



## @USNPEOPLE WEEKLY WIRE

### 1) CNO and MCPON Talk to Sailors / 6 AUG 14

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- Enlisted women on submarines: In 2015, officers will join some Virginia-class fast-attack subs. On March 15, Greenert, a four-star, will receive a detailed plan for enlisted women to start being integrated in 2016. That takes a lot of planning for privacy. Lessons were learned the hard way from integration of the surface fleet. Submarines are doing it the right way, he said.
- Ball caps: Sailors asked to wear command ball caps, specifically with their working uniforms, and commands July 11 were given the ability to authorize them. Sailors have a love affair with ball caps, Stevens said, and that's because they're proud of their units, Greenert added. "You guys created this movement, and that's why we have ball caps back," Stevens said.

### 2) NPC Boss Talks Manning, New High Op Tempo Pay / 4 AUG 14

In a wide-ranging interview Rear Adm. David Steindl laid out his current initiatives to get deploying forces fully manned earlier in their training cycles. To do this, he plans to roll out a brand new detailing system that will fill billets with fully trained sailors who possess the exact skills their commands need. He's also working with the fleet to fix over-manned ratings quickly to ensure sailors have viable career paths, and is streamlining over-seas screenings. Steindl is assisting Navy leaders in creating the new high-deployment pay, a monthly special pay that would kick in on a long deployment. The plan, for upward of \$250 for every month over six consecutive months of a deployment, awaits DoD approval.

### 3) One-Stop Career Portal to Launch in Late 2015/ 3 JUL 14 [[LINK](#)]

The Navy leaves service record management up to sailors, but sailors must now log into a slew of websites to do that effectively – and they're demanding Navy leadership fix the problem. Sailors want a single website and login to access their personnel and training records. Officials say they're working on creating a "sailor portal" that could go online by October 2015.

### 4) Why I Serve: USS Constitution Edition [[LINK](#) / [VIDEO](#)]

This week's #WhyIServe submissions are from Sailors stationed aboard USS Constitution.

Sailors are invited to join #WhyIServe. Get on Twitter, Facebook, Pinterest, Instagram and Google+ and using the hashtag #WhyIServe, share your photos, videos and statements with us. We may pick you for our next #WhyIServe blog!

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

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

- FY-15 Active-Duty Navy E7 Selection Board Results [[LINK](#)]
- Call for FY-16 Command Master Chief and Senior Chief Selection Board Applications [[LINK](#)]
- 2014 Ombudsman Appreciation Day [[LINK](#)]
- USS Constitution Chief Petty Officer (CPO) Heritage Training [[LINK](#)]

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

## 1) CNO and MCPON Talk to Sailors / 6 AUG 14

By Ed Friedrich, Kitsap Sun

In the Navy's nearly 239-year history, it has never enjoyed more motivated, talented, innovative people than those entering the service today, its top officer and enlisted man said Wednesday morning.

Chief of Naval Operations Adm. Jonathan Greenert and Master Chief Petty Officer of the Navy Mike Stevens touted sailors and Marines at all-hands calls aboard the aircraft carrier John C. Stennis in Bremerton and at Bangor Plaza. Greenert, in the region to speak at a Naval Aviation Electronic Warfare Symposium, also visited Naval Air Station Whidbey Island on Tuesday.

"You can build a pretty modern navy fast, but not the force of people we have today," Greenert said. Stevens said the new chiefs are the best generation of petty officer ever, and those before them are their legacy. "I look at our people, and in many ways we are a weapons system," he said.

The Navy streamed the Bangor event worldwide, and those from the in-house crowd of 500 joined the online audience in firing questions at Greenert and Stevens, who said they came to listen and learn. Topics ranged from ball caps to port stops. They included:

- Next SSGNs (guided-missile subs): They won't come from converting Ohio-class ballistic-missile subs as the first four did. (Two at Bangor) The Navy needs all of those. They will be new Virginia-class fast attack subs with a 100-foot payload module inserted in the middle.
- Effects of new Middle East fighting: "We were where it mattered when it happened," Greenert said. Aircraft carrier USS George H.W. Bush was in position to provide cover and reconnaissance that was requested. "We're where we need to be with the right forces deployed around the world."
- Enlisted women on submarines: In 2015, officers will join some Virginia-class fast-attack subs. On March 15, Greenert, a four-star, will receive a detailed plan for enlisted women to start being integrated in 2016. That takes a lot of planning for privacy. Lessons were learned the hard way from integration of the surface fleet. Submarines are doing it the right way, he said.
- Underwater vehicles: The Navy is working on "science projects." Greenert envisions by the end of the decade having autonomous underwater vehicles on patrol. The Navy can't build enough submarines to do the job alone, he said.
- Ball caps: Sailors asked to wear command ball caps, specifically with their working uniforms, and commands July 11 were given the ability to authorize them. Sailors have a love affair with ball caps, Stevens said, and that's because they're proud of their units, Greenert added. "You guys created this movement, and that's why we have ball caps back," Stevens said.

Greenert, a former submarine officer who spent time at Bangor, opened by saying the Navy's primary mission is defending the homeland and the No. 1 way it's done is through strategic nuclear deterrence. Bangor houses eight of the 14 submarines that perform the role.

The Navy has asked Congress for \$150 million to keep reactors safe and continue research and development, and funding to compensate sailors who are deployed longer than normal. The target is an extra \$17 a day after 220 days.

## 2) NPC Boss Talks Manning, New High Op Tempo Pay / 4 AUG 14

By Mark Faram, Navy Times

Navy Personnel Command is thousands of miles from any large concentration of Navy ships and aircraft, but Rear Adm. David Steindl, now five months into his job as leader of the Millington, Tennessee-based command, says he's committed to ensuring fewer disconnects between the fleet and his staff.

"I am a fleet sailor," he told Navy Times in a July 22 interview. "I've done seven deployments – five to the Arabian Gulf, one WESTPAC and one to the Med – and in combat five of those deployments."

Before arriving at NPC, Steindl commanded the Carl Vinson carrier strike group – and has brought that perspective to his new role serving the fleet.

"I know that our ships must be ... fully manned by combat ready crews," he said. "I've experienced that in my career. You don't know when you will be in combat, so when we forward-deploy our forces, they will be ready." In a wide-ranging interview Steindl laid out his current initiatives to get deploying forces fully manned earlier in their training cycles.

To do this, he plans to roll out a brand new detailing system that will fill billets with fully trained sailors who possess the exact skills their commands need.

He's also working with the fleet to fix over manned ratings quickly to ensure sailors have viable career paths, and is streamlining over-seas screenings.

Steindl is assisting Navy leaders in creating the new high-deployment pay, a monthly special pay that would kick in on a long deployment. The plan, for upward of \$250 for every month over six consecutive months of a deployment, awaits DoD approval.

Here's a look at Steindl's priorities, edited for brevity:

Q. How is the push to close the manning gaps at sea going?

A. Over the past 10 months, since August 2013, manning has improved significantly. There's been a 2.4 percent increase in fit and 2.9 percent increase in fill, and we're currently up to – and this is our primary statistic in watching the manning health of the fleet – 96.1 percent fill. So, 96.1 percent of our authorized billets are filled and 90.4 percent are fit – filled with the right paygrade and rating.

We have reduced the billet gaps at sea by about 4,000 over those 10 months. We've made some good improvements, but we still want to increase that.

Q. How do you see that improving more in the next year?

A. As you know, the optimized fleet response plan will be instituted in the next year, in fiscal 2015. And the Harry S. Truman strike group will be the first to go through that. We're really locked on to make sure we meet the manning requirements for Harry S. Truman. That's going to be the highest manning initiative for this year, ensuring all of those billets in the strike groups are filled to the mandated levels.

So we're increasing the level of manning the Bureau [of Naval Personnel] is going to deliver from 90 percent fit, 60 days prior to deployment, to 92 percent fit and 95 percent fill at the basic phase of training.

Q. Are you working on other ways to get more sailors to volunteer to head back to sea? More incentives?

A. We've increased career sea pay and continue to offer some ratings sea duty incentive pay, and there's also special duty assignment pay. And now we're staffing a potential high-deployment pay, too, hoping to be able to reward high op tempo.

Our Early Return to Sea Program is working, and people are volunteering to go back to sea as a result. As part of our early return to sea, we're taking a very surgical approach to identify senior leaders who are needed in sea duty billets. We've identified approximately 23 supervisors who have now been approved to fill those billets.

Q. I've heard you have changes in the detailing system coming in the next year – what can you tell us about that?

A. A major part of our initiatives to man the fleet is the coming rollout of "billet-based detailing," which will occur over the next year.

I consider this one of the most important things that NPC will do in the coming year and certainly over the next decade.

In layman's terms, we're replacing a "push" system by rating [alone] with a pull system that is going to go deeper and identify the specific [Navy enlisted classification], rating, paygrade by tiller that the ship needs.

Q. How will this impact training – getting sailors to the schools they need to fill that next billet?

A. We're going to know what the NEC requirements are for each billet and we're going to provide the training for the sailor on the way to that billet.

Q. We've heard the complaints, as I know you have, about the overseas screening process. What's happening?

A. We started looking at this hard in June, and what we are going after is a better process for screening our sailors and families for overseas duty.

The challenge that we have is that the current process doesn't begin until after a sailor receives his orders – has the actual orders in hand.

So ... we've lost valuable time waiting for those orders to be released.

If that sailor falls out of the process later, we're back to square one and ... late in the game, which can lead to more gaps in the fleet.

So to attack those gaps in the Forward Deployed Naval Forces and overseas areas, we've brought everyone to the table, and we expect to announce significant process changes in August.

We are looking at starting the screening process earlier – after the sailor is selected, but well before any orders are generated. Then we'll also set tripwires in the process along the way if it takes too long. This will allow us to make the decision early if we need to find another sailor instead of waiting for this one to complete the process.

Q. Last year CNP changed Perform to Serve into the new Career Waypoint or C-Way program. But there are those who say PTS is not dead and sailors are still going home involuntarily. How do you feel about this?

A. The new system seems to be well received by the fleet, and we're pleased with the results of implementing that.

I would say that performance still does matter, and that's going to impact a sailor's ability to re-enlist. Secondly, our numbers don't lie, and we're able to re-enlist 99.6 percent of those who want to re-enlist.

We do have force-shaping programs to keep all of our ratings healthy, to convert people into undermanned ratings from over-manned ratings. It's not always going to be popular to take those necessary actions to keep those ratings healthy and allow for re-enlistment and promotion opportunities for all those sailors.

Q. You recently stood up a board to look at the future of the AW rating, specifically the mechanical aircrewman AWF and avionics aircrewman AWV service ratings. What can you tell us about that process, and is this a model for dealing with ratings in crisis?

A. What I can tell you is we're committed to keeping all ratings healthy. Where there is a significant decrease in the requirement for a rating – a significant downsizing like is happening in AWF and AWV, then actions are required to maintain promotability in those areas.

At this point in my tour, here, I am not aware of any other ratings where that type of action is required, and every month we look at the health of every rating, and we're trying to keep it in a range of manning that maintains the right numbers in each paygrade and year group so it allows for promotability.

As for the AWF and AWV, specifically, this is an initiative that I'd like to comment a little bit about.

The first board met July 11 and it brought together stakeholders from air forces, air forces reserve, [Naval Education and Training Command], NPC, BUPERS and many more. We're working to develop courses of action to support these sailors so they have better promotion opportunities.

We are going to be briefing the business improvement team on progress on Aug.12, and we'll wrap up with an out brief in September.

So the total time of this board is planned to be about two months. This a very accelerated process to try and support these sailors.

Q. Could this board potentially improve opportunity for these sailors in the September exam cycle?

A. I can't speculate on how soon this will go into effect. We're trying to have a plan of action approved by September, and it seems to me that we would be hard-pressed to implement it in the same month.

I don't want to say we can't do that, but I'd prefer not to speculate on the timeline. We'll get the solution first, then set the timeline.

### **3) One-Stop Career Portal to Launch in Late 2015/ 3 JUL 14 [\[LINK\]](#)**

By Mark Faram, Navy Times

The Navy leaves service record management up to sailors, but sailors must now log into a slew of websites to do that effectively — and they're demanding Navy leadership fix the problem.

Sailors want a single website and login to access their personnel and training records. Officials say they're working on creating a "sailor portal" that could go online by October 2015.

"We're trying to do this as quick as we can, but there are technical challenges," said Cmdr. Raquel Gladieux, assistant program manager for what officials are calling "My Navy Portal." "There are over 60 human resources portals and Web applications, and we're trying to integrate and centrally govern those HR-focused portals into a one-stop shop for sailors.

"My Navy Portal is a single, sailor-facing Web portal with a user-friendly and intuitive interface that's going to be organized in a way that makes sense for them to use from the time they enter the Navy until they retire," Gladieux said in a July 18 phone interview.

The portal, in development since 2012, will come online in late 2015, Gladieux said, but she warned sailors that what's available will be limited at first and then expand.

The portal will connect to Navy Knowledge Online and BUPERS Online, where sailors access much of their personnel data.

What's not going to be initially available: the Electronic Service Record that sailors access through the Navy Standard Integrated Personnel System, where sailors can review images of record documents like evals and awards in their official military personnel file.

Adding access to NSIPS will come down the line, she said, although officials can't say exactly when.

"We created small working groups of sailors from across the fleet from different paygrades, enlisted and officer — East Coast and West Coast — to identify the top tasks that sailors perform online, from hire to retire," she said. Service officials will then work with them to organize intuitively the menu structure of the portal.

In about a year, she said, these same working groups will start beta testing the site to work out the final bugs before it goes live to the fleet.

By the time they roll out the initial site, Gladieux said she hopes they will have a better road map as to what will be added next and roughly when sailors will be able to count on it.

One thing that won't change is security — accessing the portal will require a common access card login, as sailors use today at work. If they want to access the system at home, they'll have to purchase and configure their personal computers with a CAC reader.

But they'll only have to log in once, and the portal will take care of the rest — working in the background to navigate security and login functions so sailors don't have to.

Gladieux, who was an enlisted radioman before getting her commission, says easier access to records is also something she has wanted through her career.

"This is a long time coming."

#### 4) Why I Serve: USS Constitution Edition [\[LINK / VIDEO\]](#)

On any given day there are more than 380,000 Sailors, active-duty and Reserve, ready to defend America, around the world and around the clock. From diverse backgrounds, they join the Navy to serve their country with honor, courage and commitment.

For each Sailor, the drive to serve is different.

The #WhyIServe campaign provides our Sailors an opportunity to share their personal “why I serve” statements. This week’s #WhyIServe submissions are from Sailors stationed aboard USS Constitution.

Constitution is the world’s oldest commissioned warship afloat. The ship defended the sea lanes against threat from 1797 to 1855, much like the mission of today’s Navy. Constitution’s mission today is to offer community outreach and education about the ship’s history, as she welcomes more than 500,000 visitors per year.



*Gunner’s Mate 3rd Class Adam LaMantia, from Chicago, Ill., stationed aboard USS Constitution shares the reason why he serves in the U.S. Navy.*

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