



@USNPEOPLE WEEKLY WIRE

1) New Rules for Advancement – 5 Changes You Need to Know About / 15 MAY 14 [\[LINK\]](#) / [\[VIDEO\]](#)

These revisions are designed to reward sustained superior performance and strengthen the role of the Command Triad (CO, XO, and CMC) in the advancement of their Sailors.

-In the new FMS for E4 and E5 the value of your standard score (advancement exam) becomes the largest factor considered for advancement. For E6 and E7, performance mark average becomes the largest factor in determining Sailors' FMS.

-No award points for Good Conduct Medals or Reserve Meritorious Service Medal.

-Changes to the Command Advancement Program (CAP) will require commands to select Sailors prior to the normal advancement cycle.

2) Answering Advancement Questions – Timeline for Advance Results / 14 MAY 14 [\[LINK\]](#)

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By Mark Faram, Navy Times

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His message: If you need help in your life, seek it.

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

-Advancement Policy Update [\[LINK\]](#)

-FY-16 Olmsted Scholar Program [\[LINK\]](#)

-Enlisted Early Transition Program [\[LINK\]](#)

-FY-15 Seaman to Admiral-21 Program Announcement [\[LINK\]](#)

-2014 Commander In Chief's Installation Excellence Award Winner [\[LINK\]](#)

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

1) New Rules for Advancement – 5 Change You Need to Know About / 15 MAY 14 [[LINK](#) / [VIDEO](#)]

By Mass Communication Specialist 1st Class Elliott Fabrizio

The Navy announced significant changes to the current advancement policy, including a new formula for the Final Multiple Score (FMS) that will be in effect for the next advancement cycle in fall 2014.

In sum, the FMS changes increase the weight on areas where Sailors demonstrate superior performance and technical knowledge and decrease the value of longevity-based factors such as Service In Pay Grade (SIPG).

Master Chief Petty Officer of the Navy (MCPON) Mike Stevens and Fleet Master Chief for Manpower Personnel Training and Education (MPT&E) April Beldo sat down to discuss why these changes were made and how they will impact Sailors.

You can watch the video [HERE](#), but these are the five things you need to know:

Change #1: In the new FMS for E4 and E5 the value of your standard score (advancement exam) becomes the largest factor considered for advancement. For E6 and E7, performance mark average becomes the largest factor in determining Sailors' FMS.

Click [HERE](#) to see the NEW Final Multiple Score breakdown.

These changes mean performance will be measured differently for junior and senior pay grades to target advancement consideration on the qualities expected at those levels.

"Our junior Sailors are out there doing the job they've been trained for, and leadership's expectation of them is that they know their occupational skill, and we measure that with the standard test," said Beldo.

"As they rise to the rank of E6 and E7, we look for them to step into more leadership and management roles, which are reflected in evaluations, so now we're looking more at the performance mark average at those levels," she continued.

Change #2: No award points for Good Conduct Medals or Reserve Meritorious Service Medal.

If your initial reaction is "Nooo! They're taking my points!" remember that nobody will receive points for these awards, so this essentially just removes a common denominator.

"The large, and I repeat, large majority of our Sailors are working hard and staying out of trouble, so across the Fleet, we're seeing that the majority of our Sailors receive this award, and so to give a point for it was a zero sum," said Stevens. "They weren't gaining anything by it."

Removing the Good Conduct Medal's point value opens up more space for Sailors to set them apart from their peers in the award points category.

For example, award points cap out at 12 when going up for E6, so consider two Sailors—one has four Navy Achievement Medals (NAM)s and three Good Conduct Medals, and the other has three NAMs and three Good Conduct Medals. Previously, they'd both be equally maxed at 12 in the award points category. Now, the first Sailor will have eight points to the other Sailor's six.

Change #3: PNA (Pass Not Advanced) points are only awarded to the top 25 percent of Sailors not advanced.

"Putting this 25 percent window in place will motivate Sailors to apply themselves and study really hard for the exam," said Stevens. "It's not just about passing the exam. It's about passing the exam with flying colors."

The smaller window for PNA points allows Sailors who are not advanced, but who studied hard for advancement, to begin setting themselves apart in the PNA category from Sailors who put less effort into studying.

Under this new policy, 1.5 PNA points go to the top 25 percent of Sailors by test and 1.5 to the top 25 percent by performance mark average. Total PNA points are determined from a Sailor's last five advancement cycles, capping at a maximum of 15 possible points.

Sailors will keep PNA points they have already earned prior to the release of the policy change.

Change #4: Service In Pay Grade has been reduced to a factor of only one percent of the final multiple score.

With the weight of SIPG set to only one percent of the overall FMS, gone are days of going into your first advancement cycle at a significant disadvantage to those who have been around longer.

Beldo added that if all other things are equal, this 1 percent remains to serve as a tiebreaker and give the senior Sailor the nod for advancement.

Change #5: Changes to the Command Advancement Program (CAP) will require commands to select Sailors prior to the normal advancement cycle.

The exact window for commanding officers to select Sailors for CAP will be July 1 to Sept. 30, with the new policy going into effect for FY2015. Commands must use their calendar year 2014 CAPs from the current policy by Sept. 30th, 2014.

"The Command Advancement Program is unchanged in this respect: it is still designed to give commanding officers the opportunity to meritoriously promote their best performers," said Stevens.

Commonly, commands have chosen Sailors for CAP immediately after the results of the fall and spring advancement cycles.

"CAP is not tied to the test," said Beldo. "It's tied to our best performers. This gives commanding officers the opportunity to observe their Sailors all year long and select their best performer to CAP."

The Navy establishes advancement quotas to promote the exact number of Sailors it needs in a particular rate, and capping Sailors after those quotas are set can disrupt manning levels for the rate and may negatively impact future advancements.

"We used to take the exam and then, more often than not, we would then CAP a Sailor after the exam," said Stevens. "So what we were doing, unintentionally, was overpopulating rates. So the next time, when we would build the Navy-wide advancement exam, we may already be above 100 percent, so there are no opportunities to promote anybody in that rate on the Navy-wide exam."

"By capping first and then building the Navy-wide advancement exam quotas, we prevent that from happening and it allows us to maintain a stable rating health," said Stevens.

All of these changes are the result of feedback from the fleet and careful research to find the best way to advance our best Sailors, added Beldo.

For more information on these changes, read the NAVADMIN 114/14 on NPC's website.

2) Answering Advancement Questions – Timeline for Advance Results / 14 MAY 14 [\[LINK\]](#)

By Vice Adm. Bill Moran, Chief of Naval Personnel

Next week we will announce the names of about 20,000 Sailors selected for advancement to E-4 to E6. Sailors and COs routinely ask about the notification process –answers to two of the most frequent are below:

Q: Why not provide command triads the chance to notify those who did and didn't advance, before publicly releasing the results?

A: In response to feedback from the fleet, we are going to make a change to the notification process. Many COs, XO's and CMCs tell us that by simply releasing the results on the web and via social media, they lose a valuable opportunity to counsel and mentor their Sailors—before they get the news from their Shipmates. An advance heads-up, that doesn't slow down the notification process, allows time to reach out to congratulate and counsel as necessary.

Q: When can we expect to see the advancement results?

A: Typically, Navy tradition is to release E4-E6 advancement results prior to Memorial Day and Thanksgiving; however, the timing does not always work out. We do try to meet these timelines and releasing the results via Navy social media helps expedite the process.

Given fleet feedback and consistent with efforts to continue to reinforce the roll and authority of command triads, the goal for advancement results release for this cycle will look like this:

-Monday, May 19 - Quotas released publicly

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Feedback will be important—let us know if this improves the process and how we can continue to meet the collective needs of our leadership and our Sailors.

Q: The designation, conversion, and advancement opportunities for Professional Apprenticeship Career Track (PACT) Sailors are lower than in the past—why is this and what advice can you offer?

A: First off, PACT Sailors are absolutely necessary to accomplishing the apprentice-level work required in the Fleet. Over the last two years we brought in a large number of these Sailors to help improve at-sea manning levels to reduce gaps at sea.

As a result of these manning shortfalls, we were able to designate PACT Sailors in an expedited time frame, well below the 24-months onboard guarantee. We now recognize that this may have created an unrealistic and unsustainable expectation.

In our efforts to stabilize communities and ratings, and to avoid unpredictable and unwelcomed advancement rate swings (the ones we all recognize as unproductive—100% for several cycles and then single digits for years to follow), we have reduced the immediate reliance on our PACT inventory to quickly fill rated apprentice-level gaps.

Feedback is clear, this progress may be viewed as double-edged. Many view “stability” as helpful and needed, but to those who signed up with the understanding and expectation that they would quickly and easily convert, this “stability” has slowed down what appeared to be an expedited conversion timeline.

PACT Sailors should still anticipate being on track for designation by 24 months at their initial duty station (and probably not much earlier) but should be encouraged to start the conversation process as soon as possible.

Continued command and unit level leadership mentoring will help set expectations and prepare Sailors to achieve transition goals—encouraging Sailors to utilize Command Career Counselors, Career Development Boards and the Career Exploration Module within the Career Waypoints system, <https://careerwaypoints.sscno.nmci.navy.mil>.

Additionally, PACT Sailors should be familiar with the Job Opportunities In the Navy (JOIN) interest battery, <https://join.sscno.nmci.navy.mil>, to aid in job identification and subsequent designation into communities that best fit with their abilities and interests.

These resources along with continued mentoring and guidance from the chain of command will help to ensure our Sailors are aware of their options and the steps required to optimize their opportunities (e.g. retake the Armed Forces Classification Test (AFCT) to improve their scores and/or earn a driver’s license). In most cases, transition success is influenced at the unit level—by the leaders who know these Sailors best.

Fleet Beldo and I leave this weekend to meet with Sailors and their families in Japan and Hawaii—in fact we will be there during the advancement notifications. Please keep the feedback and suggestions coming on these and other issues of interest.

See you around the Fleet.

-CNP

3) New rules for early exits / 12 MAY 14 [LINK](#)

By Mark Faram, Navy Times

Early outs are back. But before you pack your sea bag and head down the brow—listen up: This isn't like any other early out program.

Officials aren't opening the doors to everybody. Only those in select ratings, pay grades and year groups will get a ticket home.

Sailors will be able to leave the service up to two years early, but maximum quotas will be set for each eligible skill group and will be issued on a first-come, first-served basis.

The early outs are only being offered to sailors with 14 years or less of service. Early retirements aren't in the offing right now, officials say. The Navy is using the program to try to even out the enlisted work force, which suffers from a score of clogged ratings while others are so undermanned that promotions are nearly automatic.

"As we have stabilized to our new end strength, we have looked to bring back those programs in a little bit of a different format," said Capt. Karan Schriver, head of enlisted plans for the chief of naval personnel, in a May 6 phone interview.

"Overmanning in any community can impact the opportunity across the board, so we want to offer programs like this to give sailors who want the opportunity to move on early to civilian life to leave early and free up advancement and reenlistment opportunity for those who want to stay."

How It Works

The Enlisted Early Transition Program started by offering quotas to several thousand sailors across 10 ratings: six in Seabees, two aircrew ratings, one from engineering and one from supply.

There are 378 discharge quotas in the first round.

Schriver said they'll adjust ratings and quotas in the future to target overmanned ratings; the latest quotas will be available on the Navy Personnel Command website.

Interested sailors should check it out every couple of weeks, Schriver said, adding that overmanned specialties could become eligible.

With retention still high, officials say they need away to relieve pressure.

How she and her planners pick ratings isn't rocket science. If a given rating, pay grade or individual year group is at 104 percent manning or more, it's a candidate.

Officials post monthly snapshots of manning and advancement rates, by rating, on the community manager pages of NPC's official website.

For example, the ship's serviceman rating is overmanned at all pay grades and officials are offering a total of 75 early outs between year groups 2004 and 2005 and 2007 through 2012; your year group is the year you entered active duty.

If a sailor believes his skill is overmanned but doesn't find it on the list, Schriver says it's OK to ask questions through proper channels.

"If they are in a close or overmanned rating at this point, their career counselor can send a request to the community managers and ask if it's possible that their specific rating and year group will be added to the list," she said.

Still, officials say there's no planning to offer further incentives to thin out these ranks- such as offering early retirements, an option available to the Navy for the next few years. It would allow sailors with 15 years or more to retire, freeing up many billets in the over manned pay grades.

The early transition program, Schriver said, is targeted to sailors with 14 years of service or less and subject to re up rules under the Career Waypoints reenlistment approval system, known as C-WAY.

"TERA is under a separate authorization; it's a different program," Schriver said in answer to a question about whether it was on the table. "Right now, although we are authorized to use TERA—as are all the services- the Navy has not funded TERA for use this year."

The Navy has no plans to use TERA on the enlisted side this year, and no proposals have been put forward for fiscal year 2015, which starts in October, Schriver said. But she left the door open, saying the service will "always keep our options open" about whether to offer early retirement.

"It is something we are authorized to do," she said. "As situations change, it is an option for us to bring up to leadership to use in year groups that are more senior and are not linked to C-WAY and can't be reached by other force management tools."

Fleet Input

With an estimated 7,000 billets still open in fleet billets such as squadrons, submarines, ships and staffs, fleet officials were reluctant to offer early outs to everybody.

"The fleet's concern was that this not be offered across all ratings and requested that it be directed specifically toward the rates that are over manned," she said. "It was also important that COs would have a chop." Before a request gets to the community managers, it must be approved by the commanding officer. If he says no, that's it: There's no appeal process.

Critics have argued that past early out programs have failed because skippers were reluctant to let sailors go early without a relief anywhere in sight.

A relief isn't guaranteed until an early out sailor would have normally left the ship or the service. The current rules allow Cos to discharge sailors up to three months early.

Still, Schriver believes the COs won't balk at allowing some sailors out early.

"Those most likely to submit are quest will be at commands where there will most likely be excess in their given ratings, so getting a relief won't be a problem," she said.

And personnel officials will work with commands to get reliefs sooner.

"If they are at a command that does not have an excess, we will work with [the detailers] to get a relief soon as possible," she said.

No early out quota offerings come from ratings and pay grades offering Selective Reenlistment Bonuses. Should that change, sailors receiving SRBs who take the early out would forfeit future bonus payments and could be ordered to repay bonuses for time they won't serve, states NAVADMIN 103/14, released May 8.

Not everyone in a targeted rating or skill set is eligible. Among those who aren't: sailors with permanent change-of-station orders; those identified to fill an individual augmentation; and those on overseas Defense Department tours.

Once granted a quota, sailors won't be eligible to compete for advancement, and they'll be identified in the Career Waypoints reenlistment approval system.

One warning: It will be tough for approved sailors to change their minds and decide to stay. Shriver said those requests will be handled individually.

Sidebar: 5 Things To Know Before You Get Out

Every year, an estimated 40,000 sailors leave the Navy. There are records and information that you should have ready as you leave, whether at the end of your enlistment or to retire.

Retired Capt. Leo Falardeau, a former Navy Personnel Command leader, rose from seaman to chief and then limited duty officer during his 41-year active-duty career. He now volunteers to help disabled veterans and says the experience has opened his eyes to the importance of properly preparing to leave the service.

His five tips for sailors thinking of getting out:

1. Consider The Reserve.

If you're not retiring, you owe it to yourself to look into the Navy Reserve. If you've served four years on active duty, your discharge is not complete until you hit six years. The remaining two will be spent in the Individual Ready Reserve, which does not drill, unlike the Selected Reserve.

Even if you're not sure you want to become a reservist, you might find your rating is undermanned in the Reserve – or you might qualify to switch to a specialty that could net you up to \$20,000 to sign up.

Sailors used to have to leave active duty and head to a recruiter to enter the Reserve. No longer: Now you can join the Reserve and without skipping a beat.

2. Get It On Paper.

Don't leave without a completed, paper copy of your medical and service records. Electronic records are OK as backups.

"Electronic records can get corrupted, but you can save paper records without worrying about losing them in a hard drive crash," Falardeau said.

Having your complete medical record could be a lifesaver down the line. You could suffer service-related illnesses later on, and these records will help you get treatment. For example, many Vietnam vets were exposed to Agent Orange, a defoliant later found to cause cancer.

"There is nothing about any of that in their medical record," Falardeau said. "So now, 50 years later, the only document that can prove they were in country is their service record."

3. Check Your DD 214.

Proofread your discharge papers. They should be perfect. They summarize your service – awards, schools, Navy enlisted classifications and unique duty.

"If you ever want to come back in and something is missing or incorrect on this document, it could mean the difference between getting back in or not," Falardeau said. "And as with the case of the Vietnam vets seeking benefits [due to] Agent Orange [exposure], it can mean the difference of being able to prove you were there."

4. Learn Your Benefits.

You don't have to serve in combat to be a veteran, and honorably discharged veterans have rights and benefits they can seek out from the Veterans Affairs Department that can help with mortgages, job retraining, disability payments and more.

"No one will come knocking on your door to give you these benefits," Falardeau said. "You must apply for them."

Many veterans organizations such as the American Legion, Veterans of Foreign Wars and Disabled American Veterans can help you uncover benefits and navigate the bureaucracy.

5. Register With VA.

Ensure all injuries and conditions you suffered from during your service are documented with VA.

"The most important thing is to get documented with the VA any potential service connected injuries – or a condition that could be a problem 40 years down the road."

Sidebar: Who Can Get Out

Below are the first set of early out quotas, issued May 6. Officials say these are subject to change as sailors apply for and are approved for early release and will be revisited every two weeks, but will only be updated when quotas have been used or new skill and year-group combinations are added. As the list is updated, new versions will be posted on the Navy Personnel Command website—click on "Enlisted" in the main toolbar, then on "Community Managers," then "Enlisted Early Transition Program."

Paygrade Year group Quota

Naval aircrewman (mechanical); NEC 8251

E-6	2003	1
All	2007	1
All	2008	1
All	2009	1

Naval aircrewman (avionics); NEC 9402

E-6	2001	4
E-6	2003	4
E-6	2004	3
All	2007	8
All	2008	5
All	2009	5
All	2010	5

Ship's serviceman

All	2004	5
All	2005	5
All	2007	10
All	2009	10
All	2010	10
All	2011	25
All	2012	10

Builder*

All	2005	8
All	2008	2
All	2009	29
All	2010	22

Construction electrician*

All	2006	13
All	2008	6

All	2009	5
All	2010	18
Construction mechanic**		
All	2008	2
All	2009	6
All	2010	3
Engineering aide*		
All	2001	2
All	2005	1
All	2006	5
All	2007	4
All	2008	5
All	2009	4
All	2010	1
Equipment operator*		
All	2005	7
All	2006	14
All	2008	7
All	2009	9
All	2010	45
Steelworker*		
All	2004	5
All	2010	19
Utilitiesman*		
All	2005	3
All	2006	5
All	2010	15

*INELIGIBLE BU, CE, EA, EO, SW AND UT NAVY ENLISTED CLASSIFICATIONS: 5633, 5931, 5932, 5933

**INELIGIBLE CE NECS: 5633, 5810, 5931, 5932, 5933.

4) Suicide survivor's story leads other sailors to seek help / 14 MAY 14 [\[LINK\]](#)

By Mark Faram, Navy Times

To hear Jeromy Kelsey tell it, nobody just decides one day to commit suicide and does it.

Taking your life, he said, is the end of a long path — the final step in a long, downward journey you may not know you're on until death seems to be the only option left.

“The suicide thought begins as kind of a dot in the back of your mind, and each day that thought gets bigger and bigger,” Kelsey said. “It’s not really a decision because it takes a lot to overcome a person’s desire to survive.”

And he should know. Kelsey, now a chief aircrew survival equipmentman, reached the end of his downward journey 14 years ago, when as a petty officer second class stationed in Keflavik, Iceland, he stepped off the edge — and survived.

Kelsey, 38 and an 18-year Navy veteran, is up a second time for senior chief and plans to stick around the Navy a little longer. After years of silence about his attempted suicide, he's started talking about his journey.

His message: If you need help in your life, seek it.

Suicidal thoughts, or even acts, aren't necessarily career-ending. Kelsey, who sat down with Navy Times at Naval Air Station North Island, California, on Feb. 18, is living proof.

That's a message the Navy wants sailors to hear.

Rear Adm. Sean Buck, who heads the service's 21st Century Sailor office, said the Navy is working hard to eliminate the stigma associated with mental illness and attempted suicide, and is encouraging sailors to get involved with shipmates when they sense that something's wrong.

They hope that better education, including Kelsey's story, will continue to drive down the number of sailor suicides, which stood at 44 in 2013.

'I was lost'

Kelsey said those who need help sometimes seem perfectly normal and may be functioning well on the job.

"Depression is really good about hiding itself," he said. "I didn't leave any breadcrumbs that the command should have picked up on. I functioned well in my job."

Born in 1976 in Modesto, California, Kelsey said both his parents were drug addicts, and he grew up in life with only one constant — chaos.

Physically and sexually abused from age 3, he said he suffered from post-traumatic stress disorder before he joined the Navy in 1996.

"I didn't have any life skills, I didn't know how to balance a checkbook, didn't know how to make responsible decisions," he said. "I might know how to cut cocaine with baby powder, but my parents didn't teach me even the simplest of life skills."

Kelsey said boot camp was chaos, so he actually felt at home.

He'd gotten his girlfriend pregnant before he joined the Navy. After "A" school, he arrived home in time to see the baby be born. He reported to his first command with a wife and baby; the Navy knew about neither.

While on the job, he followed orders and didn't get into trouble. He advanced to second class shortly after re-enlisting and transferring to Keflavik.

By then, he had three children and two broken marriages. Shipmates began to avoid him, seeing him as bad news.

"I didn't have any friends anymore, started just sitting in my room and by the end of the year, I was ready to die," he recalled.

Insomnia set in. He tried prescription sleeping pills and then began drinking.

One day, he decided that his life was too far gone.

“I hadn’t slept, my mind was scattered, I was lost,” he said. “Nothing had gotten better, and now I couldn’t sleep, either. All I had was the constant screaming of life in my head; it was more than I could handle.”

Firearms were rare in Iceland. Hanging seemed like it would be awful. So he settled on pills.

But when he got to the Navy Exchange, the sleeping pills were sold out. Instead, he purchased nighttime cold medicine. He peeled 100 pills from their blister packs and swallowed them all with a bit of rum.

“I remember being excited that the end was near,” he recalled. “I sat on my bed and everything got quiet. It was amazing. It was like euphoric almost — I knew I wasn’t going to have to live with myself.”

After passing out, Kelsey was discovered by his supervisor, who had stopped by to borrow a movie. That shipmate called for help. The police took down his door and he was taken to medical.

The road back

“The first thing I remember was my [commanding officer], because he was sitting right there when I woke up,” said Kelsey, adding his skipper had only spoken to him twice before. “He was there and sat with me — sat with me every single day.”

Kelsey told his CO three things.

“I told him I didn’t want to die and I didn’t want out of the Navy, but I needed help,” he recalled.

His skipper ordered Kelsey moved to a stateside hospital, keeping tabs on him from afar.

When he was ready to leave the hospital, the skipper worked with the detailer to get him on limited duty and orders to California so he could get his life in order.

“I’d never heard of someone being allowed to stay on active duty when they did something like this,” Kelsey said. “But my CO told me that I’d have eight months to get my life in order.”

After completing his limited duty, Kelsey returned to full duty and moved on.

Now, 13 years later, the Navy is struggling to strip the stigma that used to follow sailors with depression, especially those who attempted suicide.

Kelsey, now a chief petty officer, has come forward, hoping that sharing his story might save a career — or a life.

“His story is immediate and powerful,” said Capt. Monty Ashliman, NAS Lemoore’s commanding officer who listened as Kelsey brought his message to all ranks at the California base.

“Seeing this successful chief petty officer up there, telling this compelling story, makes you think twice.”

The base’s counselors, Ashliman said, saw an increase in sailors coming in the days after Kelsey made the rounds at the base. Though he’s reluctant to attribute this solely to Kelsey’s talk, Ashliman believes it created a buzz that prompted some sailors to seek help.

Kelsey said he's open to more speaking engagements, but in the meantime, he's got a job to do as the quality assurance supervisor at Helicopter Maritime Strike Squadron 78, based at NAS North Island and attached to the aircraft carrier Ronald Reagan.

"I only wish I'd gotten help earlier, that I had the courage to come forward earlier," he said.

"I expected more than once the Navy would turn it's back on me, but they never did."

5) NAVADMIN bi-weekly roll-up:

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