



## @USNPEOPLE WEEKLY WIRE

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By Jeanette Steele, San Diego Union Tribune

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-Fact Sheet: 5 Things You Should Know about Reducing Access to Lethal Means : [\[LINK\]](#)

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or find it online at [www.navy.mil/cnp](http://www.navy.mil/cnp)

## **1.) Stockdale Leadership Award Presented at Pentagon Ceremony / 4 DEC 14 [\[LINK\]](#)**

WASHINGTON (NNS) -- The 34th annual Vice Adm. James Bond Stockdale Leadership Award ceremony was held Dec. 4, in the Pentagon Hall of Heroes in Washington, D.C.

Cmdr. Thomas J. Dickinson, a Whitehall, Michigan, native and Cmdr. Gavin Duff, of Toms River, New Jersey, received the award.

The award recognizes two commissioned officers in pay grade of commander (O-5) or below who contributed to Navy leadership improvement. Stockdale was a recipient of the Medal of Honor and the annual event is held in the room that honors all of the Medal of Honor recipients across the services.

Chief of Naval Operations Adm. Jonathan Greenert served as guest speaker at the ceremony and presented the awards to the winners. Greenert received the award himself in 1992.

"These two leaders achieved remarkable success with the support of their commands," said Greenert. "They did this by inspiring Sailors, focusing on the mission in the face of adversity, but neither take credit, rather they point out it's not really me it's my people."

Dickinson, former commanding officer of USS Barry (DDG 52), is the Atlantic Fleet recipient and is a professor at the Naval Leadership and Ethics Center, Naval War College, Newport, Rhode Island.

"Receiving this award is a humbling experience," said Dickinson. "My Barry Sailors were the stars of the show they did not know what the world quit meant, they made this award happen."

Duff, former commanding officer of Strike Fighter Squadron 14 (VFA-14), is the Pacific Fleet recipient and now is at the Nuclear Power School in Charleston, South Carolina, on track to be the executive officer for USS George H. W. Bush (CVN 77) next year.

"This award has nothing to do with me, this is my command's achievement," said Duff. "They needed little leadership, my 220 VFA-14 Sailors each day presented a new level of expertise, and this award reflects their excellence."

Nominations for the award come only from commanding officers in command and who are themselves eligible for the award. The two commanders were chosen from among eight finalists to receive the award.

The award is presented annually to two commissioned officers on active duty in the grade of commander or below who are serving in command of a single unit and who serve as examples of excellence in leadership and conspicuous contribution to the improvement of leadership in the Navy.

A Naval Academy graduate and pilot, Stockdale ejected from his A-4E Skyhawk over North Vietnam in September 1965 and was held prisoner and frequently tortured until February 1973. He received the Medal of Honor in 1976 and served as president of the Naval War College from October 1977 until August 1979.

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

## **2.) Allow Navy's best to take sabbaticals?/ 26 NOV 14 [\[LINK\]](#)**

By Jeanette Steele, San Diego Union Tribune

The Navy's personnel chief is thinking of something bold to keep the best and the brightest in the sea service: Allowing them to take off the uniform for a few years, without wrecking their careers.

Vice Adm. Bill Moran says the moment is ripe for change, after years of debate over U.S. military benefits. Amid ballooning costs, the Pentagon in February will again look at modernizing compensation for troops, including possibly moving to a 401k-style retirement plan for future enlistees. It may be a chance for the U.S. military to reshape its personnel policies, to better retain the best talent during an improving economy.

Moran recently sat down with U-T San Diego to discuss the Navy's stake in the upcoming national debate, the longtime "Global Force For Good" slogan and the possible return of sequestration in 2016.

**Question: What makes sense for the Navy in terms of potential compensation changes?**

Answer: A small percentage of folks who come through the door end up making it a career of at least 20 years to get retirement. That has worked pretty well for the past 40-plus years. The issue is, though, that the economy is changing. There's a generation of young people who think about careers differently. This is an opportunity for us to talk about doing it differently, putting more flexibility in the personnel system – really zeroing in on the critical skills.

**Question: How might that best work?**

Answer: Today, I can't allow a sailor to leave the Navy and be able to come back in later on after a situation is taken care of – for instance, possibly (caring for) a parent in a tough spot. I have trouble retaining women in the younger age groups, around 24 to 32, right in that sweet spot for having kids. I don't have flexibility to allow someone to get a master's degree on their own, and then value that and bring them back. (Today, if someone leaves and then rejoins,) it disrupts their timeline and when they vest into retirement.

We have a very small pilot program today. Forty slots a year for 325,000 people. You can take up to three years sabbatical. We've had about 80 or so in program and 30 have come back, and they've done well. We freeze their year group, so when they come back, they are where they were. It doesn't affect their advancement opportunities.

We think it has a lot of potential, but it has to be done on a grander scale. We're doing modeling to see how big the program could be and still be effective, both on officer and enlisted sides. I believe the "sweet spot" is in the five- to 12-year range, which is where people will have to make that decision. Either they see opportunity outside, or they can't deal with the issues of being in the sea service.

**Question: As for compensation, the elephant in the room is retirement. The Military Compensation and Retirement Modernization Commission is expected to release its report Feb. 1. What makes sense for the Navy? We know that top officials always stress that any alterations won't affect those now in uniform.**

Answer: Whatever it is that comes into play, we need to be targeting certain years of experience as incentive points for people to stay to that point, so we get the return on investment. It could be at 10-year point or 15, 20 or 25.

**Question: What's been discussed is partial vesting in a retirement plan at less than 20 years, and then full vesting at the traditional 20 years. Why is that attractive, and how does the government offer an earlier vesting without lessening the payoff at 20 years?**

Answer: For many people, it doesn't seem fair that you can work 15 years and leave the service and have nothing. (What's been discussed is) you pay something, the government matches some percentage. The more senior you go, the more we match.

Now, we're also talking about a defined benefit (like today's military retirement system) at the end of some period of time, whether it's 20 or 25 years. And that's not paid into by the individual sailor.

**Question: What's driving this nationally is the need to control the skyrocketing cost of military compensation. How would this hybrid system save money?**

Answer: It depends on when you start collecting the defined benefit. Today, you collect it the day you retire (as early as age 38,) and it comes from how many years of service and rank. Let's say everybody starts getting it at age 50 or 55, instead of whenever you retire. If there's a waiting period before you collect the defined benefit (it saves the government money.) All the while, that (401k-style plan) is growing, and you have access to it just like an IRA.

**Question: The sweeping federal budget cuts known as sequestration may return in 2016. What's the potential effect on Navy personnel?**

Answer: Manpower accounts are not protected, as I understand it. The number of people we have in the service could be cut. We'd bring in fewer and we'd let more out. Even at those levels, I don't think we'd have to involuntarily separate anyone.

**Question: The Navy is poised to adopt a new slogan after years of using the tagline "Global Force For Good." Why?**

Answer: We recognize that the "Global Force For Good" campaign was an attempt to reach people who influence the young – parents, teachers, coaches. And (those people) are maybe more interested in world peace than war. And they like the notion that we're out there helping other cultures. And it's worked. Our recruitment rates are really good.

When I came in the job, I said my worry is retention, not recruitment. Do we have the right slogan? What really pulls at the heart and soul of sailors and makes them think, "I want to stay." Over time, that'll be important.

### **3.) New Allotment Rule Protects Troops From Lending Scams / 4 DEC 14 [\[LINK\]](#)**

By Terri Moon Cronk  
DoD News, Defense Media Activity

WASHINGTON, Nov. 21, 2014 – Defense Secretary Chuck Hagel has directed a policy change in new paycheck allotments to prevent unscrupulous commercial lenders from taking advantage of troops and their families, Pentagon officials said today.

According to a Defense Department news release published today, effective Jan. 1, 2015, the change in DoD's Financial Management Regulation will prohibit service members from allotting pay to buy, lease or rent personal property, a senior DoD official said.

#### **Improving Protection for Service Members**

According to the release, this policy change will eliminate that aspect of the allotment system most prone to abuse by unscrupulous lenders that prey on service members.

This will significantly improve protections for all service members and their families, while not significantly reducing the flexibility to use allotments for a number of legitimate purposes, the release reported.

## New Allotment Changes

DoD officials said that while existing allotments are not affected, service members will no longer be able to make allotments for the following types of purchases:

- Vehicles, such as automobiles, motorcycles and boats;
- Appliances or household goods, such as furniture, washers and dryers;
- Electronics, such as laptops, tablets, cell phones and televisions; and
- Other consumer items that are tangible and moveable.

Allotments still can be used for savings account deposits, investments, to support dependents, pay insurance premiums, mortgages, rents, make Combined Federal Campaign contributions, and U.S. government debt repayments.

Another line of protection for service members and their families is included when starting new allotments through MyPay and manually on DD Form 2558, officials said.

Officials said service members must certify under the Uniform Code of Military Justice that the allotment is not for “the purchase, lease, or rental of personal property of or payment toward personal property.”

### Reviewing the Allotment System

The secretary directed the change following an interagency review that began in June 2013 in response to a major enforcement action by the Consumer Financial Protection Bureau.

The team comprised DoD representatives from the comptroller, Defense Finance and Accounting Service, personnel and readiness, and general counsel offices in the Joint Staff and secretary’s offices. Non-DoD participants were from the Federal Deposit Insurance Corp., CFPB, Federal Reserve Board, Comptroller of the Currency and the National Credit Union Administration.

Defense Officials said a 2012 analysis showed that the top 10 financial institutions that received allotments from service members processed almost two million allotments totaling \$3.767 billion. Of the top 10 allotment processors, state law enforcement, consumer advocates, and the financial regulators have flagged three particular institutions as suspected abusers of the allotment system. Those institutions received 999,588 allotments totaling \$1.380 billion in fiscal year 2012.

### Allotment Usage by Rank

Officials said the 2012 analysis also found that on average per capita, warrant officers use 5.73 allotments, commissioned officers use 3.55 and enlisted personnel use 3.49 allotments, respectively. The dollar average per allotment is highest for warrant officers (\$1,679 per allotment), followed by officers (\$1,554 per allotment), and then enlisted personnel (\$1,224 per allotment).

The new allotment rule applies to active-duty members and not military retirees or DoD civilians, officials said.

## **4.) Good, Bad News In Military Sexual Assault Report/ 4 DEC 14 [\[LINK\]](#)**

By Lolita Baldor, Associated Press

WASHINGTON – New sexual assault data on Thursday delivered both good news and bad news for a U.S. military struggling to overcome what officials have condemned as a serious problem. The number of assault reports filed by military members went up 8 percent, but an anonymous survey showed that fewer troops experienced unwanted sexual contact.

Despite the improvement in some numbers, the survey also revealed that more than 60 percent of the women who said they filed sexual assault complaints said they faced retaliation.

Q: What's the bottom line?

A: According to the new Pentagon data, there were nearly 6,000 victims of reported assaults in 2014, compared with just over 5,500 last year, or an increase of about 8 percent. The Pentagon changed its method of accounting for the assaults this year, and now each victim counts for one report.

An anonymous survey showed that 19,000 service members said they were victims of unwanted sexual contact, down from 26,000 in 2012.

Q: How accurate are those survey numbers?

A: The Rand Corp. conducted two main surveys. One was identical to the one the Pentagon sent out two years ago, in order to get comparable data. The other was more detailed and included far more explicit questions.

Altogether, about 560,000 surveys were sent and roughly 145,000 service members responded.

About 29,000 troops responded to the survey that was identical to the 2012 Pentagon questionnaire. Officials took those results, and using statistical extrapolations concluded with 95 percent certainty that between 16,000 and 22,000 people had experienced unwanted sexual contact, and the "best estimate" was 19,000.

Q: How can an increase in reports be a good thing?

A: Defense Secretary Chuck Hagel called the increase "progress." Pentagon leaders argue that the higher number doesn't indicate more crimes. Instead, they say data show that actual assaults are going down but more troops are becoming willing to come forward and report them.

According to the data, about one in four victims came forward this year, compared to about one in 10 in 2012.

That's because sexual assault is a vastly under-reported crime, both across society and in the military. And in the military, where loyalty, rank and toughness are stressed and valued, there may be a greater reluctance to report sexual assaults, harassment or any unwanted sexual contact.

To deal with that, the Pentagon has launched dozens of new programs and initiatives to encourage reporting, provide better care for victims, step up prosecutions and urge troops to intervene when they see others in threatening situations.

Q: What's one of the big challenges ahead?

A: Retaliation is a glaring area where there has been little progress.

According to the survey, 62 percent of the women who said they filed sexual assault reports also said they faced some type of social or professional retaliation from co-workers or peers. It was the same percentage two years ago.

Retaliation numbers were available only for women, because there wasn't enough data on male victims. Men are much less willing to report sexual assault than women.

"We have to get at this, have to do better if our progress is to continue," said Rear Admiral Rick Snyder, who leads the Navy's sexual assault prevention and response effort. "Anything that creates a barrier to reporting or victim recovery is completely counterproductive to our efforts as an organization and must be corrected."

Q: What are the differences between men and women in reporting?

A: According to the Pentagon survey, 10,500 men and 8,500 women said they experienced unwanted sexual contact. That amounts to nearly 1 percent of the men and 4.3 percent of the women. That represents a slight

decrease from 2012, when 6.1 percent of the women and 1.2 percent of the men said they experienced unwanted sexual contact.

Of the 5,983 victims who filed reports of sexual abuse this year, 4,595 were active duty service members at the time of the assault. Others reported incidents that happened prior to joining the military. Of those 4,595: 1,013 were men and 3,582 were women.

Q: What were the crimes?

A: Some victims choose to file restricted reports, which means they are seeking help, but don't want to file a criminal complaint. Of the 5,983 reports filed, 4,501 were unrestricted. Nearly 40 percent were for abusive sexual contact, 20 percent were for rape, 21 percent for sexual assault.

Q: How many are prosecuted?

A: About 3,500 investigations were launched in 2014. In the vast majority of the cases, the alleged subject was a male, between the ages of 20-34 and holding a lower enlisted rank. The victims were largely female, between 16 and 24 years old and also of a lower enlisted rank.

Since it often takes months to complete an investigation, some that were started in 2013 were finished this year. So, of those investigations finished in 2014, the military could not take action against about 1,100 because the charges were unfounded, the subjects were outside the department's legal authority, or other issues.. Some 2,419 service members were investigated. Of those, 910 faced court-martial, 283 received non-judicial punishment; 85 received administrative discharges and 102 received some other administrative action for sex assault charges. In 384 instances, other misconduct charges were lodged.

Q: What is the reaction to the latest numbers?

A: Congressional reaction has been mixed., with lawmakers pointing to the retaliation problems and the fact that 19,000 estimated victims of sexual abuse is still way too high. And while it's lower than two years ago, it is equal to the total in 2010.

"For a year now we have heard how the reforms in the previous defense bill were going to protect victims and make retaliation a crime," said Sen. Kirsten Gillibrand, D-N.Y. "It should be a screaming red flag to everyone when 62 percent of those who say they reported a crime were retaliated against – nearly two-thirds – the exact same number as last year."

Others, including Rep. Niki Tsongas, D-Mass., and Rep. Mike Turner, R-Ohio, pushed for greater accountability in the military justice system, including new legislation to place more requirements on commanders to be assessed on their handling of cases.

Sen. Claire McCaskill, who also has worked on military sexual assault reforms, said there is room for a bit of optimism in the latest numbers. Pointing to the report of more women coming forward, she said, "This is a remarkable change in terms of victims being willing to talk to people in the military about what happened to them."

Hagel, meanwhile, said the increase in reporting is good news, but he added that the military still has "a long way to go."

"Sexual assault threatens the lives and well-being of both the women and the men who serve our country in uniform. It destroys the bonds of trust and confidence which is at the heart of our military," he said.

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

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