



@USNPEOPLE WEEKLY WIRE

1) Sailors and Marines Authorized Hardship Duty Pay-Tempo/ 17 SEP 14 [\[LINK\]](#)

To compensate Sailors and Marines for extended deployments driven by normal peacetime requirements, Hardship Duty Pay - Tempo (HDP-T) will be paid to Sailors and Marines, active duty and reserve, deployed beyond 220 consecutive days, effective Sept. 17, 2014. 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 for two years. 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.

2) New Chiefs Pinned at DC Navy Memorial / 16 SEP 14 [\[LINK\]](#)

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By Lance Bacon, Navy Times

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From Chief of Naval Personnel Public Affairs

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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 for two years.

"The Navy and Marine Corps' unique ability to provide and maintain a global presence is made possible by the hard work of our Sailors and Marines," said Secretary of the Navy Ray Mabus.

"For some time now, these men and women have met the significant demand for our forces without waver. As the need for our presence continues, Hardship Duty Pay - Tempo (HDP-T) is an important effort to further compensate our Sailors and Marines for their willingness to take on extended deployments and for the frontline role they continue to play in keeping our nation, and our world, safe."

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.

For units currently deployed, like the USS Bataan Amphibious Ready Group and George H. W. Bush Strike Group consecutive days prior to Sept. 17 will count when determining eligibility for payment. Payment will not be made for deployments that concluded before Sept. 17.

Military pay systems are being updated to handle payment of HDP-T; expected date of completion is by the end of the year. Sailors and Marines eligible for HDP-T as of Sept. 17 will accrue the pay and see it in their pay checks once the system update is complete.

Additional details will be promulgated by service administrative messages in the coming weeks.

2) New Chiefs Pinned at DC Navy Memorial / 16 SEP 14 [\[LINK\]](#)

From Chief of Naval Personnel, Public Affairs

Thirty-four new chief petty officers were pinned at an official pinning ceremony held at the Navy Memorial in Washington, D.C., Sept. 16.

Vice Adm. Bill Moran, chief of naval personnel, was on hand as the guest speaker and delivered prepared remarks to a crowd of family, friends and fellow chief petty officers there to support and celebrate this significant milestone.

This is the 121st class of chief petty officers to join the Chiefs Mess, following a long legacy of senior enlisted leadership.

CNP Remarks as delivered:

"What an awesome day! I am absolutely thrilled to be here...and honored to participate in what is arguably the most celebrated of all ceremonies in our Navy...and a Joint pinning ceremony, at that - courtesy of the United States Air Force.

Friends, families and Distinguished Guests: Good afternoon! And to so many members of the public in the background, please join us...celebrate with us today!

To these new Chief Selects up here - congratulations....for some of you this day has arrived pretty fast for others it's taken the better part of a 20 year career...but all of that is in the past, from here on out you, along with over 3900 others, have a new start...a rebirth if you will...well done!

Pinning ceremonies like this one are going on all over the world today, wherever the Navy is - but I can't imagine a more prominent setting than this one.

Our Capital's original architect, Pierre L'Enfant - conceived this memorial "to celebrate the first rise of the Navy and consecrate its progress and achievements"...well it took a while, but it was finally completed...in 1987...talk about a continuing resolution...

Some things never change.

But our Navy was patient to get it right...and thanks to the Navy Memorial Foundation, and a Nation who truly loves her Navy...here we are...along Pennsylvania avenue...honoring one of our proudest and happiest traditions in Naval service...on a spectacular September afternoon...to "consecrate the progress and achievements" of 35 of our Navy's newest members of the Mess...

I've already been warned by my Fleet Master Chief, April Beldo -

That although these awesome Sailors will never forget where they were when their leadership team told them the news that they were selected for Chief Petty Officer...Or forget when they donned khakis for the first time, staring in the mirror, admiring the view...Most likely, not a single one of them will remember a word spoken today.

So allow me a few thankful words to our families, friends and mentors present today...Listen, we would not have this Navy, or the opportunity to serve...nor, if proven worthy, the opportunity to lead...if not for our families who support us....and serve every bit as much as we do.

To you, mothers and fathers, husbands and wives, daughters and sons, grandparents, uncles and aunts, let me say, on behalf of our entire Navy: Thank You.

Thank you for raising these Sailors to serve a cause greater than self. Thank you for sharing the joys and the sacrifice, the pain and the victories...the heart ache of long separations, and the eye-watering joy of reunions...this day is largely due to you, and we thank you for these gifts of service to our Navy and nation.

To our larger Chief's Mess, mentors who are a bit more rested than the selects...and all our retired Chiefs - perhaps even more rested - and deservedly so....you are their source of strength, their watering place...their example...their new brothers and sisters...and when they look in the mirror from this day forward...they will also see you in the reflection.

Chief Petty Officers, past and present, family members, please stand until we are done thanking you, in a small

way, with a round of applause.

Chief selects....I humbly offer only three short themes for you on this glorious NEW birthday of yours -

They are all centered upon the vital reason you were tested, selected, and soon, pinned as Genuine Chiefs: LEADERSHIP...and these themes are not new...they are simply honor, humility and courage.

The Chief -- has always been our bedrock of unchanging loyalty and integrity. I say those terms separately, with purpose: loyalty and integrity. They are not the same. It is your leadership that will mark the difference.

I'll never forget the best example of integrity and fierce loyalty I ever met - one of my former Command Master Chiefs, who said to his fellow Chiefs, before he strode ashore for the last time:

"Those anchors do not define you. You define what those anchors mean to the world."

In other words, from today forward, it's game on.

Honor those who got you here, honor those who plowed this ground long before you....LEAD with honor.

And after this glorious day is complete, past this celebration, past all the congratulations...it will not be about you...it will be about the Sailors you lead. And though today you all look very young to me...those Sailors out there are even younger...while they may observe officers, they study Chiefs...that means you...

So no end-zone dances, no spiking the ball...you aren't the cool, fast receivers in blue anymore (just a tip from an old guy)...you know how ridiculous defensive linemen look when they find themselves with the ball and score....please don't embarrass yourselves (humor)...

Seriously -- each one of you now represents the entire Mess to all of us - to a Nation. You're now full partners in our firm; you share in the profits of our success, and will carry the burdens of our toughest challenges. You also form our first line of courage....doing what's right, when right is right...it's about doing the right thing for the right reason...

And always giving the unvarnished truth - when asked, or more appropriately, when not asked....many say the Mess is the backbone of our Navy...I humbly offer that you are the conscience of our Navy.

Believe me, every day there will be an opportunity to look deep inside, to do what's right. And, as we all know, a few of your Sailors may, from time to time, disappoint you. I say, be glad for that disappointment, and smile with it. Lift them with your spirit as a united Mess. Measure women and men not by their mistakes, but how they recover from them. Reward failure, for without it, there is no true attempt at greatness.

Finally, let me speak of Engaged Leadership.

Despite the worst sandstorms of conflict around us, at home and abroad, the worst we can ever do is brace for impact, or hide our heads, and hope it just passes by.

No, we are all here to take a stand in the front...to always do the right thing.

When our Sailors are up working on the toughest tasks, late at night, they need you there...when our Sailors are in their spaces, studying to advance, they need you there...when our Sailors are out on liberty, releasing a little steam, they need you there.

And you know, when things go awry, it's human to blame others - the infamous "them" -- Well, you and I are now "them". We have the watch! And as long as our Mess stands united, as leaders of honor, leaders of humility, leaders of courage, nothing is impossible.

Class 1-2-1, marking 121 years of the Mess, I ask you, one more time:

To define each day what it means to be The Chief...and what those anchors mean to the world. God bless each one of you, you families and this great country...Navy Chief, Navy Pride.

Thank you."

3) Uniform Overhaul--Warm-up suit, parka and lightweight NWUs are in the works / 22 SEP 14

By Lance Bacon, Navy Times

Uniform changes are on the horizon.

Navy officials are on the cusp of approving new uniforms and tweaking old ones to expand sailors' options and modernize their sea bag – changes that will start appearing as soon as a year from now.

These moves are likely to prove lower-profile than the trial of female sailors wearing the iconic "Dixie cups" and blue "crackerjacks," but they include popular options that everyone could be wearing out in town soon.

Here's the four uniform updates in the works:

- Warm-up suit. High-performance outerwear worn by Marines could be quickly adapted for the Navy.
- Cold-weather parka. Officials want to adopt a Coast Guard 3-in-1 jacket that would keep sailors warm in cold climates.
- Women's 'chokers.' Summer whites collars for women are getting retooled to look like men's.
- Lightweight NWUs. Sailors are testing two types of the Navy working uniform, designed to be lighter and more breathable for tropical environments.

Warm-Up Suit

The seven-year search for a high performance jogging suit is zeroing in on a new design worn by Marines and Naval Academy midshipmen.

It's a moisture-wicking running suit that sports reflective trim along the zipper, pockets and chest for high-visibility. The suit would offer more warmth and exposure protection than a pair of shorts and a T-shirt, but less than the Navy blue sweatpants and sweatshirt, and it is likely that it could be worn with civilian clothes, much like command ball caps.

Marines wear the \$113 running suits in field green, with "Marines" emblazoned across the back in red letters with gold trim, and "USMC" written down the right pant leg. The symbolic eagle, globe and anchor insignia is on

the left breast and upper left thigh.

Mids wear a Navy blue suit, which would be a natural fit for sailors, Navy personnel officials told Navy Times. The color scheme for the warm-up suit is to be determined, but is likely to be Navy blue with silver or gold lettering, said Rear Adm. Fritz Roegge, who oversees the uniform matters office for the chief of naval personnel.

The academy warm-up suit is just the latest design as the Navy searches for high-quality and affordable running gear. The previous version, a New Balance track suit that featured reflective lettering and antimicrobial treatment, was found to wear out quickly in 2012 testing by recruits.

The new warm-up suit will require little additional design cost to the Navy, giving this the best shot of being approved, officials said. The suits are already proven, officials note, and are not planning on a full wear test. Some sailors are expected to start wearing the warm-up suit this fall, as officials seek input on sizing and wear policies before the larger roll-out next year.

The Corps has issued each Marine a running suit. Navy personnel officials are still deciding whether to do that or make it optional, a move that would cut out the fielding price but hamper uniformity at the command level. They are also weighing whether to allow the running suit jacket to be worn with civvies, as it is in the Corps, with the caveat that it must be zipped at least halfway.

Officials say that, if it's approved by Chief of Naval Operations Adm. Jon Greenert, the Navy could be running in its new warm-up suit by the winter of 2015.

And if that option falls through, another possibility is adapting the Army's new fitness uniform. It does not have reflective elements – to keep soldiers out of sight in war zones – but has comfortable features like underarm vents, a drawstring waist and half-elastic leg openings.

New Parka

The Navy has selected a black version of the Coast Guard's three-in-one parka for use when the peacoat won't cut it – and officials hope to have them in sailors' closets before next winter.

The waterproof outer shell has a center rank tab, similar to the Navy working uniform parka. The shell has two zip-in liners: a fleece liner and a lighter, water-repellent jacket, which can be worn as a standalone garment and sports its own rank tab.

A slight redesign is underway to change the parka's color from dark blue to black and to ensure fleece liners comfortably and accurately fit the multiple sizes the Navy will order. Though it will take a little more time, officials said this will save money and provide a better fit in the long run.

The heavy parka worn by the Canadian navy also was tested. Though noted for its warmth, the coat lacks layering and has angled zippers that don't match the styling of Navy uniforms.

But the ultimate factor that got the parka tossed was that it is, well, Canadian.

"The Coast Guard parka is compliant with the Berry Amendment as it is made in the USA," said Lt. Stephanie Homick, a spokeswoman for the chief of naval personnel. "The Canadian version would have to be completely remade by an American company."

That is not a simple process. On average, it takes three years to see a new uniform item go from concept to roll-out – assuming none of the companies that bid the contract decide to sue when they are not picked. Personnel officials believe they can expedite fielding by picking up the parka already worn by the Coast Guard.

Female ‘Chokers’

Female chiefs and officers are about to get “choker” whites. The Navy is planning to overhaul women’s service dress whites, a long sleeve service uniform, to look more like those of male peers. Female chiefs and officers currently wear a white coat and black tie.

Officials want to replace that coat-style jacket with the high-collar “choker” worn by men, which clasps at the neck and is not worn with a tie.

There are still likely to be differences between the male and female versions. The new female service dress whites will have no pockets on the chest and will feature smaller, proportional buttons. The male uniform has two chest pockets.

A wear test is scheduled for the spring of 2016. If approved, the new female uniform is expected to be rolled out Navy-wide that fall. Officials are using the coming 18 months to develop form-fitting patterns.

Part of this effort will be drawn from an anthropometric study the Navy will launch this fall. The study is designed to improve the comfort, performance and fit of all uniforms for men and women. The Army in 2010 conducted a similar 15-month study that measured 94 body points on 13,000 soldiers. The study – the first of its kind since 1988 – found that today’s service members are larger and have more muscle, and uniform fits are being adjusted accordingly.

Some of that data was used to develop a female-specific Army combat uniform, the soldier’s equivalent of the Navy working uniform. The female ACU comes in 13 sizes and boasts more than a dozen upgrades suited to women. Jackets come in different chest, waist and sweep measurements, while trousers come in different hip measurements.

The Navy anthropometric correlation study will measure 4,000 sailors and compare those findings to Army data. Wear tests of a new female combination cover are also underway. Approximately 30 female officers and chiefs around the Washington, D.C., region are testing the newly designed covers, which feature a round brim like the men’s version, instead of the “bucket”-style headgear currently worn.

In addition, up to 300 sailors this fall will test two other new options for women: the service dress blue jumper and “Dixie cups.” These, too, are part of the Navy’s top-level push to make female uniforms more similar to men’s. Feedback will be incorporated into a final design expected in fiscal 2015, with fleet introduction the following year, officials say.

Lightweight NWUs

Efforts to develop and field a lightweight version of the NWU continue. A 60-day wear test of two variants has wrapped up.

The 238 sailors testing them are in three locations – Bahrain, Guam and Hawaii. They have recorded the uniforms as “more breathable” and “much cooler,” according to officials. Both versions are roughly a third lighter than the standard blue-and-gray cammies. One lacks a wrinkle-free coating; the other receives the permanent press treatment later in the manufacturing process. Officials will be analyzing sailor feedback on the

versions later this year and expect to announce their pick in early 2015 and whether to go forward with fielding.

The Navy has also been eyeing a sweeping review of lightweight fabrics that could make existing uniforms more comfortable. But officials say that review is likely to be expensive and should take a backseat to more pressing uniform initiatives.

4) Navy Plans To Offer New Career Options To Officers And Enlistees / 14 SEP 14 [\[LINK\]](#)

By Kris Osborn, Military Times

The U.S. Navy is closely examining how it might change personnel policies and work with Congress to adjust legislation in order to give sailors and Navy officers a wider range of career options following the release of a Navy survey that found widespread discontent in the service.

The Navy wants to attract and retain young recruits, who increasingly ask for more career flexibility – such as the ability to take time off from the Navy, rotate more seamlessly in and out of reserve duty, and balance their years at sea with shore tours.

As the economy improves and sailors increasingly face a growing number of private sector options, the Navy expects it may face challenges as it tries to retain the most promising sailors and officers among its ranks.

"We are seeing more and more that we are going to manage by talent and not some linear career path. The millennial generation wants more options in their careers and they want more opportunities to take a break along a path in or out of the Navy," said Navy Cmdr. Chris Servello, the spokesman for the Chief of Navy Personnel.

The Navy received a wake-up call on how it manages its force with the release of the 2014 Navy Retention Survey. In it sailors say they are increasingly unhappy with lengthy deployments, a high operational tempo, and recent calls from Pentagon leaders to reduce pay and benefits.

Maybe most alarming to Navy brass, fewer numbers of Navy sailors aspire to have the positions held by their superior officers and sailors have a widespread distrust of Navy leadership, the survey found.

Younger recruits and officers have told Navy leaders they do not want their career organized according to a pre-determined set of linear benchmarks determined by set time increments. Such considerations are leading the Navy to emphasize "quality" talent management instead of merely focusing on "quantity" or retaining the right numbers.

"As we work together to figure out the right number of 'defenders' in defense, there's a younger generation urging us to consider something much deeper than mere quantity," Vice Adm. Bill Moran, Chief of Naval Personnel, said in a written statement.

Navy officials said the service is working on a handful of initiatives designed to address many of the issues raised in discussions with sailors and findings in the survey.

"Based on our initial looks, we are encouraged, as there appears to be good intersections between the survey data and initiatives already underway. Returning authorities to commanding officers, compensating our sailors for longer deployments and reducing administrative burdens are all efforts in work that will help further

increase trust, balance and stability across the fleet," Servello said.

The retention survey found sailor morale to be a problem, finding only 17 percent of sailors who consider morale to be excellent or good. By contrast, 42 percent of survey respondents said morale is marginal or poor.

The Navy's end strength of 324,000 and 60,000 reserve sailors is expected to remain somewhat stable for the next five years or so, a circumstance which affords the service an occasion to make adjustments in how it attracts, maintains and manages talent, service officials said. Meanwhile, the Navy's sister services are being forced to cut end strength to measure up with the Pentagon's budget cuts.

"If you don't manage by talent and manage by quantity, you leave it to chance that those that stay are going to have the talents that you want. We've always managed talent – I think we're looking at it in a different way and looking at what flexibility can we seek to create. Where do we need to go Congress and ask for some flexibility in the law?" Servello asked.

In particular, the Navy may seek to work with Congress on changing the Defense Officer Personnel Management Act, or DOPMA, of 1980, Moran wrote. This law maintains a World War II era "up or out" policy which determines particular promotion guidelines and locks in a specific linear career trajectory for sailors and officers.

"Quantity is what we tend to focus upon in an era of budgetary tough choices, such as this one; but it is precisely the differentiated talents of our people, applied to our national security objectives, which have a quality all their own," Moran wrote.

For instance, the Navy is looking at how it might be able to alter the sea-shore balance for sailors and officers who might wish to break-up pre-determined schedules. A surface warfare officer, for example, regularly comes in as a junior officer and does a three-to-four year tour at sea before spending several years in a shore-based assignment, Navy officials said.

Current career path expectations have a pre-set balance of sea versus shore duty for officers as they ascend from being a junior officer to department head and then ultimately become a commanding officer. Now, the Navy is looking at allowing officers to adjust this schedule differently and, for example, potentially push their sea duty to later years or complete it early, officials explained.

"We want to give sailors, officers and enlisted more flexibility. When possible we want to give them time to 'take a break,' pursue other interests or take some time off to start a family if they wanted to. Sailors have asked us 'what if I want to get my sea duty out of the way so then I have flexibility and now have 10 years to start a family? The current system does not allow that," Servello said.

The idea of a pre-set linear path to promotion as part of a long-term career with the Navy is increasingly seen as a somewhat dated Cold War approach to personnel.

"We no longer wish for the idea of a Cold War linear path where you come in at day one and leave at year 20 – and you can plot exactly where anyone is going to be at any given point in time. If we go along that path we will not be able to keep the right people in the Navy and we are not going to be able to evolve," Servello said.

The Navy is also looking at improving educational opportunities for sailors and, in some cases, allowing them to take a year or two off from the Navy while keeping a spot in the service for their return. Navy officials describe this as "on-ramps and off-ramps" allowing sailors to take a sabbatical or career intermission. In some cases, sailors might be able to spend several years in the private sector before returning to active naval service.

It makes sense that the Navy would want to address these concerns. When it comes to the issue of operational tempo, retention survey respondents seemed to indicate that they expect deployment times to increase. Sailors were negative about work-life balance as well, with 62 percent of sailors saying they believe their work-life balance is not ideal, compared to the 21 percent who believe it is. This is something the current Navy strategy plans to address, officials said.

The Navy strategy also includes efforts to examine the active-reserve component mixture and make it easier for sailors to switch between the two.

The Navy currently has a career intermission program which allows for a partially-paid sabbatical in return for additional years of service, but the service wishes to expand upon this and allow for a greater number of possibilities.

"We want to make these programs more common and build the case for greater flexibility and talent management," a Navy official said.

According to the retention survey, as many as 62 percent of respondents said they believe it would be easy to get hired if they left the Navy.

Roughly 40 percent of officers and 13 percent of enlisted personnel who enter the Navy wind up finishing 20-years of service. The Navy not only wants to increase retention but also retain the right mixture of talent in the force.

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