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

1.) Manpower boss targets BCA, uniforms, bonuses, gym hours/ 09 MARCH 15

NAVY TIMES, Mark Faram and Meghann Myers

Changes coming for BCA, uniforms, gym and child-care hours, bonuses and more

Nineteen months in the job, the Navy's top uniformed personnel official is on a roll. Vice Adm. Bill Moran, who took over as the chief of naval personnel in July 2013 with a mandate to fill vacant jobs at sea, says he's cut the numbers of open billets from 10,000 to 3,000.

"My priorities haven't changed a bit," Moran said about his mandate from Chief of Naval Operations Adm. Jon Greenert to fix fleet manning, offering sea duty incentives and hiking career sea pay to persuade more sailors to head back to sea. He's also overseen the rollout of hardship duty pay-tempo, which kicks in after a sailor has spent 220 days straight on deployment.

During a March 4 editorial board at the Springfield, Virginia, office of Navy Times, Moran said he's setting his sights on fixes to the body composition assessment that every sailor goes through twice a year and to deliver on a handful of new uniforms, some of which have been in the works for the better part of a decade. He's not satisfied that the physical fitness assessment and the body fat measurements have enough common sense built in.

Gone is the old "Perform to Serve" re-enlistment system and in its place is a new Career Navigator. Re-enlistment opportunity is up across the fleet, Moran says. The Navy's end strength is growing, something that bodes well for not only re-enlistment, but also advancement.

He's also made it a hallmark to delegate more authority to commanding officers, such as leaving it up to COs to decide whether members of their command can wear ballcaps.

But the picture isn't all rosy. Some ratings are still overmanned. And all the hard work to put the Navy on a good manpower footing and to overhaul how and when enlisted sailors are trained is in jeopardy — along with retention — if Congress lets the Navy and her sister services slide back into sequestration, as is currently slated to happen on Jan. 1, 2016, unless action is taken.

Though Congress exempted military pay and other manpower accounts from the sequestration axe, Moran says the heavy cuts will still impact the people in the service.

"We're obviously very concerned and we're watching that very closely," Moran said. "I can't say it in strong enough terms how impactful that will be on the uncertainty levels in our fleet for sailors and their families if sequestration is not dealt with this year."

BCA changes

The Navy's height-and-weight chart is out of date, Moran said, and his office is getting ready to submit suggestions to Greenert and Navy Secretary Ray Mabus that will change the way the Navy measures fitness.

The proposed changes are based on body composition assessment statistics and feedback from the fleet, which has been vocal about its displeasure with the BCA for years.

"We run into sailors at all-hands calls who stand up and say, 'I'm a three-time failure,' and you look at them and go, 'Pretty sharp. You look good in uniform. You don't look overweight to me, at a distance,' " Moran said.

There's no doubt that body shapes have changed in the decades since the Navy wrote its height and weight chart, Moran said.

For instance, weightlifting wasn't much of a hobby when he was a junior officer, but now it's everywhere.

To get a better sense of what's healthy, he said, his office is also looking to the medical community for insight.

Updating the requirements, he said, will save some from separation for BCA failure, and keep others from going to extremes to make weight.

Right now, about one in three sailors has to be taped because they are over the allowable weight for their height and age.

"Because of the challenges with sea duty and a lot of the aspects of Navy life, what we find more often than not are a lot of sailors who tend to try to starve themselves or not drink water, and all those things, to get down to a height weight standard so that they don't have to be roped and measured," he said.

Moran said the proposals are still being developed and could not elaborate on the specific changes, but confirmed that an expansion of the height and weight chart — to include more room to put on weight as a sailor ages — is on the table.

In the meantime, CNP and Vice Adm. Dixon Smith, head of Navy Installations Command, are testing out whether sailors will take advantage of expanded gym hours.

Starting in April at Naval Base Kitsap-Bremerton in Washington, base gyms will be open 118 hours a week, up from 90. In addition, childcare will open two hours early and close two hours later than usual.

Bremerton is home to the aircraft carriers John C. Stennis and Nimitz, which "is a challenge for the fitness center and the support facilities, so we're expanding those hours while they're there together to see if we can help them," Moran said.

The three-month pilot, coming later this year to Naval Base San Diego and Joint Expeditionary Base Little Creek in Norfolk, Virginia, will cost from \$300,000 to \$420,000 to keep centers opened and staffed.

Uniforms

Moran wants to bring four uniform initiatives, most of which have been in the works for years, to completion in the next two years. He's also abolished the traditional uniform board to speed up the pipeline from concept to wear test to fleet roll-out.

Moran now works uniform issues with Master Chief Petty Officer of the Navy (AW/NAC) Mike Stevens and Fleet Master Chief (AW/SW) April Beldo — along with input from the fleet. Formal proposals are then taken to the CNO and Navy secretary for the go-ahead.

Lightweight NWUs. Officials say they're close to approving the design of a tropical weight Navy working uniform.

"We've finished all the test wear, now we just have to get the thumbs up for us to start manufacturing and getting them on the shelf," Beldo said at the March 4 interview. "That's going to be an optional uniform for our more hot weather areas, Pearl Harbor, Bahrain and Guam. That's where they were tested."

But, she said, it's not expected to roll out until late this year, at the earliest.

Cold weather parka. For those at chilly duty stations, the Navy is getting closer to adopting a black version of a Coast Guard 3-in-1 parka. It would be an optional uniform to be worn with service uniforms, when your pea coat isn't cutting it. The wear tests are done and now the uniform needs to get a final approval from Navy leaders.

"We like it and we're moving forward so we should see that one in the next year," Beldo said.

Fitness suit. The Navy is looking to end its years-long search for high performance outerwear to be worn with the PT uniform. The plan would adopt the moisture-wicking jogging suit worn by Marines and Naval Academy midshipmen and needs final approval before it goes forward.

"We looked at all the different services that have one and sometimes you don't have to re-invent the wheel," Beldo said. "So we are going to use the Marine Corps design, change the color — blue and gold — and again we could see that in fiscal year '16."

Crackerjacks. As for the E-6 and below service dress blues and whites, improvements for the men are still in the works and have been approved, but they've yet to begin production and issue while the service develops matching jumpers for women.

The improvements to the dress blues are many — installing zippers on the jumper to improve fit and make it easier to put on and take off. They also feature new SDB trousers, where zippers will be installed to replace the functionality of the 13-buttons on the front flap.

But officials made the decision to hold up producing those until the research and development of the women's version is complete.

"The men's has been ready to execute for a while now, but we thought that we would do that in parallel with the female service dress," she said. "Our women are going to [crackerjack] blue—we've piloted that and gotten the feedback and ... and we're ready to design that."

Though both men and women already wear the service dress whites, those uniforms will get a facelift, too, with the addition of jumper zippers as well as blue piping on the cuffs and back flap. They, too, could be ready by the end of 2016.

Bonuses and advancement

With the release of the 2016 budget request, the Navy made formal what had been rumored for a while, that after a decade of drawing down the service is growing and expected to reach 330,000 by fiscal year 2020.

For those in the service and especially in undermanned skill sets, this means two things — good reenlistment opportunity and advancement.

"Certainly this year, more of the same — good opportunity, above the 10-year average," Moran said of the two upcoming petty officer cycles. "The fact that we're growing over the next four, five years, I think we're going to be able to manage advancement over the next three to four years at about the same rate we see today."

He's also focused on evening out opportunities across all ratings. His team is fine-tuning information technology to better track retention in ratings by keeping nearly monthly tabs.

But officials know that the old retention models went out the window a few years ago and predicting who will stay and who will go is getting more difficult, especially as the economy improves.

With the economy gaining steam, those in nuclear power and cyber fields will be highly sought after and the Navy is focused on retaining them.

In addition, the aviation industry is hiring again and so keeping aviators and maintainers is also expected to become a challenge.

“The airline industry has some growth potential and there is a hiring market out there that is starting to emerge,” Moran said. “I have lived through three cycles of this as an aviator — we are in another one.”

His main weapon for battling with the civilian sector is bonuses and he says they’ll be working with the aviation community managers to ramp up aviation incentive pays for pilots, he said.

He’s also focused on being able to quickly adjust selective re-enlistment bonuses, to react to individual ratings.

“It wasn’t too long ago that we were doing SRB changes every couple years — now we’re doing it once a year and I’d like to see it get to twice a year,” Moran said.

Key to this are his efforts to create an IT system that can dig into individual ratings and detect trends as they’re happening, allowing them to make quick adjustments.

Those in special warfare and the nuclear and cyber fields can continue to count on large bonuses. But for most others, the service is looking to spread the bonus cash around to influence the retention behavior more widely.

“We should be able to see change in behavior a lot sooner than we have in the past. And once we do, then we can make SRB adjustments every six months and fine tune them to account for behavior, which has been a challenge.”

Meanwhile, recruiting is becoming more challenging.

“Some of what we’re seeing in the recruiting market now has us concerned,” he said. “Even though we’re continuing to make goal, it’s coming later in the month, each month.”

Entrance test scores among recruits are also starting to drop.

“Our ASVAB scores have been at historic highs over the last several years [and] are starting to creep down,” he said. “Those are things we have to pay attention to.”

2.) New eDIVO app aims to make ensigns' lives easier/ 08 MARCH 15

NAVY TIMES, David Larter

New app promises to make ensigns’ lives easier

A pair of lieutenants with an idea for an app to help division officers find information quickly were stymied — until one of them played a round of golf.

At the Army Navy Country Club in Arlington, Virginia, Lt. Charlie Hymen chanced upon the chief of naval personnel, Vice Adm. Bill Moran. After an elevator pitch and a follow-up email, Hymen and Lt. John Harry were

on their way to launching eDIVO, an app that debuts March 9 on Google Play and iTunes.

The app is a one-stop DIVO resource that stores Navy instructions and gouge on everything from writing and routing evaluations to navigation rules.

Division officers click on a number of frequently asked questions to navigate to the relevant instructions relating to the many chores and qualifications that consume most of their time.

The original idea for eDIVO was to develop the app and sell it. But since the lieutenants are active duty, that idea was nixed. Next they pursued funding from the Navy. At every stop, they got encouragement — but no money.

Then came the golf encounter in August.

“So we shot him an email with everything we had: what we wanted to do; the full development thus far; the idea; how we think we could roll it out, and so on,” said Harry in a Feb. 26 interview. “And he was all for it.

“He put us in touch with some of his people. ... They got funding though the My Navy portal, they connected us up with a technology company and we’ve been working hand in- hand with the developers to put together e-DIVO, as we’re calling it.”

Harry, a supply officer, and Hymen, a surface warfare officer, served division officer tours together on the destroyer Kidd and were both stationed in Washington, D.C., at the same time; Harry is at Naval Reactors.

Moran had an idea of how to get the project money through the PMW-240 office, a group inside CNP that manages software systems for manpower, personnel, training and education.

The app cost about \$250,000 to develop and launch, Hymen said, and the two will be handling software updates and changes personally.

Look it up, DIVO

The impetus for the program is familiar to any junior sailor or officer for whom the answer to most questions is, “look it up in the instruction.”

“I remember wasting so much time as a junior officer, being asked a simple question from a certain chart I’d referenced half a dozen times before but didn’t have it memorized,” Hymen said. “So I’d have to go back and find it somewhere, and a computer was always being used. And for whatever reason, I couldn’t immediately access it. This is designed to solve that.”

The app, Harry added, puts the most commonly used instructions in one easily searchable place.

“All we’ve done here is go find everything that’s published and make it available, most of it, offline,” he said.

The app is geared toward surface warfare officers, Hymen said, but there is useful information on the app for any officer or chief that leads a division.

“One part in particular, the bridge watch team section, is geared toward SWOs,” Harry said. “But the personnel management sections, the division management section, the emergency resources, are applicable to anyone in the Navy.”

The app also boasts an off-line rules of the road quiz that officers and sailors can use to hone their navigation skills, as well as a page of links to emergency resources such as suicide hotlines and family services.

The app has the Navy's top SWO excited.

"This app is a great, updatable tool for our young officers and senior enlisted who are accustomed to, and frankly rely on, information being accessible at their fingertips," said Vice Adm. Tom Rowden, head of Naval Surface Forces, in an email. "I look forward to fleet feedback on making it better and firmly believe it will allow young leaders to accomplish their daily jobs more efficiently so they can focus on our Number 1 priority, Warfighting First."

Harry and Hymen said one thing they learned from their experience getting eDIVO from an idea to a realized app in just over seven months is that when senior leaders say you can contact them, they mean it.

If you have a good idea, though, just make sure it's far enough along before you take it to the top of the chain of command.

"I don't know how many times I've heard at all-hands calls, senior leaders saying 'reach out, send me an email,' and we did," Harry said. "But we did it at a point where we had progressed far enough — three, four months of development, conception and long-term requirements, all that stuff."

3.) Navy Tests Expanded Fitness and Child Care Hours / 13 MAR 15 [\[LINK\]](#)

By Navy Installations Command Public Affairs

Washington D.C. – Beginning next month Navy Installations Command will extend Child Youth Center and MWR Fitness Center hours of operation in several locations as part of a pilot program to provide greater services to support Sailors and their families.

Three locations were selected to support the pilot, including Naval Base in Bremerton, Wash., Joint Expeditionary Base in Little Creek, Va., and Naval Station in San Diego, Calif.

"The pilot program in Bremerton will include extended hours for Child Youth Programs at the Child Development Center and the fitness center," said James Baker, division chief for Morale, Welfare and Recreation at Navy Installations Command. "The pilot will also include extended hours at fitness centers at other selected bases in Little Creek and San Diego," added Baker.

The locations were chosen for the pilot because of their proximity in fleet concentration areas where work requirements extend beyond a normal work day.

According to Baker, the pilot will determine whether the extended hours are useful for Sailors and their families. This initiative is in keeping with the Navy's 21st Century Sailor and Marine initiative to provide services across a spectrum of readiness and wellness areas to enhance combat effectiveness.

The pilot program will begin in April and continue for six months at each participating installation. The Child Youth Program hours in Bremerton will expand by four hours Monday through Friday, operating from 4:00 a.m. until 8:00 p.m. at the Child Development Center. The fitness center hours at each location will be expanded from 90 hours to 118 hours per week and will operate Monday through Friday from 4:00 a.m. until 10:00 p.m. and from 6:00 a.m. until 8:00 p.m. on weekends.

The pilot program will measure usage and staffing levels required to support the extended hours, and determine whether the expanded hours can be affordably extended to other facilities across the Navy.

With more than 50,000 personnel located at 70 installations under 11 Regions worldwide, Commander, Navy Installations Command ensures requirements necessary to train and operate the Navy's Fleet are maintained and ready. Navy installations are responsible for facilitating the manning, training and equipping our fighting force, and support Navy families through Family and Community Services programs.

For more information about Fleet and family support programs, and other Navy Installations Command programs, please visit www.cnic.navy.mil.

4.) SWO Bonus Reauthorized/ 06 MARCH15 [\[LINK\]](#)

From Chief of Naval Personnel Public Affairs

WASHINGTON (NNS) -- Navy has reauthorized the Revised Surface Warfare Officer Critical Skills Retention Bonus (RSWOCSRB) in NAVADMIN 057/15 allowing contracts to again be written.

Authority for the bonus lapsed in December due to staffing delays in coordinating the approval for reauthorization.

Officers who were impacted by the delay were contacted by their detailer in December to help them understand how it would impact their career planning and encouraged to take the bonus prior to the authority expiration.

Those officers who went over the six years of service during the lapse may sign a contract on a prorated basis.

With the bonus renewal eligible lieutenant commanders who had not yet signed up for the SWO Critical Skills Bonus (SWOCSB) before Dec. 16 can sign-up for the total bonus amount as long as they sign prior to the second anniversary of their promotion to O-4.

Eligibility requirements for department head bonus are found in NAVADMIN 156/12 and for lieutenant commander bonus they are listed in NAVADMINs 326/02, 084/10 and 156/12.

Officers who have questions on bonus requirements or status may contact the surface warfare community manager at (901) 874-3173 or DSN 882-3173.

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

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