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1.) E-4 - E-6 Advancement Results Release Schedule/ 13 NOV 14 [[LINK](#)]

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2.) Sailors Receive Deployment Pay in Mid-December/ 10 NOV 14 [[LINK](#)]

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3.) 4 Things You Need to Know: Modernizing Enlisted Detailing/ 13 NOV 14 [[LINK](#)]

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4.) CNO: Speed up technical training/ 17 NOV 14

By David Larter, Navy Times

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-Got Quality Time: [[LINK](#)]

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

1.) E-4 - E-6 Advancement Results Release Schedule/ 13 NOV 14 [\[LINK\]](#)

WASHINGTON (NNS) -- The approved quotas for the fall active duty and full time support (FTS) Petty Officer advancements will be posted on Navy's All Hands Magazine at www.ah.mil, Nov. 19.

Results for command triad only are scheduled to be posted to commands' BUPERS Online (BOL) account, Nov. 24, at 9 a.m. EST providing commanding officers the opportunity to notify Sailors of the results 24 hours prior to public release.

Individual results are expected to be released via BOL and the full list of those advanced posted on All Hands Magazine, Nov. 25 at 9 a.m.

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

2.) Sailors Receive Deployment Pay in Mid-December/ 10 NOV 14 [\[LINK\]](#)

WASHINGTON (NNS) -- Eligible Sailors will begin receiving Hardship Duty Pay - Tempo (HDP-T) in their December midmonth paycheck Navy officials announced Nov. 10.

The Department of the Navy HDP-T proposal, authorized by the secretary of the Navy earlier this summer, was approved by the Department of Defense, Sept. 17. It authorizes the pay for Sailors and Marines, active duty and reserve, deployed beyond 220 consecutive days as of Sept. 17.

Sailors and Marines will receive HDP-T on a prorated daily basis of \$16.50, not to exceed a monthly rate of \$495, when they are operationally deployed beyond 220 consecutive days.

USS Bataan Amphibious Ready Group and USS George H. W. Bush Strike Group were among the first units eligible to receive HDP-T. Bataan returned to Norfolk, Virginia, Oct. 31, while Bush is scheduled to return home in November.

Sailors and Marines on those platforms accrued the pay since September and will see the full amount earned in their midmonth December paycheck.

Sailors and Marines will receive the pay on a monthly basis. Reservists serving in individual augmentee assignments that meet the 220-day threshold will receive their pay upon completion of their mobilization.

The DoD has authorized HDP-T for two years. Military pay systems are being updated to handle payment of HDP-T with implementation by Dec. 1, allowing time for eligible service members to see the pay in their midmonth paycheck.

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

3.) 4 Things You Need to Know: Modernizing Enlisted Detailing/ 13 NOV 14 [\[LINK\]](#)

The goal of detailing is to place the best Sailor for the job in each billet. Over the last few years we have been working to improve our enlisted manning process to support commands' management of their personnel and provide accurate information on billet needs to Navy Personnel Command (NPC).

Currently we fill jobs based on manning reports that do not fully reflect billet-level needs or accurately identify a Sailor's current assigned position. This means we can't accurately measure or ensure enlisted personnel readiness, leaving gaps in the "Fit" of skills-to-position requirements.

To do that we are implementing Billet Based Distribution (BBD) to allow leadership to effectively manage “Fit” by aligning people to positions and make better-informed detailing decisions.

1. What is Billet Based Distribution (BBD)?

Billet Based Distribution (BBD) will replace or modify many of the antiquated personnel systems allowing for greater flexibility and improve our ability to react to unexpected events or issues.

Building on the Career Management System – Interactive Detailing (CMS-ID) BBD will upgrade software programs used in the enlisted detailing system and provide accurate and timely manning information to Fleet personnel managers via the web. They will have greater access to their Sailors’ information, and in most cases, will see the same information available to detailers and placement coordinators.

The end state will be a near complete overhaul of our current electronic manning systems. The new system will be more comprehensive and flexible providing greater transparency between our organization, commands and our Sailors.

2. Why is BBD Needed?

In addition to being outdated, our current processes use manning reports that do not fully reflect the billet-level needs of Navy commands or accurately identify Sailors’ current assigned position. This hinders our ability to accurately measure or ensure personnel readiness, leaving gaps in the “Fit” – meaning some positions are filled with Sailors who do not possess the needed skills for the job.

BBD is a focused effort to support fleet personnel managers, so they will see most of the changes. Although the process behind the scenes will change, Sailors will not have to learn a new system. To Fleet Sailors, the upgrades will be seamless.

3. What are the Capabilities and Benefits of BBD?

BBD will allow command personnel managers, detailers and placement officers to more reliably assess a vacant position’s impact on readiness. Ultimately, BBD will help drive improved personnel readiness across the Fleet. 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 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.

4. What do I need to do now?

As always, Sailors should review their records often for accuracy – especially for the NECs they hold to ensure accurate information for the detailing process.

Leaders and personnel managers should begin educating themselves on the process to prepare for the transition. Training materials will be available soon on the PERS-4013/Placement Management on the NPC website at www.npc.navy.mil/enlisted/placement/Pages/default2.aspx.

A new instruction is in work to replace the EDVR Manual and a BBD User Guide. These materials should become available later this spring.

Billet Based Distribution will not be static but continue to develop and improve to better serve the Fleet.

4.) CNO: Speed up technical training/ 17 NOV 14

By David Larter, Navy Times

The Navy's top officer is calling for faster training for the Navy's technical rates.

"We bring a kid into the Navy and in two years we have them ready to be an AEGIS tech," said Adm. Jon Greenert, chief of naval operations.

"Well, you can get a master's degree in two years, certainly most of a college degree, and we're not even close to that. So what is it that we can do to be faster in that regard?"

Greenert said he was working with Vice Adm. Bill Moran, the chief of naval personnel, to make the initial training faster for rates such as fire controlman, and also to move up the timeline for getting those sailors to "C" school.

"It's at least six years until we send them to a major upgrade in their education," he said in a Nov. 4 appearance at the Brookings Institution in Washington, D.C. "That's too long because their equipment is rapidly changing. So how do we keep up with that in a manner that's sensible? We're trying to build this airplane as it's flying, in a manner of speaking."

Some of the saved time would come from cutting down the amount of time sailors spend in a holding pattern, waiting to join a class, officials said.

"As we've dug into this, we've found that sailors have a lot of waiting time before they start training," Moran said in a Nov. 6 phone interview. "Either we don't have enough racks, or the demand signal from the fleet changes, or we don't have the right male-to-female ratios.

"We're paying people to sit around," he added.

Moran said the CNO's comments reflected a larger effort to rethink Navy training, saying that the many educational institutions, "A" schools, boot camp and other learning experiences, should be aligned and that big changes are being considered.

As an example, sailors coming off their shore rotations might be out of touch with the fleet's latest equipment. So when they get to their ships, they are behind the curve instead of being the experts. Sending that senior E-5 or E-6 to a trainer ahead of their sea rotation shifts the burden away from the fleet.

"Right now we don't do that, and we need to start investing in it," he said.

Personnel officials are considering creating a new program office that would oversee this effort and create more efficiencies, according to a personnel official who spoke on background to discuss ongoing deliberations.

“Something like a program executive office learning,” the source said.

‘Cyber Hygiene’

Greenert also called for more technology in the hands of sailors quicker to teach them how their personal communications fit into the larger picture of cyber security.

“We are putting tablets and smartphones ... into our basic training,” he said. “This way you can send an email to your mother, or a text, and by the way this is how you need to use this. These are the basics of password protection, of virus protection. Don’t charge this thing up on a computer on your ship because we don’t want to share viruses. Cyber hygiene, you’ve gotta get that down.”

The push to get technology into the training pipeline has been a personal mission for Master Chief Petty Officer of the Navy (AW/ NAC) Mike Stevens, an iPad devotee.

Recruit Training Command Great Lakes in Illinois is launching a trial run at the end of this year, issuing to recruits tablets that are loaded with training material.

This is part of an effort to bring the Navy’s personal technology up to date, Stevens said in a March interview with Navy Times.

“I think that if you’re going to operate in the 21st century, then you should leverage the technology that’s available,” Stevens said.

<http://www.navytimes.com/>

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