



@USNPEOPLE WEEKLY WIRE

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[\[LINK / All Hands\]](#)

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Initiated by Secretary of the Navy Ray Mabus, this change is a result of Sailor feedback received at all hands calls and is part of Navy's efforts to further empower command triads.

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2) Q&A: Navy Wants Input from Sailors at Career Crossroads / 11 JUL 14

By Mark D. Faram, Navy Times

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The two types of questionnaires:

- Milestone survey: Randomly offered to those approaching career stay-or-leave points.
- Exit survey: Optional, offered to those who have already made the decision to leave the service.

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Our first #WhyIServe submissions are from USS George H. W. Bush (CVN 77).

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

1) Ball Cap Wear Policy to Expand / 11 JUL 14

The Chief of Naval Personnel (CNP) announced July 11 a change to uniform regulations giving commanding officers discretion to authorize the wear of command ball caps with Navy Working Uniforms (NWU) Type I, II and III beginning Sept. 1.

Initiated by Secretary of the Navy Ray Mabus, this change is a result of Sailor feedback received at all hands calls and is part of Navy's efforts to further empower command triads.

Currently ball caps can only be worn with the physical training uniform, coveralls and flight suits; with NWUs only when standing bridge watch and by command training teams during a training evolution.

The 8-point cover remains part of a Sailor's sea bag.

The change in wear rules for the ball caps, which will include Fleet leadership input, will be released in a NAVADMIN later this summer and will include occasion of wear rules.

Sailors can provide feedback on uniforms to umo_cmc@navy.mil or usnpeople@gmail.com.

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

1) Command Ball Caps Are Back—COs to Have Authority to Allow Ball Caps with NWUs / 11 JUL 14

By Mass Communication Specialist 1st Class Elliott Fabrizio

For many Sailors, ball caps are more than just a cover; they're pride.

At the conclusion of battle stations—the final test in boot camp—new Sailors remove their recruit ball cap, having earned the right to don a new cover: a ball cap emblazoned with the word 'Navy.'

When these young Sailors join the Fleet, their generic Navy ball cap is set aside for a command ball cap, identifying them as a proud member of their new command.

So during all hands calls when senior leaders candidly ask Sailors what changes they want, many ask for more opportunity to wear their command ball caps, specifically the option to wear it with the Navy Working Uniform (NWU).

Now it's happening.

Senior leadership took that request to heart, and on July 11 the Office of the Chief of Naval Personnel (CNP) announced they are changing the uniform regulations to give individual commands the ability authorize command ball caps with the NWU Type I, II and III.

"A lot of Sailors look at command ball caps as a source of command pride and esprit de corps," said Fleet Master Chief April Beldo, senior enlisted advisor to CNP. "This is something the Fleet asked us for, and we believe this is something the commands should be able to decide for themselves. So all we're doing is opening up that option to the command triads, the CO, XO and CMC."

Under the new policy, commanding officers, working with regional commanders, have the option to authorize command ball caps for Sailors in NWUs, anywhere that uniform could normally be worn, including transiting to and from work.

“It’s not our intent to tell COs how to do this,” said Vice Adm. Bill Moran, CNP. “We’re leaving it up to COs to use their best judgment. That’s what they’re there to do and they are the ones best suited to make those decisions for their command.”

The NAVADMIN outlining the official policy will be released in the next few weeks, and the new policy is scheduled to go into effect Sept. 1, giving commands some lead time to prepare.

Under current policy, ball caps can only be worn with coveralls, flight suits and the physical training uniform.

This change will not eliminate the eight-point NWU cover, which will remain part of the standard sea bag.

In an informal poll, Sailors aboard the forward-deployed USS George H. W. Bush (CVN 77) shared their opinions, which diverged both in support of command ball caps and the eight-point cover.

“I like the idea of changing to the ball caps,” said Master Chief Machinist’s Mate Milton McDonald. “They are much easier to maintain. The eight-point covers do not always have the best fit, and it would be much easier to correct a Sailor who is wearing an adjustable ball cap.”

“I think we should keep the traditional eight-point covers,” said Culinary Specialist 3rd Class Clyde Scott. “Sailors look so much sharper and squared away in those covers.”

In the new policy, individual commands will make the decision on whether their Sailors wear command ball caps, eight-point covers or some combination based on local requirements.

Sailors can provide feedback on uniforms to umo_cmc@navy.mil or usnpeople@gmail.com.

2) Q&A: Navy Wants Input from Sailors at Career Crossroads / 11 JUL 14

Mark D. Faram, Navy Times

To paraphrase the old adage: A griping sailor is a happy sailor.

As of July 1, you can gripe on Navy time and with official blessing.

The chief of naval personnel is launching a new, anonymous survey to find out what sailors love and hate - and everything in between - about Navy life.

The surveys will be taken using the Navy's survey tool, Career Viewpoint. The bread-and-butter Q&As will consist of two surveys - one for active-duty sailors, one for reservists - which will run continually and be offered at key points in sailors' careers. They are optional and offer an opportunity for officials to assess why sailors are staying in and getting out in a timely way.

The two types of questionnaires:

- Milestone survey: Randomly offered to those approaching career stay-or-leave points. For enlisted, this will come 18 months prior to the end of their active-duty obligation date. Officers will be asked either 15 months prior to their minimum service requirement date or rotation date.
- Exit survey: Optional, offered to those who have already made the decision to leave the service. Anyone who is within six months of leaving active duty is eligible to log in and take the survey.

Officials hope the surveys will provide insight about retention decisions, with retention anticipated to dip in the next few years as the economy improves.

"Real-time sailor feedback is critical to understanding retention behavior when it matters," Vice Adm. Bill Moran, the chief of naval personnel, told Navy Times in written responses to questions. "Being predictive allows us to make decisions well ahead of the 'crisis' - improving sailor quality of service and our ability to keep the right sailors with the right skill sets."

The service ran exit surveys for decades and, until 2010, actively sought data from sailors leaving the service to better understand these decisions. But that stopped after a funding cut.

In the new surveys, officials promise your comments will be anonymous. The polls will be available via the Navy Standard Integrated Personnel System. Each one is supposed to take no more than 20 minutes to complete.

"We're not interested in knowing the person by the name or Social Security number," said Cmdr. Arjay Nelson, the deputy director of community management metrics and analysis for the Bureau of Naval Personnel. "We're just interested in understanding behavior and learning what factors influence that career retention behavior."

For each survey, all sailors answer 14 main questions. Based on their answers, additional questions will pop up that drill deeper into the topics being addressed, Nelson said. Regardless of their answers, sailors won't see more than 150 questions on the milestone survey and will top out at 111 questions on the exit survey.

Sailors will get questions on command climate and deployment times. Also polled will be questions on pay and benefits - any topic on which officials want to get sailor feedback.

And because the survey tool is easy to update, tailored surveys could be added later on.

For example, Nelson said, the system was used to survey enlisted women on their interest in serving aboard submarines. Because the survey tool is so flexible, he said, they were able to quickly reach out to more than 50,000 women worldwide with 26 percent completing the survey within a month.

3) Why I Serve: USS George H. W. Bush (CVN 77) / 4 JUL 14 [[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.

On our Nation's 238th birthday, we are beginning the #WhyIServe campaign to provide our Sailors an opportunity to share their personal "why I serve" statements.

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Last month, Secretary of Defense Chuck Hagel ordered Bush to move from the North Arabian Sea into the Arabian Gulf to provide the Commander-in-Chief additional flexibility should military options be required to protect American lives, citizens and interests in Iraq.



Lt. Kyle Copeland, from Columbus, Ohio, shares his #WhyIServe statement from the cockpit of an F/A-18C Hornet. Copeland is assigned to the “Golden Warriors” of Strike Fighter Squadron Eight Seven (VFA-87), embarked aboard USS George H. W. Bush (CVN 77).

American naval presence in the Arabian Gulf continues to support our longstanding commitments to the security and stability of the region.

Sailors are invited to join the #WhyIServe campaign. 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!

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