needed fixing.

Vice Adm. Bill Moran, the chief of naval personnel, spent time during his three-day visit to Yokosuka and Atsugi from Jan. 10 to 12 to collect lessons learned from these interlocking homeport and ship swaps.

“In total, we had several thousand moves we had to make that were unusual in terms of moving people off one ship and onto another — but Reagan, has to date, about 90 sailors that still have issues unresolved,” Moran said in a phone interview. “Ninety is not bad from a numbers standpoint, but every one of those has a sailor and family behind it, so it’s important we get it right.”

The series of moves, Moran said were “very complex” and unlike anything the Navy had done in recent years, if ever. There were bound to be issues, he said — and by taxing the system they can find them and fix them.

“My take away from this is because of the compression and complexity of this move, it forced the system to really look hard at policies we’ve had for years that never had a challenge this big,” he said. “We probably have a half dozen or so policies that we have to work with [the office of the secretary of defense] and within our own lifelines to make sure future homeport shifts, whether single or multiple units, will be better served as a result of lessons we’ve learned from Reagan, GW and TR.”

Some of the issues have to do with overseas tour rules, while others are based on those set for pay and entitlements that go with permanent change of station moves.

“It’s really kind of math inside the policy,” he said. “We use these artificial lines of demarcation between when one benefit is available to one sailor and not to another, simply because they are inside or outside of one year to leave [the tour] and we need a little bit of flexibility on how we apply those, based on every sailor’s case and individual issues.”

Moran said that there was close coordination between Naval Air Forces and Navy Personnel Command, which helped ensure this complex move was done as seamlessly as possible.

Moran said issues were expected, especially for the Reagan sailors because they were relocating to Japan and therefore subject to overseas move rules. Moran and Fleet Master Chief (AW/SW) April Beldo solicited sailor feedback in a lunch on the Reagan’s mess decks.

“We got a lot right in this and a little bit wrong,” Moran said. “That little bit wrong matters and we’re going to do everything we can to try and resolve those.”

#### **5.) NAVADMIN bi-weekly roll-up:**

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

- Announcement of February 2016 Implementation of Billet Based Distribution Functionality into the Career Management System Interactive Detailing [\[LINK\]](#)
- Applications Being Accepted By Navy Flight Demonstration Squadron (Blue Angels) For 2017 [\[LINK\]](#)
- Insider Threat to Cyber Security Random Counterintelligence Polygraph Program [\[LINK\]](#)
- FY-17 Navy Active-Duty and Reserve Enlisted Advancement Selection Boards for Chief Petty Officer [\[LINK\]](#)