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2) CNO Says: 'No Plan' to Change Retirement / 18 MAR 14 [\[LINK\]](#)

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Sailors who wish to extend at sea or return to sea duty early may be entitled to receive an incentive pay along with a choice of duty station via the Voluntary Sea Duty Program (VSDP).

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The Navy announced the 2014 Sexual Assault Awareness Month (SAAM) theme of "Live Our Values: Step Up to Stop Sexual Assault" and issued guidance to focus efforts on awareness and prevention of sexual violence in NAVADMIN 066/14 released March 20.

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

1) Navy Tuition Assistance Continues 100% Reimbursement in FY15 / 18 MAR 14 [\[LINK\]](#)

By Mass Communication Specialist 1st Class Elliott Fabrizio, Chief of Naval Personnel Public Affairs

The Tuition Assistance (TA) program will continue to pay 100 percent of Sailors' tuition and enrollment fees in fiscal year 15 (FY15), as announced by the Chief of Naval Operations (CNO) Adm. Jonathan Greenert, during an All Hands Call in Mayport, Fla., March 18.

This decision modifies a proposal for FY15, which originally included a payment split for TA where the program would pay 75 percent of tuition costs and 25 percent of that would be the responsibility of the Sailor.

"This is important to me because I want an educated Sailor, and I want you to leave with all the certifications you can, so you can get a good job when you leave the Navy and fall right into a career," said Greenert. "We've accelerated your life, as we like to say."

The CNO added that he is focusing on a way to ensure that Sailors using tuition assistance take courses that will benefit both the Navy and the Sailor and lead to a marketable degree in the civilian sector.

The split-pay proposal was designed primarily to improve the effectiveness of the program by increasing Sailors' investment in their education. Usage analysis of Tuition Assistance suggests that when Sailors weigh personal cost as a factor, course completion rates increase.

"Eventually, we may have to ask you to put a little skin in the game, as they say, but again I wanted FY15 to be at 100 percent," said Greenert.

TA was created after the switch from a draft military to an all-volunteer military. It provided an incentive for people to volunteer, and operated as a cost share program for more than 30 years.

In 2002, in response to retention and recruiting challenges, the TA reimbursement rate was increased from 75 percent to a full 100 percent.

The current tuition assistance policy pays up front the tuition and fees for course enrollments. There is an FY credit limit of 16 Semester Hours, 24 Quarter Hours, or 240 clock hours per individual per fiscal year. Payments for tuition/fees will not exceed:

- a. \$250.00 per Semester Hour
- b. \$166.67 per Quarter Hour
- c. \$16.67 per Clock Hour

If you are considering taking courses, now is the best time to submit your TA application.

The Center for Personal and Professional Development (CPPD) recently announced that the expenditure rate for TA funding is currently below normal levels. Usage is trending upward, and it's expected to increase to normal levels over the next few month, but currently, there's more funding available than usual at this time of the year.

2) CNO Says: 'No Plan' to Change Retirement / 18 MAR 14 [\[LINK\]](#)

By Chief Mass Communication Specialist Julianne Metzger, CNO Public Affairs

In a one-on-one interview last week and during March 18 all hands call in Mayport, Fla. Chief of Naval Operations (CNO) Adm. Jonathan Greenert asserted that changes to the military retirement system are far from taking effect and that there is no plan in place to change it.

Greenert made it clear at the all hands call and in a recent "Conversation with a Shipmate" interview, "If you wear the uniform today, today's retirement system is your retirement system."

Pushing back on recent retirement articles, Greenert told Sailors in Mayport, "There is no plan today to change retirement."

Greenert said the rumors of retirement changes stem from the Department of Defense recommendations to the Military Compensation and Retirement Modernization Commission reviewing military retirement for Congress.

The President established the commission to conduct a review of military compensation and retirement systems. The commission is tasked to submit a report of its findings, along with its member's recommendations, by May 1, 2014 to the President and Congress.

"Any retirement change that would take place is quite a ways down the road," said Greenert.

When asked about the possibility of a new retirement system, Greenert said "It's going to be a few years before we get one put together, studied, voted on and implemented."

An overhaul to military retirement is being considered to ensure fiscal sustainability for the Armed Forces as well as ensure quality of life for service members who choose to make the military a career.

Greenert said if there are changes, service members will have the option to transition to a new system but will still have the option to stay in the current retirement system they signed up under.

Watch a replay of the entire [Mayport All Hands Call](#).

3) Six Myths About Enlisted Evaluations / 20 MAR 14 [[LINK](#)]

Fleet Master Chief April Beldo shares her thoughts on common misconceptions

With the fleet having wrapped up its annual E-5 periodic evaluations and the chief petty officer selection board eligible list now released, the staff at All Hands Magazine thought now would be a good time to address some common myths about enlisted evaluations.

We recently interviewed Fleet Master Chief April Beldo, the fleet master chief for manpower, personnel, training and education, to get her thoughts on six evaluation myths.

Myth 1: Because this is a Sailor's first evaluation at a new command, he or she should expect to get a "P" promotion recommendation when ranked against his or her peers.

A: I would not say that it is a "given" that any Sailor's first evaluation at a command is automatically going to be a "P." I have seen where that is not true. I have seen some first evaluations be "MPs."

What I would share though is we have to be practical about it. For instance, you have an RDC coming from

Recruit Training Command. They've been there for three years and they're a hot runner "EP." Then they check in to VFA-136 as an AT1, let's say, and they've only been there for four months. Should that Sailor have the expectation that they get an "EP?" I don't think they should. I got it that you were an EP at RTC, but you've been here for four months. There are other Sailors that have been at that command for maybe a year or two and they're also front runners. So, we have to take that into consideration. The automatic "myth" is just not true.

Are there some commands that use that as a "going in" for recommendations to the ranking board? Sure. Remember, these are the first evals these guys are going to get at this command. They're going to be here for three or four years, and if they're on a ship, some of the sea intensive ratings are going to be there for five years. Are we setting that Sailor up? Is he or she going to be able to sustain that hot running [performance] for five years? We have to take all that into consideration. So, I don't think that it's automatic. I think there is a lot of leadership thought that goes into how we rank our Sailors, and I have to trust that the command master chiefs and commanding officers out there are doing due diligence and really using integrity when they sit down and evaluate their personnel.

I believe a board member is going to look at Block 14 and Block 15 and it will tell them right there how long that evaluation period is for.

Myth 2: Block 40, the individual trait average, is not as important as the promotion recommendation for a Sailor. Performance trait averages fluctuate based on where Sailors are ranked in a summary group, and are not a true reflection of a Sailor's individual performance.

A: Some Sailors may have come to that conclusion because when we take advancement exams, for example, we are not looking at Block 40 for the individual trait average. We are calculating their PMA based on whether they were an "EP," "MP" or "P." So, that might be where that myth comes from. But let's talk about [Sailors] taking the E-7 exam and they get to the [CPO] selection board. And I'll tell you what, as a board member Block 40 meant a lot to me. Because I would compare Block 40 to the reporting senior's summary group average, and whether that Sailor was a "P," "MP" or an "EP," if they were well above that reporting senior's average I took that into account. That meant a lot to me.

So, I think maybe there's two stories there: for calculating your exam score, that's why we use the promotion recommendation. But, now that you're taking that chief's exam and you're making the board, I'm definitely looking at Block 40 to see what your individual trait average is. As we all know, we do make some very junior chief petty officers - seven or eight years. That board member will go back at least five years. I might see a second class eval. Is Block 40 then going to come into account for me? Absolutely, and I'm definitely going to be reading it.

Block 40 might not matter today, but is it going to matter in your future? So, let's not discount how important it is to work hard for every single trait.

Myth 3: Block 41, assignment recommendations, are essentially meaningless and not taken into account by detailers or selection boards.

A: If I have a Sailor that the chain of command does not feel that that individual does not perform at a rate where they would recommend them for a more responsible billet out in the fleet, I would be concerned. If the recommendation said "None" and "None," I would be concerned. So, it does matter, and I do think that board members do look at that.

That [block] also tells me, if I was a supervisor or LPO, what I am going to challenge that Sailor with for their next job. I know they're going to want to take on greater responsibility, what am I going to recommend them for; LPO

at sea, RDC, instructor duty? But if I see "None" and "None" then I'm going to be concerned.

As petty officers, when we prepare our brag sheets for our leadership we should be telling them what we're interested in also. Let us know what your desires are.

However, if I have a Sailor that struggles with physical fitness, I'm probably not going to recommend them for recruit division commander. We need to make sure that our Sailors are qualified for what we're recommending them for. Because we're sending them mixed messages when we say they're recommended for RDC or flag writer and they have some challenges. We need to be brutally honest with our Sailors so that they can aspire to get better. If I tell you that you're a "5.0" all the time, you're not going to do anything to get better.

Myth 4: In order for PO1s to be selected by the CPO selection board, they must have the title "LPO" listed in Block 29, primary duties, from a deployable command, i.e. ship, squadron, NECC billet, etc. Also, LPOs who change positions from one evaluation cycle to the next, and no longer have the LPO title on their evaluation, should view this change as a detractor.

A: In Block 29, each [rating] community has specific expectations of milestones they want their Sailors to reach. If I see an eval from a large command, like an aircraft carrier - I know in air department there are dozens of first class petty officers. They're probably not all going to get to be LPOs. The board members understand that. So, I'm not going to have LPO in Block 29, but in Block 43 that's where I really get to share information about what that Sailor is really doing. If there are still some leadership roles the Sailor holds that aren't LPO, that information should be captured in Block 43. For example, I see that an ABH1 has been aboard USS Carl Vinson for three years and hasn't been an LPO. OK, so I'm a little concerned, but when I turn the eval over and read Block 43, that command has done an outstanding job of describing what that Sailor did.

Now if I'm on a destroyer and I know there's only one PS1 working in admin. If they're not the LPO I'm concerned. Leadership has a responsibility of setting Sailors up for success. The way I do that is by sharing information with them and giving them opportunities. Now, once I've given someone an opportunity, it's their responsibility to capitalize on that opportunity. So, if you're a first class petty officer and I'm trying to set you up for success and giving you an opportunity, and you're not rising to the challenge, I think I need to be brutally honest with you on that eval. Maybe you just don't have what it takes to be an LPO, and maybe that command is sending the selection board a message.

I don't think that just because you're not an LPO you're not going to make chief. That's what Block 43 is for, and that's why commands expand on what that Sailor is doing in whatever billet is listed in Block 29.

Myth 5: Having a comment such as "Performing as an EP Sailor" in Block 43 is just as strong as getting an EP promotion recommendation in Block 45.

A: I think this is very important. Sometimes you have a first class mess that's hitting on all cylinders. Someone's going to get a promotable and they're really an "EP." That's when I see that statement and it sends a message to the board to say "Don't even look at that P promotion recommendation." Let me talk about this EP Sailor, and he performs at a much higher level than I can give him credit for. When a commanding officer, department head or department LCPO is using a line like that, they mean what they're saying and sending a strong message to the board.

Myth 6: Sailors do not get promoted with "P" promotion recommendations, especially if the evaluations are below a reporting senior's summary group average.

A: I don't think that's a myth. That type of eval is also sending the board a message. You're not only saying that

this Sailor is a "P," but also that they are below the reporting senior's summary group average. So, let's say that the summary group average is 4.00. And this Sailor is coming in at 3.17. There's a big difference between a 3.17 and a 3.86. The 3.86 is very close to the reporting senior's average, so that Sailor I would give him the benefit of the doubt. But if that commanding officer is giving me a 3.17, he's probably telling me something, and that Sailor is probably not ready right now to be promoted.

If the myth is "Sailors don't get promoted with P promotion recommendations," then that is a myth. Because I've seen some "Ps" that were above or at the reporting senior's average get selected. But if you're below the reporting senior's average, then you're probably not doing everything that you need to be doing.

My final thought on this topic is that we should all be familiar with the evaluation instruction, BUPERS Instruction 1610.10C. It is our responsibility to understand what the instruction says, and then guide our evaluation processes accordingly.

4) Tools Detailers Use for Fleet Manning / 17 MAR 14 [LINK](#)

From Navy Personnel Command Public Affairs

An increase in enlisted critical at-sea billets has Navy community managers reminding Sailors of the various incentive programs available to them.

"The Navy has several incentive programs that the enlisted community managers and detailers use to fill vacancies at sea," said Ron Dodge, deputy director of enlisted distribution at Navy Personnel Command. "We want to give Sailors good reasons to choose sea duty because that is where we need them."

Secretary of the Navy Ray Mabus announced in March an upcoming increase in Career Sea Pay (CSP) and Career Sea Pay Premium incentives for eligible Sailors and Marines serving aboard ships whose primary mission is conducted at sea. This increase, the first since 2001, is intended to compensate Sailors for extended deployments, and is expected to take place early this summer. Additionally, Sailors may qualify for Sea Duty Incentive Pay (SDIP), if they serve in specific ratings, pay grades and/or NEC's and agree to remain on sea duty past their Prescribed Sea Tour (PST), volunteer for a back-to-back sea tour, or curtail their current shore duty and return early to sea duty.

Sailors who wish to extend at sea or return to sea duty early may be entitled to receive an incentive pay along with a choice of duty station via the Voluntary Sea Duty Program (VSDP). Updated instructions outlining the VSDP guidelines are forthcoming, but Sailors can continue to refer to NAVADMINs 043/12 and 205/12 until the updates are released.

The Chief Petty Officer (CPO) Early Return to Sea, announced in NAVADMIN 230/12, authorized detailers to fill opening high priority E7-E9 sea duty billets using their authorized transfer window in conjunction with the candidate's current length of time on shore, recent advancement, fleet experience, and Navy Enlisted Classifications.

"When the CPO Early Return to Sea initiative was implemented, we were focused very hard on improving the "Supervisor" (E7-E9) manning at sea. However, we know that 'journeymen' requirements are also important, particularly within the technical (NEC) skills. With this initiative we are trying to create a more holistic improvement in sea duty manning by expanding this initiative to E4-E9 Sailors," said Dodge.

Navy detailers now will have increased flexibility in filling anticipated fleet vacancies on time with a fully trained

and qualified relief, according to NAVADMIN 058/14. This is one more tool to ensure proper manning of the fleet for all Sailors.

For more information about the programs available, talk to a command career counselor or visit www.npc.navy.mil.

5) Navy Announces SAAM 2014 Theme / 20 MAR 14 [\[LINK\]](#)

From Chief of Naval Personnel Public Affairs

The Navy announced the 2014 Sexual Assault Awareness Month (SAAM) theme of "Live Our Values: Step Up to Stop Sexual Assault" and issued guidance to focus efforts on awareness and prevention of sexual violence in NAVADMIN 066/14 released March 20.

The goal of the month is for individual commands to pause and reflect on what the Navy has accomplished over the past year with regard to sexual assault prevention and response and to look into the future as to how we can continue to eradicate this crime from our ranks. Commands are empowered to take ownership of this problem.

"Navy's recognition of SAAM 2014 is a component of our efforts in the 21st Century Sailor Office to build a resilient Navy community and will use the theme "Live Our Values: Step Up to Stop Sexual Assault" to highlight bystander intervention and accountability," said Rear Adm. Sean Buck, director, 21st Century Sailor Office. "We'd like Sailors to take the first half of the month to reflect on the efforts we've put in place this past year and how we've tackled sexual assault. The second half of April will focus on Sailors dedicating themselves to be active bystanders - to step up and intervene in potentially destructive situations."

In addition to asking Sailors to sit down and talk about sexual assault prevention, commands are encouraged to organize any number of events to highlight the awareness and prevention of sexual assaults. Some of the suggested events include hanging ribbons on trees around base, hosting "Meet your SARC and victim advocate" events, organizing skits at the local base theater and other such activities to raise awareness during the month of April.

"In the past few months of traveling to meet the fleet, I've noticed that Sailors themselves are stepping up and taking charge," said Buck. "I encourage you to continue to look out for your shipmates and step up to stop sexual assault."

Sailors can also find information, references and resources at www.sapr.navy.mil to help them determine how they would like their individual command to observe this month. The website also includes resources for victims of sexual assault to reach out and get help.

Sexual Assault Prevention and Response is an important element of the readiness area of the 21st Century Sailor Office which consolidates a set of objectives and policies, new and existing, to maximize Sailor personal readiness, build resiliency and hone the most combat-effective force in the history of the Navy. The Department of the Navy is working aggressively to prevent sexual assaults, to support sexual assault victims and to hold offenders accountable.

For more information, read NAVADMIN 066/14 at www.npc.navy.mil and go to www.sapr.navy.mil and click on SAAM 2014.