



@USNPEOPLE WEEKLY WIRE

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By Lance Bacon, Navy Times

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- Take the Pledge to Drink Responsibly This Summer [\[LINK\]](#)
- Broken Links - Stepping Up to Stop Sexual Assault: QM2 Brian Jones [\[VIDEO\]](#)
- Tobacco Cessation Resources [\[LINK\]](#)
- Navy in Hawaii Combats Sexual Harassment, Assault [\[LINK\]](#)

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

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By Vice Adm. Bill Moran, Chief of Naval Personnel

Wanted to share some feedback from my recent trip to Japan and Hawaii - my first chance to engage as CNP with OCONUS Sailors. Our national and naval leaders have made it clear that this is where our presence matters a great deal. It was important to understand the opportunities and challenges our Sailors and families work through when they agree to take these critical assignments.

During our five day trip, Fleet Beldo and I met with leadership and conducted all hands calls in Sasebo, Okinawa, Pearl Harbor, Wahiawa and Kaneohe. In all locations morale was high, professionalism evident and our Sailors and their families proud and clearly enjoying being stationed OCONUS. But there were some concerns so the dialogue and feedback was helpful.

It was the first time visiting Sasebo for me--had deployed to and visited many other parts of Japan in the past. The benefits of serving in Okinawa are well known -- and who wouldn't want to serve in Hawaii -- but Sasebo remains a well-kept secret. Opportunities to serve on ship or ashore continue to grow, and the community in Sasebo is friendly and welcoming. If you are a Sailor, single or married, and are considering service in Japan I highly recommend looking into Sasebo.

We timed our visit to coincide with the release of the updated advancement policy ([changes to FMS and CAP](#)) and as a lead-up to [the Petty Officer advancement results](#). By and large Sailors understood the changes and supported policies to reward sustained performance and allow greater input from Commanding Officers and unit leadership.

The most rewarding part of the small group discussions and all hands calls are the question and answer periods--gives Fleet and me a chance to bust myths and get candid feedback. This trip was no different. We heard from a variety of folks on a number of topics, but three specific issues came up just about everywhere we went--PACT Sailors, OCONUS training opportunities, and overseas screening.

--Professional Apprenticeship Career Track (PACT) Sailors (previously referred to as "undesigned Sailors"): Consistent with what we heard during a recent visit to Norfolk, there remains concern (particularly on ships) over the perceived lack of advancement opportunities being afforded to these Sailors. As was mentioned in the [May blog on advancement](#)--over the last few years we brought in a large number of PACT Sailors to help improve at-sea manning levels to reduce gaps at sea. The data we use to track this program tells us that we are doing ok, that most are able to designate in an expedited time frame, well below the 24-months onboard guarantee. However, the direct feedback from unit leadership, NC's and PACT Sailors themselves doesn't seem to match the data. My folks here at headquarters and in Millington are looking hard at this--is the data wrong...is this a vocal minority...did we set an unreasonable expectation when we recruited these Sailors...does the policy need to be adjusted. We owe you answers and will provide an update shortly.

--Training for OCONUS Sailors: this topic came up at every stop across Japan--concern about being sent overseas without needed schools or NECs only to be sent back to the States to get supplemental training. This is costly, creates manning gaps and burdens Sailors and families. So we're working on better identifying requirements ahead time, including more schools in route and fixing the backlog of basic training that every Sailor needs--like firefighting. We are also working with the Fleets to look at current training requirements--can more be done on the waterfront, through OJT or be eliminated altogether? No doubt we have some work to do to get more trained folks to where they are needed most in the most efficient manner.

--Overseas screening process: Lots of concern over the current way of doing business. Heard from a number of leaders that the process takes too long, may not identify the right concerns before a family heads overseas and takes too long to resolve issues once they are raised. Because of the value we place on being forward deployed, we can't have a process that burdens individuals, passes the buck from one command to the other and doesn't quickly and effectively allow us to detail our best folks to these critical assignments. RDML Dave Steindl, Deputy Chief of Naval Personnel is heading up a team beginning next week to find fixes quickly. The team will cross all disciplines; Fleets, with [BUMED](#) right beside us. Some ideas already being considered: why not have an FDNF Placement office, ensuring command requirements are met, much like we do right now for all those assigned to Washington, DC...why not get ahead and establish overseas suitability for every Sailor in our Navy through current databases like NSIPS...or other methods to ensure completion of overseas screen -- well before orders are written. The key to most of our success will be -- as it always has -- our command triads. They are the connective tissue between their Sailors and overall Fleet readiness. Many have deployed or been stationed in the FDNF themselves, or they never would have achieved the pinnacle of command in the first place. Authority to fix this issue already lies with them -- goal of this working group is to provide tools to make their decision process easier. This issue has the highest level of attention--we will continue to provide updates as progress is made.

Fleet Beldo and I head out again next week to meet with Sailors and families. In Newport we will visit Command Leadership School and the Senior Enlisted Academy, will visit with submarine Sailors and leadership in Groton, and then wrap-up the week in Norfolk at the Joint Women's Leadership Symposium. Please keep the feedback coming--it's making a difference.

See you around the Fleet.

-CNP

2) 21st Century Sailor Office: Where we've been, where we're going / 2 JUN 14 [[LINK](#) / [VIDEO](#)]

By Rear Adm. Sean Buck, Director, 21st Century Sailor Office

It has been approximately one year since we stood up the Navy's 21st Century Sailor Office. Bringing the various programs together under one umbrella has streamlined the process for establishing policies to better take care of our Sailors and their families and to build their resilience. We recognize that a lot of the issues we have in the Navy stem from interrelated destructive behaviors. Sharing information and prevention strategies under the purview of one office has made it easier to tackle each challenge and work towards eliminating destructive behaviors from our Navy.

I'd like to review the offices of the 21st Century Sailor and inform you of the progress we've made over the past year and what is planned for this upcoming year.

Check out the conversation I had with MC1 Elliott Fabrizio: [[LINK](#)]

Sexual Assault Prevention and Response

We have focused on responding to and preventing sexual assault, ensuring we're training everyone to recognize what it is, how to prevent it, care for victims and hold offenders accountable. The expansion of a response system and awareness and training efforts show progress through an increase of reports, a result of the improved trust our Sailors have in their command structures that their reports will be taken seriously.

In Fiscal Year 2013 there were 1,057 reports of sexual assault, a 46 percent increase from FY12 (726 reports). There were 801 unrestricted reports of sexual assault in FY13, up from 527 reports in FY12, an increase of 52 percent. There were 256 restricted reports of sexual assault in FY13, up from 199 in FY12, an increase of 29 percent.

This year, we're zeroing in on bystander intervention, because regardless of what policies we write, our office won't be the one standing there when a Sailor is about to make a bad choice. However, one of his or her shipmates – one of you – will be there. We need Sailors to step in and help their shipmate – and this goes beyond just stopping a sexual assault. Bystander intervention can help prevent any number of destructive behaviors and decisions. Starting in August, we'll be providing a new skills-based bystander intervention training curriculum, to better enable all of us to effectively and safely intervene when needed.

Sexual Harassment Prevention

Many times, sexual assault stems from sexual harassment and we're just as committed to eliminating incidents of sexual harassment from our ranks and our workplace by creating an appropriate culture and upholding the Navy's core values.

The FY13 DOD Report on Substantiated Incidents of Sexual Harassment in the Armed Forces was released to the Senate and House Committees on Armed Services on May 15. During FY13, there were 180 formal complaints, of which 103 were substantiated and 49 informal complaints, of which 24 were substantiated. Alleged offenders were predominantly male, co-workers in the same unit, the majority in pay-grades from E5 to E9. Military installations were the primary locations of misconduct identified in substantiated sexual harassment incidents.

Suicide Prevention

Suicide prevention is an all hands effort, all the time. Every life lost to suicide is one too many. The only number that counts in suicide prevention is zero. In Calendar Year 2013, the number of suicides decreased by more than 26 percent. We're not claiming victory, but we're moving in the right direction to drive this number to zero.

After a spike in suicides in the medical community, BUMED and our office led a comprehensive review of suicides from 2011 and 2012. Navy Medicine began an initiative called "Every Sailor, Every Day" which emphasizes leadership contact for every command member, particularly those in the midst of professional or personal transitions. We're incorporating this initiative Navy-wide.

Last year, the Suicide Prevention Office introduced the "NavyTHRIVE" concept that addresses the stressors and challenges commonly associated with Navy life to encourage Sailors, families and civilians to empower themselves by taking personal responsibility for their health and wellness.

Another initiative of this office has been the Operational Stress Control training that deploying units must receive within six months of deployment. Mobile training teams provide training to deploying carrier and expeditionary strike groups. Facilitators help Sailors and leaders regain and sustain their resilience and to get ahead of stress issues before they manifest themselves into destructive thoughts and acts.

Hazing Prevention

Commanders are taking hazing seriously. Hazing reporting has increased over the last year since the office was established in February 2013. Prior to the establishment of N174, the Navy had 24 reported incidents in FY11 and 28 reported incidents in FY12. After N174 stood up, the Navy had 36 reported incidents in FY13 and currently has 17 reported incidents in FY14. Substantiated incidents have increased over this time as well –

FY11-16, FY12-20, FY13-33, and FY14-16. Increased reporting and substantiated incidents shows awareness has increased amongst commanders and their Sailors.

We're working to incorporate signature behaviors into existing training to assist in the prevention of destructive behaviors in the fleet. The office is developing an OPNAV instruction to further clarify and provide guidance on hazing and bullying. Bullying prevention is being added because the Navy feels like this issue needs attention as it is another form of destructive behavior and we want to get ahead of it. We will address not only physical and mental bullying, but also cyber bullying.

Navy Alcohol and Drug Abuse Prevention

Navy has zero tolerance for drug use, including the use of designer and synthetic chemical compounds, such as Spice. In December 2013, we added testing for synthetic marijuana to the drug panel. Since then, we've seen a very limited number of positive drug tests for Spice.

NADAP introduced the "Keep What You've Earned" campaign in 2013 which encourages responsible drinking among Sailors by celebrating the achievements in their naval career. Through recognition of their hard work and dedication, Sailors are reminded of their accomplishments — and how much they have to lose if they make a poor choice regarding alcohol.

Physical Readiness Program and Nutrition Program

The 21st Century Sailor Office is about total Sailor fitness. Physical Readiness Program provides the training for command fitness leaders and gives guidance on the Physical Fitness Assessment. We're working on a new algorithm for the Physical Readiness Test elliptical and bike portions. Currently, the bike and elliptical PRT is easy to pass, but difficult to score an "Outstanding." We're looking to make the algorithm fairer in that respect. The Nutrition Office promotes nutritional awareness so Sailors can make healthy food choices. Recently, the Navy Nutrition Program teamed up with the DOD Combat Feeding Research and Development Center and the Culinary Institute of America to improve and create 50 new recipes and replace some of the decades-old Armed Forces Recipe Service Cards. Expect to see some new food choices in the mess lines!

Family Readiness Program

The Family Readiness Program enhances Sailor readiness and family preparedness by supporting the Sailor and their family. Our programs, policies and services continue to evolve to meet the needs of our Sailors and their families.

Keep a look out for these programs and initiatives from the 21st Century Sailor Office. Leave your comments and questions for me and my office in the comments section. I'll see you out in the fleet.

3) MCPON Visits Petty Officer Leadership Courses / 5 JUN 14 [\[LINK\]](#)

By Mass Communication Specialist 3rd Class Laura Hoover, Navy Public Affairs Support Element, East

Master Chief Petty Officer of the Navy (MCPON) Mike D. Stevens spoke with Sailors during petty officer leadership courses at Norfolk Ship Support Activity (NSSA), June 3.

"Leadership development has been, is, and will continue to be my number one priority," said Stevens. "I believe

no organization can rise above the capabilities of its leaders. If the Navy wants to remain relevant and we want to continue to evolve and get better, we must invest in leadership development."

Stevens said the petty officer leadership courses will allow Sailors to develop some valuable skills.

"I don't suspect the training they received today will be a game changer," he said. "What it's going to do is provide them with necessary tools for them to develop and become better leaders over time. I want them to take what they learn and apply it and I am confident it will help them to be more successful."

Stevens said he hopes by speaking to Sailors in person, they will realize how adamant he is about instilling these leadership skills.

"I want them to understand that by me showing up face to face, I am serious about this initiative toward developing leaders and I want them to go out and spread the good word," said Stevens.

Not only does Stevens want Sailors to spread the word about leadership, he wants them to take action towards leadership skills development.

"I am asking my E-6 and E-5 Sailors to spend some time throughout the month and throughout the year to do some refresher leadership development training," he said. "After you put on the new chevron and a couple of months go by, gather the Sailors in your division and hold some refresher training and ensure these skills are being put to use and staying current."

Damage Controlman 2nd Class (SW) Gregory Abrams from NSSA said MCPON's visit helped remind him of the importance of good leadership.

"Leadership is not just at an LPO or a chief level but works across the board for all Sailors," said Abrams. "We learned early, as firemen and 3rd classes, as we increase in rank there are more responsibilities such as leading the Sailors below us."

Stevens thanked all the Sailors for their hard work and continuous effort.

"Congratulations to all of our petty officers who have been newly promoted," said Stevens. "To those who didn't promote on this advancement cycle, keep your head up, continue to work hard, stay out of trouble, be a good and decent person and don't worry about it because your time will come."

4) Female Sailors Offer Mixed Reviews for Crackerjacks/ 2 JUN 14

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About 30 women have donned "Dixie cups" and crackerjacks – and found an initial three-week wear test to be a love/hate relationship.

Most said they loved the new service dress blue jumper and its unique features and iconic look, which has been updated for the female frame.

But others complained the wool is "itchy" and "uncomfortable," and that the fit is neither flattering nor feminine.

“When you’re wearing a dress uniform ... I feel like it should be flattering,” said Master-at-Arms 2nd Class Ashley Fisher, who serves at Naval Weapons Station Yorktown, Virginia. “But I don’t necessarily know that it is super flattering on the men, either.”

This wear test is designed to provide candid feedback to Navy officials, said Capt. Jeff Krusling, head of the uniform matters office. An 90-day wear test scheduled for the fall will make changes and outfit about 300 volunteers.

There is no timeline for final evaluation and approval, but Krusling said the turnaround “could be relatively quick.”

The plan is to roll out the female SDBs along with the updated men’s uniform by 2015.

More than one tester has been asked why she was wearing the male uniform. But there are some differences in the piping, and the female version incorporates many cuts and fits common to uniforms such as the service dress whites.

‘I Feel Like A Sailor’

A handful of sailors testing the new uniforms agreed they like the trouser pockets (two front and one in the back) and the side zipper on the SDB blouse.

“In comparison to the female dress blues, I like these a lot more,” said Electronics Technician 2nd Class Melissa Rheume, assistant to Naval Station Norfolk’s command master chief.

“I feel like a sailor in them. ... It is comfortable and is tailored to me.” Information Systems Technician 3rd Class Alyzamarie Santos likes the greater range of motion and that there are only two layers, but she said she’s still getting used to the piping around the wrists.

The side zipper “is good, especially for females who are a little bit bustier,” said Santos, who works in Naval Station Norfolk’s career counseling office.

Reviews of the trousers and Dixie cups were not as unanimous. Two trousers are being tested. One has a zipper in the front, the other on the side. Each tester was provided both sets.

Rheume likes the way the side zipper looks and feels, and doesn’t like the front zipper’s visibility. Santos agreed that the front zipper looks unprofessional, but she said that version fits better.

Fisher prefers the front zipper because the side zipper “bunches up funny.” She recommended the zippers be placed where the buttons are on the men’s trousers.

Each wear tester was also provided two versions of the Dixie cup. One has a felt liner and the other a silicone. Rheume likes the silicone cover because “it is more practical and stays on better.”

Santos gave the Dixie cup a thumbs-up because the combination cover’s rim does not work well with her hair bun and obstructs her view. But she does not like the silicone version, saying the band pulls her hair every time the cover is removed.

Each tester is recording personal experiences as well as comments from shipmates. Fisher said she has heard “mostly negative feedback” from more than 50 sailors. Most say the Navy should leave uniforms as they are because there are too many already.

Rheaume and Santos said they’ve had mostly positive feedback, with senior enlisted the least “open to change,” Santos said.

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