



## @USNPEOPLE WEEKLY WIRE

### 1) More Pay for Long Deployments--New Allowance would Reward Sailors After 220 Days Afloat / 18 AUG 14

By David Larter, Navy Times

Under a proposal approved by senior Navy and Marine Corps leaders, and now being reviewed by the Office of the Secretary of Defense, Sailors and Marines would be paid an extra \$17 every day they are deployed beyond 220 days. For USS George H. W. Bush, which is projected to be gone close to 9 1/2 months, it would mean about \$1,100 per Sailor, or about \$500 for every month past the 220 day mark. Navy leaders are fighting the clock, hoping to get the pay started by mid-September, when the Bush and Bataan hit the 220-day mark. Chief of Naval Operations Adm. Jon Greenert briefed Sailors on the program Aug. 6 during an all-hands call in Bangor, Washington, saying the pay is intended to compensate sailors for increasingly long deployments.

### 2) Tuition Assistance Policy Changing in FY-15 / 22 AUG 14 [\[LINK\]](#)

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The NAVADMIN also detailed changes to the grade and fee policy for TA for courses starting after 1 Oct. to align with recent Department of Defense TA policy.

Successful course completion will be defined as a grade of "C" or higher for undergraduate courses, a "B" or higher for graduate courses, and a "Pass" for "Pass/Fail" grades, and must be attained to avoid reimbursement of TA funding. Reimbursement will also be required from Sailors who don't make up a grade of "I" (incomplete) by the educational institution's deadline or six months after the completion of the class, whichever comes first.

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### 4) Why I Serve: USS Harry S. Truman (CVN 75) Edition [\[VIDEO/ LINK\]](#)

The aircraft carrier USS Harry S. Truman (CVN 75) returned home in April from a nine-month deployment to the 5th and 6th Fleet areas of responsibility, where she conducted maritime security operations supporting theater security cooperation efforts and Operation Enduring Freedom. Sailors are invited to join #WhyIServe. Get on Twitter, Facebook, Pinterest, Instagram and Google+ and using the hashtag #WhyIServe, share your photos, videos and statements with us. We may pick you for our next #WhyIServe blog.

### 5) NAVADMIN Bi-weekly Roll-up:

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

- FY-15 Graduate Education Voucher Program [\[LINK\]](#)
- Education Policy Update [\[LINK\]](#)
- Judicious Use of Command Coins and Presentation Items [\[LINK\]](#)
- November 2014 Active-Duty Officer Lateral Transfer [\[LINK\]](#)

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or find it online at [www.navy.mil/cnp](http://www.navy.mil/cnp)

## 1) More Pay for Longer Deployments -New Allowance would Reward Sailors after 220 Days Afloat / 18 AUG 14

By David Larter, Navy Times

About 7,000 sailors with the Bush carrier strike group and the Bataan amphibious ready group likely will be about \$1,000 richer than expected when they get back from deployment this fall.

That's because personnel officials are closing in on a new special pay – "Hardship Duty Pay – Tempo" – that would compensate sailors for increasingly arduous deployment schedules.

Under a proposal approved by senior Navy and Marine Corps leaders, and now being reviewed by the Office of the Secretary of Defense, sailors and Marines would be paid an extra \$17 every day they are deployed beyond 220 days.

For the Bush, which is projected to be gone close to 9 1/2 months, it would mean about \$1,100 per sailor, or about \$500 for every month past the 220 day mark. The plan would also affect sailors and Marines in the Bataan amphibious ready group, currently in the 5th Fleet AOR, which is also scheduled for a nine month plus deployment.

Navy leaders are fighting the clock, hoping to get the pay started by mid-September, when the Bush and Bataan hit the 220 day mark.

Chief of Naval Operations Adm. Jon Greenert briefed sailors on the program Aug. 6 during an all-hands call in Bangor, Washington, saying the pay is intended to compensate sailors for increasingly long deployments.

For most of the year, personnel officials have been wrangling with both the Marine Corps and the other services over how to pay sailors more without locking other services into another special pay at a time of increasingly constrained budgets.

In recent years, the fleet has been subjected to ever longer deployments, due in part to the budget sequestration and high demand for Navy forces. Sailors getting underway for a cruise these days can expect to be gone anywhere from 7.5 to 10 months, far outstripping the historic norm of six months.

"We've had a goal for a while now to get the recognition that these longer deployments [deserve]; we're asking a lot of sailors and their families," said Vice Adm. Bill Moran, chief of naval personnel. "The CNO and [Navy Secretary Ray Mabus] have been strong on trying to compensate sailors when we ask them to do these hardship deployments."

The service is simply awaiting final approval before starting the pay, Moran said.

"It's with [the Office of the Secretary of Defense] now and we're hopeful that they'll approve it before the end of the fiscal year," he said. "That's been our goal all along, to compensate the sailors in the Bush strike group and the Bataan group, and other sailors in other parts of the world, for greater than 220 days consecutively."

The program is substantially different from a program floated by Greenert and Moran earlier this year that would have paid sailors \$250 a month after 190 days. That program, known as High Deployment Allowance, has a long and troubled history in the Pentagon and has met with resistance every time it has been raised.

“High Deployment Allowance is suspended, and we don’t know when that’s going to be lifted,” Moran said. “So in the meantime, we went after this other authority to compensate for the continuous long deployments that the Navy has been doing.”

Signed into law 14 years ago, HDA allows the service secretaries to pay service members up to \$1,000 for long deployments, defined as lasting more than 190 days.

It was intended to act as a kind of tax on the services for over deploying units. The law also requires that service members deployed more than 400 days in two years receive the pay.

But after the Sept. 11, 2001, attacks, Defense Department officials suspended the allowance. No service member has seen a dime of it. The Army, in particular, has tried to kill HDA by lobbying to have it repealed in favor of a program called “warrior pay” for soldiers deployed more than 12 months.

Defense officials wanted to give the services more flexibility in defining what constituted a long deployment and how much to pay.

HDPT gives the services the flexibility they are looking for since it gives greater discretion to the service secretaries to define a long deployment. The HDPT program does not, however, reward sailors for cumulative days over two deployments the way High Deployment Allowance would have. Under the Navy’s proposal, sailors would only get paid after 220 consecutive days on deployment. A new deployment would start the cycle again, not build on past deployments.

“This is a service by service request,” Moran said. “Hardship Duty Pay – Tempo allows services to request it on their own, but it has to be approved by OSD. It does not mandate that the other services apply this, and there is flexibility in what amount of money can be authorized under HDPT.”

### The ‘Ragged Edge’

Although the Bush and Bataan would likely be the first to receive the pay, others would follow.

The carrier Carl Vinson, which is scheduled to deploy in late August, should be deployed for about nine months. Vinson should be followed by Truman, which should qualify for the pay under the new deployment plan championed by the fleet’s top boss, Adm. Bill Gortney, head of Fleet Forces Command.

The optimized fleet response plan caps deployments at eight months, which Gortney says is the “ragged edge” of what the Navy sees as an acceptable deployment length.

“We just sent Bush out on a 9 ½ month deployment; that’s not a sustainable model,” Gortney said in an April interview with Defense News, a sister publication of Navy Times.

“We want to get it to eight months, and we think that’s sustainable over a three year period,” he continued, referring to the new 36-month deployment cycle that carriers will start later this year.

The program is Gortney’s attempt to give sailors, maintainers and shipyards a more predictable schedule. It’s that unpredictable schedule, which is hard on families, that leaders such as Moran hear about most when they visit ships and installations around the fleet.

“Obviously, the longer they are away from their families, the harder it is,” he said. “I think they are mostly frustrated with longer deployments when they aren’t planned. They get extended last minute, or they turn

around more quickly than expected – that’s the unpredictability piece that worries them more than anything else.”

Truman is supposed to be the first carrier put into the new OFRP system but, given the new mission in Iraq and new threats in the Mediterranean and Black seas, it’s possible that the program is altered.

### Regaining Lost Ground

Even with the new HDPT, deployment to the Persian Gulf and other hot spots is significantly less lucrative than it used to be for sailors and Marines.

Starting in June, the Defense Department suspended Imminent Danger Pay for military members on the water or in the air over the Persian Gulf.

The change also affected deployed service members in Bahrain, Kuwait, Qatar and Saudi Arabia, as well as sailors and Marines in the Arabian Sea, Gulf of Aden, Gulf of Oman and the Red Sea.

The pay amounted to \$225 per month for service members, meaning that at the end of a roughly 270-day deployment, sailors and Marines on the Bataan and the Bush would each walk away with \$2,025 in addition to their regular pay.

The military argued that the pay was no longer needed because of changing conditions in the region and that the move saved DoD about \$9 million per month.

But the move was deeply unpopular with sailors, who were hit hard by the change. In total, about 95,000 service members were affected by the program, which is managed by OSD.

Despite renewed combat operations in the region, with Navy fighters striking terrorist targets in Iraq, a change in DoD policy isn’t in the cards, said OSD spokesman Lt. Cmdr. Nate Christensen.

“The department is not reviewing Imminent Danger Pay for the water and air space above the Persian Gulf ... and we are not contemplating another review in the near term,” he said in a statement. “However, combatant commanders have the responsibility to monitor the conditions in theater of responsibility, and should the conditions there change to warrant IDP, we would expect to receive a request for designation from U.S. Central Command via the Joint Staff.

“IDP will remain in effect for those in Iraq as well as Afghanistan, Lebanon, Jordan, Pakistan, Syria, Yemen and Egypt within the U.S. Central Command area of responsibility.”

Despite the loss of IDP, sailors may soon get extra pay to make up for the lost income.

## **2) Tuition Assistance Policy Changing in FY-15 / 22 AUG 14 [\[LINK\]](#)**

From Naval Education and Training Command Public Affairs Office

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Also changing Oct. 1, only tuition directly related to the course of instruction - and not including fees - will be paid with TA funds. Fees no longer covered by TA include equipment, supplies, books/materials, exams, admissions, registration, fines and costs associated with distance learning.

These changes align the Navy's policy with Department of Defense Instruction 1322.25 for Voluntary Education (VOLED) programs covering policies for service members' use of TA.

"Historically, more than 85 percent of Sailors satisfactorily complete and pass their undergraduate and/or graduate level classes; this is a tribute to the focus and dedication of the Sailors using VOLED programs," said Ernest D'Antonio, the Center for Personal and Professional Development's (CPPD) Navy VOLED program director.

In Fiscal Year 2013, approximately 89 percent of courses paid for by TA were successfully passed, with 72 percent of those courses resulting in an "A" or "B" grade, according to D'Antonio.

Sailors not successfully completing courses using TA must reimburse the Navy for TA funds.

For more information Sailors can contact their local Navy College Office, Virtual Education Center (VEC) or the Navy College Program website at <https://www.navycollege.navy.mil/>.

For more information about the Center for Personal and Professional Development (CPPD), visit: <https://www.netc.navy.mil/centers/cppd/>.

For more news from the Center for Personal and Professional Development, visit: [www.navy.mil/local/voledpao/](http://www.navy.mil/local/voledpao/).

### **3) Navy Working on Better Fitting Female Uniforms, Survey Results Highlight Complaints / 18 JUL 14 [\[LINK\]](#)**

By Lance M. Bacon, Navy Times

Navy women were asked what they like — and don't like — about their uniforms, and their answers are driving a number of key changes.

Respondents to the 2013 Women's Uniform Survey say they aren't looking for a sweeping overhaul of their uniforms. They just want them to fit better. In particular, they are unhappy with the waist-hip ratio, the bust-waist ratio and the lack of shoulder room common to most uniforms.

Specifically, female sailors want the Navy to:

- Lower the waist on slacks and add new or larger pockets.
- Increase shoulder area, widen arm holes and add more pockets to the service dress blues and service dress whites.
- Narrow the hemline and lower the waist on the skirt.
- Add more shoulder room and length to the bottom of the overblouse.
- For chiefs and officers, satin-lined collars and more shoulder room for summer khakis and whites.
- A slight majority want a chain at middle button level of the dinner dress blue and dinner dress white jacket. Male versions of those uniforms have such a chain to slightly close the front.

In response, officials have launched efforts to improve the khaki slacks' waist and hip design and provide belted and beltless options, said Rear Adm. Fritz Roegge, director of Military Personnel Plans and Policy Division on the Navy Staff. They also are looking to add a pocket on the dress blues coat and narrow the hemline of khaki and white skirts so that it is similar to the dress blues skirt.

An improved all-weather coat will be issued as part of the sea bag this fall. And uniform shops in the coming weeks will have the ability to swap the service dress white choker's Velcro for a metal clasp that provides "better closure and a more professional appearance." Saltier sailors who remember problems with the previous metal clasp have no reason to worry, Roegge said. This one is new and improved.

In the Navy's continuing push to ensure women aren't simply issued smaller versions of a man's uniform, officials this fall will launch an anthropometric correlation study designed to improve the comfort, performance and fit of all uniforms for both genders.

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 — combined standard measurements with three-dimensional surface scans of the body, head, face and foot. Army officials found that today's service members are larger with more defined muscle mass, but uniforms were still designed using the 25-year-old data. No more. The specialized dimensions drawn from the Army study are now being used to redesign clothing and individual equipment.

Some of that data was used in the development of a female-specific Army Combat Uniform, the soldier's equivalent of the Navy working uniform. The female-cut ACU comes in 13 sizes and boasts more than a dozen upgrades suited to meet the size and shape of every woman. 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 of its sailors and compare those findings with the Army data.

"If it shows a good correlation between our small sample and the Army's large sample, then we can use the totality of the Army data to update the patterns that are used in manufacturing our uniforms," Roegge said.

Officials are working to add new uniform items to the mix. The wear test of the SDB jumper with "Dixie cups" will extend by approximately 300 sailors this fall, and wear tests of a new combination cover will conclude in the fall. Feedback will be incorporated into a final design expected in fiscal 2015, with fleet introduction the following year. And 238 sailors in three locations — Bahrain, Guam and Hawaii — are about to wrap up a 60-day

wear test of two new, lightweight Navy working uniform. The sailors describe them as “more breathable” and “much cooler.” Data will be analyzed by year’s end. An announcement regarding the way ahead is expected in early 2015.

“We are continuing to seek some level of enhanced uniformity, and we are keeping in mind that every time we add something, it makes the sea bag bigger,” Roegge said. “So we are also looking at ways of paring some things down and we are very cost conscious. There are lots of other things we could do if time and money were unconstrained, but that’s not the world we live in.”

The good, bad and ugly

The majority of survey respondents said they are “satisfied” or “very satisfied” with the professional appearance of uniforms. The SDBs with slacks scored the highest marks, while the Navy working uniform was viewed much less favorably. The SDBs received a thumbs-up from 90 percent of chiefs, 80 percent of officers and 70 percent of enlisted sailors. Two-thirds of the enlisted force is satisfied with the NWU’s professional appearance, but only half of chiefs and 42 percent of officers concur.

Coveralls and the NWU blue T-shirt got high marks for fit and comfort across the ranks. The skirt was at the other end of the spectrum, and consistently ranked at the bottom. Slightly more than half of chiefs and only one-in-three enlisted sailors had anything positive to say about the skirt.

Despite the professional appearance, enlisted sailors said most SDB and SDW components are uncomfortable and do not fit well. More than 40 percent of E-6 and below are dissatisfied with the coat and one-third is dissatisfied with the slacks. The khaki and white slacks scored lowest among chiefs and officers. Only one-in-four officers said they like the fit of the slacks. Half of chiefs and 69 percent of officers are dissatisfied with the fit of khaki slacks. Dissatisfaction with white slacks comes in at 40 percent of chiefs and 60 percent of officers.

Women were increasingly unhappy with collar lengths as they reached higher ranks because it covered the warfare designations and fruit salad they earned over the years. But differences of opinion were evident among different ranks. Enlisted sailors prefer the fit of the NWU to the dress shirt, while chiefs and officers prefer the fit of the dress shirt to the NWU. Chiefs and officers alike prefer the overblouse to a tucked-in shirt, though the margin was far wider for officers. Half of officers, but only one-in-three within the enlisted ranks, said they would likely buy an overblouse version of the service dress shirt.

The Navy released its findings on Aug. 4. Nearly 16,000 random Navy women were invited to take the survey and 2,880, or 19 percent, obliged. That response rate is consistent with most national surveys and well within the parameters for determining group perspective, according to the American Association of Public Opinion Research.

#### **4) Why I Serve: USS Harry S. Truman (CVN 75) Edition [[VIDEO](#)/ [LINK](#)]**

On any given day there are more than 380,000 Sailors, active-duty and Reserve, ready to defend America, around the world and around the clock. From diverse backgrounds, they join the Navy to serve their country with honor, courage and commitment.

For each Sailor, the drive to serve is different.

The #WhyIServe campaign provides our Sailors an opportunity to share their personal “why I serve” statements.

This week's #WhyIServe submissions are from Sailors aboard USS Harry S. Truman (CVN 75).

The aircraft carrier USS Harry S. Truman (CVN 75) returned home in April from a nine-month deployment to the 5th and 6th Fleet areas of responsibility, where it conducted maritime security operations supporting theater security cooperation efforts and Operation Enduring Freedom.



Culinary Specialist 3rd Class Samuel Coffee, from Fishers, Ind. shares the reason why he serves in the U.S. Navy. He also shared that his goal is to work his way up to the White House's Presidential Food Service Division, which is staffed by elite Navy Culinary Specialists.

Sailors are invited to join #WhyIServe. Get on Twitter, Facebook, Pinterest, Instagram and Google+ and using the hashtag #WhyIServe, share your photos, videos and statements with us. We may pick you for our next #WhyIServe blog!

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