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- FY-15 MEDICAL DEPARTMENT OFFICER SPECIAL PAYS [\[LINK\]](#)
- 2014 ARMY-NAVY GAME SPIRIT SPOTS [\[LINK\]](#)

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

1) Big Changes in Fiscal 2015 Uniforms, Bonuses and Bigger Paydays / 13 OCT 14

(NAVY TIMES 13 OCT 14)... Mark D. Faram

Happy New Fiscal Year!

It's that time of the year, again - Oct. 1, when the new fiscal year starts. Many policies vanish or change at midnight on Sept. 30.

This year, new tuition assistance rules took effect, and officials have moved to boost re-up money with more sailors expected to leave the Navy this year than in years past. The service is also planning big changes to uniforms in fiscal year 2015. It will also be the first year in which sailors will see bigger paydays from the new deployment pay approved Sept. 17.

What you need to know about the changes here and on the way: Less leave carryover You've got a year to burn up more of your leave.

That's because the 75-day carryover troops have had for much of the last decade will drop to 60 days on Sept. 30, 2015, when the Defense Department leave rules expire.

But there's help for sailors deploying this fiscal year. Those who deploy to hostile fire or imminent danger areas may qualify for an exception. The rules can be found in Military Personnel Manual article 1050-070, located on the Navy Personnel Command website.

Deployment Pay

In May, officials upped career sea pay by 25 percent, the first such raise in that pay in 13 years - and long overdue, Navy leaders said. The career sea pay premium, an extra kicker payment some sailors begin receiving after 36 consecutive months in a sea duty billet, doubled from \$100 to \$200.

And in September, officials made good on a promise to pay sailors more for the longer deployments that are becoming more common. The new deployment pay nets sailors an extra \$16.50 for every day they are deployed beyond 220 days, whether boots on the ground or aboard ship.

The first sailors to get the pay are the nearly 7,000 sailors with the Bush carrier strike group and the Bataan amphibious ready group, who could be nearly \$1,000 richer when their ships tie up at home. The Bush, projected to be gone close to 9 months, would clear around \$1,100 extra for every sailor, coming out to about \$495 each month.

Re-Up Bucks

With the economy gathering steam, Navy officials are sweetening re-up bonuses to persuade more sailors to stay in over the next year.

"We expect to begin experiencing retention challenges within some ratings in specific communities - targeting junior enlisted personnel with increased incentives may prove critical for achieving required retention in FY2015, and beyond," said Vice Adm. Bill Moran, the chief of naval personnel, in March 25 testimony before Congress. In particular, Moran said he expected to see fewer re-ups in information dominance, special warfare, nuclear, advanced electronics and medical. The fiscal year 2015 budget calls for spending an additional \$2 million on re-enlistment bonuses above the \$133.5 million allocated for fiscal 2014.

New Crackerjacks & More

The Navy has been working on a long-awaited update to blue and white crackerjacks for most of a decade. 2015 was slated to be the year sailors finally start wearing them - but that's now slipping, officials said.

A wear test for female crackerjacks will run from November through February, with roughly 300 sailors testing them in Norfolk, personnel officials said Oct. 3. The male versions of the crackerjacks are expected to arrive in fiscal 2016, in tandem with the new female ones.

The whites feature a 1940s style, with piping on the back bib and tailored cuffs, and also sport a yoke for a better fit. Two stars rest in the back bib's corners, just like on the dress blues.

What's new with the blues isn't the look - it's the fit and feel. Zippers will be installed in both the jumper and the pants, where the 13-button look will become decorative, in favor of a hidden zipper.

Some Other Uniforms In The Works In 2015:

- . Warm-up suit. The Navy is looking to fast-track high-performance outerwear worn by Marines, with the goal of outfitting sailors by the winter of 2015. Officials are discussing whether to make them standard issue or just optional gear that sailors will have to purchase out of pocket.

- . Cold-weather parka. The service is moving toward adopting a 3-in-1 coat for sailors in cold regions, to be worn with service uniforms when a pea coat doesn't cut it. Officials aim to offer these by the winter of 2015.

- . Lightweight blue cammies. Sailors are wrapping up a wear test of two new versions of the Navy working uniform, which are intended to be more breathable for sailors in tropic regions. Officials aim to announce their pick in 2015, with decisions to follow about fielding.

New Tuition Assistance Rules

New tuition assistance rules expand eligibility but also cut back on some support, with stricter repay rules. The Navy rules that took effect Oct. 1 allow an estimated 39,000 first-term, first-tour sailors tuition assistance with their commanding officer's approval.

TA previously covered many fees that directly related to the course a sailor might be taking, such as lab fees. Not anymore. Under DoD's new rules, TA will only cover tuition costs.

Schools that bundle tuition, fees, supplies and books will now be required to itemize those costs to the military, with the service only picking up the tuition tab.

In addition, the trigger for having to repay the Navy for failed or incomplete courses is now more strict. Those taking undergraduate courses will have to score a "C" grade or better - or pay the Navy back for tuition. In graduate courses it's a "B."

Navy officials say the eligibility waivers for first-tour sailors can also be granted for the Navy's Programmed Afloat College Education, known in the fleet as PACE.

The Navy will fully fund TA through fiscal 2015 and has dropped a plan that would've required sailors to foot 25 percent of the bill, a personnel source said.

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

2) CNO and MCPON Host Live All Hands Call / 7 OCT 14 [\[LINK\]](#)

By Mass Communication Specialist 3rd Class Jules Stobaugh, Defense Media Activity

FORT GEORGE G. MEADE, Md. (NNS) -- The Chief of Naval Operations (CNO) and Master Chief Petty Officer of the Navy (MCPON) joined Sailors from across the fleet to host a worldwide Navy birthday all hands call Oct. 7 at Defense Media Activity, Fort George G. Meade, Maryland.

Adm. Jonathan Greenert and MCPON (AW/NAC) Mike Stevens spoke about retirement, CPO 365, uniform changes, sea duty, and other Navy topics with a live studio audience, as well as Sailors from around the world via satellite and social media.

"The centerpiece of what we do today, and what we continue to do, is sea duty," said Greenert. "We've made some changes accordingly. It's arduous duty for many, and that's why we've increased sea pay this year. Deployments have increased some and we should acknowledge that -- and we have recently with hardship duty pay."

The Navy leaders started the show by reenlisting 14 Sailors with their families and command leadership on hand. Then Sailors from Norfolk, San Diego, ships at sea, and even the International Space Station were able to ask questions via live satellite, phone calls, and prerecorded messages.

One of the first questions asked involved redesigning basic training.

"We review the curriculum for boot camp all the time," said Greenert. "We look at: what do we want in the character of a Sailor, what do we want in the ethical nature of the Sailor, what are we missing in the fleet, and we've got to strive to get that in there today. So it's about unit, not self."

"We're always looking for opportunities to get better," said Stevens. "One of the things we're doing at RTC right now, in December, we will start to issue a portable, mobile, wireless device to our new recruits. We're going to start with about 200 Sailors -- they'll get these devices and all the paperwork and manuals are going to be downloaded so that everything they need is ready and available all the time."

Additionally, Stevens offered some guidance to a Sailor from Guam who asked for career advice.

"It's about three things, and it's about doing these three things with excellence," said Stevens. "Number one: it's working hard, every single day, regardless of the task that you're assigned. It's about doing your very best, every time you're assigned a task."

"Number two: stay out of trouble," added Stevens. "You can work hard, you can do the right thing for many, many years, but you could get in trouble one time, and you can compromise all that hard work."

"Number three I believe to be the most important of all," said Stevens. "Be a good and decent person. Be a good and decent person to yourself, to your family, and to your shipmates and never to forget to always treat one another with dignity and respect."

This year's theme for the Navy birthday is, "Thanking Those Who Support Us."

"We should know that successes that we've achieved, we have not achieved alone. And we couldn't do what we do unless we have the assistance from our family, from our friends, from our communities, from industry, and

the organizations that support our Sailors," said Greenert.

The CNO and MCPON closed the ceremony by cutting a Navy birthday cake with the youngest Sailor in the room, using a cutlass from the early 1800s attributed to Admiral David G. Farragut, the first admiral in the U.S. Navy.

To watch the recorded Navy Birthday All Hands Call, visit <http://www.navy.mil/viewvideo.asp?id=19876>

3) Interview: Vice Adm. William Moran, U.S. Chief of Naval Personnel / 6 OCT 14 [\[LINK\]](#)

Defense News Vago Muradian

Over the past decade, each of the military services has decided to trade manpower to pay for modernization in order to stay as ready as possible. The US Navy has been growing much more slowly as it gains manpower back after steep cuts in the 1990s.

But fundamentally, the budgetary picture remains very uncertain, and putting the right crews in the right jobs without knowing the budgetary picture is a tough task.

As chief of naval personnel, Vice Adm. William Moran must oversee this complicated balancing act from Washington.

Q. How do you plan for a force that you need two or three years from now when you have absolutely no idea of what your financial situation is going to be?

A. I am very fortunate, coming into this job 14 months ago, my predecessor and his staff and the CNO [chief of naval operations] had brought back a number of billets for sailors. And so, we still had to deal with it. That said, we are at a pretty stable place in terms of our in-stream, our total manpower, to man the current size of the force. So it is good to be in that position, so that any adjustments to force structure you hopefully will only have to make corresponding reductions or additions to manpower.

Q. Are you ultimately going to have to go for a smaller Navy than you want and trade ships so that the ships you have got left have better manpower on them?

A. Not right now. We are in a good place right now with the level of manpower and the other parts of the budget that are supporting the force structure and the modernization. The trade often becomes what you do with the readiness account. So that has been, in the last couple of years, the account that has been stressed the most. I think, as long as we do not get hit by sequestration, that is the big unknown out there on the horizon, just like it was back in 2013. So if we can get past that, or at least have it mitigated, then I think the Navy is going to be OK.

Q. What are some of the fundamental things you are doing to make sure that the right talent stays in the Navy over the long term?

A. I think the principal one that the CNO had me look at and we were able to execute over last year, was to really talk about his priorities being war fighting first, is about building more fighters first. And so we have got to get manning at sea at the right levels so that those units are able to train together and operate together as a unit, as best we can for as long as we can. To do that, you have got to not only change your manning concepts, but you have also got to change your incentive structure. So we have done some things just on monetary incentives to try to encourage people to go back to sea. Maybe before they were ready, but to recognize that we

are not a very effective Navy if we do not have the right people at sea. So a lot of those measures have been implemented in the last year and they have had a significant impact, but we are not there yet.

Q. Where is the state of play in the intellectual discussion at the senior leadership level about whether the right people are actually screening for command.

A. Yes, we have this discussion a lot at the senior level. A lot of emphasis has been placed on making sure we are having a conversation as opposed to developing a curriculum with a lot of PowerPoint slides, and encouraging people to write about it. So at Command Leadership School in Newport, [Rhode Island], I go up every month and speak to that class. And we talk about what it takes to be a good CO [commanding officer]. It is very easy to dwell on why people got fired, but the vast majority of COs out there are doing a great job. And so I try to talk to them more about the good things that are going on out there, arm them for what could happen if you let your position and your authority go to your head.

Q. What are you doing at the more junior officer level, but also on the senior enlisted level, to re-instill that culture of leadership?

A. Yeah, the junior officers and the chiefs that I talk to, and I talk to a lot of them out in the fleet. And what I hear from them is they feel like we have, over time, layered burden upon burden upon them and reporting everything they do to the first flag in the chain of command, and almost a sense that they are bypassing their own chain of command to get information up to us in Washington. That is somewhat the nature of the social media environment we are in. But I think we can do a better job up here of making sure that we trust leaders at the lowest level to do the right thing. And as long as that is happening, we will be a far better Navy then.

Q. Shorten the giant screwdriver that can sometimes come out and tweak.

A. We are all used to having a screwdriver at some point, no matter where you have been. There is an effort on the way to try to look at all of the things that we have grown in terms of reporting requirements and try to get rid of some of that stuff, or consolidate it.

Q. Do you need to take a different approach to how you train to actually make that training more meaningful to those on smaller crews?

A. Yes, there are several things that have to be done. In order to get there, though, we have to modernize how we deliver training. If you look at most of our training curriculum, it is death by PowerPoint and it is often very scripted; it does not come across real. Good leaders, whether it is a chief petty officer, junior officer or a CO and [executive officer], internalize what the basic message of that training is and deliver it themselves in a way that is personal to the staff, and personal to the crew. I think leaders have to take more responsibility for this. We have got to give them the tools to enable them to do it, and then we have got to make sure that anybody who wants to facilitate this training is trained to do it so they feel good about how they are delivering that training, and we have not done a great job of that in the past.

Q. Congress is very interested in military compensation reform; everybody is. If you were going to design or redesign both the compensation system and the promotional system, how would you redesign it?

A. Yeah, I am glad you framed the question that way, because it often gets run to me about just compensation, just retirement, those sort of things. In my mind, if we do only that, we are missing the big picture, which is if you are going to change a retirement system that was built off an industrial model of how you access people into the service, and it is an up-or-out system, it works pretty well to have a 20-year retirement that has a defined benefit at the end. It is a target and it lures people to that 20-year career; that is fine. But we are not

finding in this day and age that it is going to work in the future. So if you are trying to have a workforce that is high-quality — you retain high quality, you retain the best people — you are going to have to compete with the rest of society. We already know that less than 2 percent, probably 1 percent to 2 percent, of the American public has served since 9/11. That is a really small number, so we are competing for a really small population.

And the economy is improving, and we do not know how fast it is going to improve or how long it is going to take, but at some point, this wonderful retention and high recruiting quality we have had for the last 10 years is going to go the other way. So how are we positioned to deal with that? Well, right now we are still dealing with it, with the same system we have had in place since 1947. I would like to see it change to provide lower-echelon commanders more opportunity to decide where their quality is and how you keep that quality.

Q. To attract and retain those good people though, do you need fundamentally new different service models where folks can actually participate in ways that the service cannot even register?

A. Yes, we need more flexibility in the current system to go out and attract some people with special skill sets. The one that comes to mind immediately is the growth, and the rapid growth, and the changes that are occurring in cyberspace. We cannot grow the workforce we are going to need in the future from today. Well, we need it today. We cannot grow it fast enough, starting at boot camp E-1 and all the way up. We may have to pull people in from the side that have an interest in serving their country. They might be a little older but have unique skill sets. We kind of do that with the medical community in some cases. We kind of do it with lawyers, but we do not do it at all with the rest of what we call the unrestricted line, the war fighters. And I would include cyberspace and Information Dominance Corps that we have generated over the last few years as part of that war-fighting contingent.

So how do we go get that skilled workforce? Or how do we allow people today that are serving to get out of the service for some period of time, get experience at a really high-tech company or a different skill set to be able to develop, and then allow them to come back in? That may be a different rank with a different pay structure and different incentives. That is, I think, an area I would like to explore. We are kind of exploring it in some career and mission programs that are out there, but they are very small numbers, and what we are seeing is positive. I am not ready to sign up wholesale on any of it, but I think we do need to have the debate.

4) A Message from The Navy Surgeon General: Okay, Here's The Deal / 7 OCT 14 [\[LINK\]](#)

(NAVY MEDICINE LIVE 07 OCT 14)... Vice Adm. Matthew Nathan

On May 28th, Secretary of Defense Hagel ordered a comprehensive 90-day review of the Military Health System (MHS).

This very comprehensive review examined access, patient safety, and quality of care primarily in military treatment facilities. This review provided us the opportunity to compare ourselves to national benchmarks as well as against systems currently considered to be leading edge. The review findings, recommendations, and the SECDEF's memo articulating the way forward were released on October 1st.

Bottom Line Up Front: The consensus of both the external and internal review experts found that "the MHS is comparable in access, quality, and safety to most major health care systems in the United States."

In some cases we are outperforming the nation's best. In some cases we are on par, and in some areas we are lagging. The review also found performance variability compared to national benchmarks. This type of critical self-assessment is essential for our continuous improvement. There will be more to come as we aggressively implement changes to address the review's recommendations and meet all our expectations. Not the least of

which is a more collective enterprise approach across the Services as to how we all measure, improve, and display our performance. In addition the DoD will need more visibility of those same measures where we purchase care from the private sector.

The review and our metrics indicate that every single one of our facilities perform above standard in some areas and also lag in others, no two are the same. But as Secretary Hagel told the press, the review found that every one of our MTF's has the foundation for safe and effective care. We were asked in that press conference how we would message this to our personnel; that our system was found to be "average" in light of the SECDEF stating that average is not acceptable for the most precious patients in the world, those that serve our nation, their families, and those that served before.

As the SECDEF stated in regard to the variability and opportunities to improve, "Our military health system has responsibilities beyond the battlefield, and our review focused on noncombat care. The review found pockets of excellence - significant excellence, which we're very proud of -and extraordinary doctors, nurses and staff who are deeply dedicated to the patients they serve."

I answered on the record there is no doubt we are recognized as second to none in combat casualty care. Our success and dedication to performance in the battlefield will serve as our model. We will strive to match that reputation across our entire MHS, so when someone is asked to name a world famous healthcare name, they will think of us first. We will take our entire MHS system from good, to great, to greatest. I acknowledged that was ambitious but we have the key ingredient necessary ... you!

And Shipmates, here is what makes YOU extraordinary and why I am so proud to be numbered among you. While you serve in the smallest clinic to the largest medical center, you stand up when called and step forward when needed. You have moved seamlessly, yet often with great sacrifice, into war, disaster, and human suffering across the seas and on them. Yes, we will energize our system to be the envy of all others not only in our access, quality, and safety; but we will continue to garner the respect of all Americans as we stand the watch on a labor deck, a battlefield, a stormy sea, or those suffering where we bring hope.

I've said it before, and I will say again. If I am asked to give a few reasons why I am so sure we will deliver on this commitment I always answer, "I will give you 63,000 reasons, and each one will make a difference every day." Never, ever, under estimate the difference you make to so many. Take care of those who rely on us, take care of each other, and take care of yourself. Ship, Shipmate, Self.

Vice Admiral Nathan is the 37th surgeon general of the Navy and chief of the Navy's Bureau of Medicine and Surgery.

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