The Navy updated the Selective Reenlistment Bonus (SRB) award plan for active-component and full-time support Sailors and announced a pay-to-stay initiative which is part of ongoing Sailor 2025 personnel modernization efforts, Navy leadership said, Dec. 14.

“The Navy update the Selective Reenlistment Bonus (SRB) award plan for active-component and full-time support Sailors, and announced a pay-to-stay initiative which is part of ongoing Sailor 2025 personnel modernization efforts, Navy leadership said, Dec. 14.

The NAVADMIN also announced a pay-to-stay initiative for Sailors in seven ratings. They will receive an additional 0.5 multiples or ‘kickers’to their reenlistment bonuses, based on superior performance. The pilot is a Sailor 2025 initiative, and is part of Navy’s effort to incentivize and promote outstanding performance. To be eligible for the performance kicker, Sailors must:

1. Be in one of the following ratings: electrician’s mate (EM), engineman (EN), gas turbine systems technician (GSM), machinist’s mate (surface) (MM(SW)), damage controlman (DC), full maintenance technician (HT) and hospital corpsman (HM).

- Have received two early promotions (EP) on their three most recent regular periodic evaluations; transfer, concurrent or special evaluations will not qualify.
- Have not received a non-judicial punishment within the last three years.

The NAVADMIN also redesigns the SRB reenlistment window to end 38 days of a Sailor’s end of active obligated service (ELOS) one year for those eligible for combat zone tax exclusions and Sailors with more than 20 years service in their current rating. The SRB may be paid in one of the following ways:

- Full in the current pay period.
- Prorated to the nearest pay period.
- Smaller payments over time.

The NAVADMIN also announced increased award levels for 19 skills in 20 ratings, increasing award levels for 35 skills in 12 ratings, decreasing award levels for 59 skills in 27 ratings, and removing award levels for 12 skills in 7 ratings from the SRB program released in NAVADMIN 113/18 in May 2018. Increased award levels are effective immediately and decreased levels, including deletions, are effective 30 days after the release of NAVADMIN 302/18. The NAVADMIN also announced SRB award levels for Sailors in seven ratings.

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INTEGRITY
Our conduct must always be upright and honorable. Our behaviors as individuals, as teams, and as an organization must align with our values as a profession. We will actively strengthen our resolve to act consistently with our values.

ACCOUNTABILITY
We are a mission-focused force. We achieve and maintain high standards. Our actions support our strategy. We clearly define the problem we are trying to solve and the outcomes to which we will hold ourselves accountable. In execution, we honestly assess our progress and adjust as required. We are our own toughest critic. Our leaders in command recognize the unique trust and confidence placed in them to operate independently. This is a profound responsibility.

INITIATIVE
We strive to accomplish what needs to be done, even in the absence of direct orders. Leaders at all levels take ownership and act to the limit of their authorities. We foster a questioning attitude, and we encourage everyone to look at new ideas with an open mind. Our most junior teammate may have the best idea; we must be open to capturing and implementing that idea.

TOUGHNESS
We can take a hit and keep going, tapping all sources of strength and resilience. Through rigorous training for operations and combat, the fighting spirit of our people, and the steadfast support of our families, we maintain a culture of warfighting excellence and hone our warfighting ethos. We don’t give up the ship, we never give up on our shipmates, and we never give up on ourselves. We are never out of the fight.
Optional PTU

New ‘Forged by the Sea’ Optional PTU is now available in select NEX uniform centers.
Component features include performance fabric with gold logos, Navy Branding and five inch shorts with a rear zipper pocket.

The classic
Golden Yellow

Information

Q. What are the Don’t Tread On Me (DTOM) and U.S. Reverse Flag patches authorized to be worn on the Navy Working Uniform (NWU) Type III for base/garrison wear?
A. There are two types of patches currently authorized for wear with the NWU Type III, the first is a laser cut design (Fig.1) and the second is of an embroidered fabric design (Fig.2). The second design is machine washable, the first is not. Both are available for purchase online and in stores. Designs cannot be mixed. There are two certified sources of supply for NWU Type III pattern DTOM and Reverse Flag patches, Vanguard and LC Embroidery & Cleaners. Certified patches are sold at the Navy Exchange stores or online.

Q. Are command designs authorized on coyote brown ball caps?
A. Yes, the command name may be substituted for the NAVY logo. Designation, and/or command logos will be in good taste. Visor ornamentation will be in gold, and follow chapter 431.2 of the uniform regulations.

Q. Are coyote brown backpacks authorized for wear with the NWU Type III?
A. No, the authorized backpack colors for the NWU Type III are either black or matching digital camouflage. They may be worn either over the left shoulder or both shoulders. Coyote brown backpacks are only authorized as organizational clothing as part of an overseas contingency operation. Refer to NAVADMIN 214/17 for further details.

Q. Can command designed shoulder patches be worn in lieu of the DTOM shoulder patch on the NWU Type III?
A. No, per NAVADMIN 214/17 the only authorized shoulder patches that can be worn on the NWU Type III are the DTOM III Reverse Flag patches, styles posted in PAO 5. Command patches may continue to be worn on the right breast pocket.

Q. The Service Khaki shirt for E6 and below is over $20 cheaper than the Service Khaki shirt for E5 and above, and is of the same material, why can’t we wear this shirt as viable more cost effective alternative?
A. The answer is yes you can! The Service Khaki shirt for E6 and below is through a DLA contract and the E6 and above shirt is through a private contractor. Both shirts are of the same fabric and made to the same specifications. Clothing Replacement Allowance for chiefs is actually provided at the lower rate of the $43.44 purchase price for males, and $37.29 purchase price for females.

Uniform Items

Khaki shirts worn by E6 and above and E6 and below are of the same design and made of the same fabric. There is no restriction for purchase or wear by rank.

Concept testing for E6 and above Female Slacks and Skirts is complete and positive feedback has been received from fit evaluation participants.

Improvements include straight lined Service skirts and Khaki and white Service slacks have a lower waist and reduced rise. The “New Fit” components are available now at Uniform Centers in the Navy Exchange.

Fig-1.

Fig-2.
"You told me that someday you would come here," said Susie Lo, her mother, from the driver's seat. "Today's the day!"

The last time Lo sat in a cockpit was more than a year prior, before his life changed forever.

His earliest memories of flying go back to when he was a toddler, watching "Top Gun" with his Army pilot uncle, and playing with his flight suit and helmet. Susie remembers him constantly quoting the movie, developing an obsession that he never relinquished.

During college, Lo met with a Navy recruiter out of curiosity, assuming his dreams of becoming a pilot were just that—dreams. However, he was surprised to hear he was actually qualified to attend Officer Candidate School and try out flight school.

"I was ready for the challenge—I was ready for everything that came," said Lo. "The moment to be in flight school, to complete flight school, to be winged."

After successfully completing OCS and being commissioned as a naval officer, Lo reported to flight school in Pensacola, Florida, to begin his training.

Just two short months later, it was all over.

On April 30, 2017, Lo and eight other student aviators were walking to a restaurant in Perdido Key, Florida, when a car swerved off the road and hit the group. For Lo, everything went black. He has no memory of what happened.

Susie remembers getting a phone call late that evening from a nurse at Naval Medical Center San Diego. She offered to take him up into the air.

"What would Maverick say?" asked Susie jokingly, referencing Lo’s favorite movie, "Top Gun." She gave him a salute and watched as he climbed into the cockpit and took the controls next to the instructor.

"You told me that someday you would come here. That day, get out of the car and walk along the runway with Susie and his flight instructor, approaching a small training aircraft," said all options of pulling the plug were off the table.

"Basically I flipped them all off," laughed Lo. "The doctors said all options of pulling the plug were off the table." Lo’s road to recovery had just begun, however. He had a torn ACL and MCL, both calf muscles were torn, he was suffering from hemiparesis, which weakened the left side of his entire body, and had been diagnosed with a severe traumatic brain injury.

Doctors told Lo to expect the worst; he would probably never walk again, and if he did walk again he would be operating and thinking at a third-grade level.

"In fact, he proved the doctors’ predictions wrong at every turn. Every small step his physical therapists would give him, Lo said he’d double or triple and accomplish goals even faster."

"Basically I flipped them all off," asked Susie, trying to communicate with Lo.

"He told me he was Lo’s commander, and that Lo was in an accident, and that I should come to Pensacola as soon as I could," said Susie, teasing up. "I just froze. All I could think about was seeing my son."

On the way to Pensacola, Susie learned that Lo, who was in the back of the group of students, was in a coma and in critical condition.

After an initial surgery, Lo remained unresponsive. Doctors pulled Susie into an emergency meeting to discuss his options. As she remembers, she was told her son would most likely end up bedridden and on a feeding tube for the rest of his life.

She was given the option to stop treatment and pull the plug, letting him pass away instead. Susie said that was never an option.

"I was ready for the challenge—I was ready for everything that came," said Lo. "The moment to be in flight school, to complete flight school, to be winged."

Sixteen weeks after being confined to a wheelchair, one Friday Lo asked a physical therapist to use a treadmill for the first time. Although skeptical, the therapist let him try it. In fact, he felt so much better that the doctors’ predictions were wrong at every turn. Every small step his physical therapists would give him, Lo said he’d double or triple and accomplish goals even faster.

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"I never really knew how important it was until I went through this," said Lo. "I remember looking at it and assuming it was because I’m from Phoenix, Arizona," said Lo. "I said ‘Get out — you’re going to call me Phoenix because I’m from Phoenix?’ We haven’t been through enough together!"

"And they’re like, ‘No, no, no, no — it’s because you’re going to rise from the ashes.’"

During a physical therapy session, Lo met a young Navy lieutenant who was a student pilot instructor in San Diego, where Lo is currently finishing his medical treatment at Naval Medical Center San Diego. She offered to take him up into the air.

"It was a sense of freedom—I loft all my worries and concerns on the ground, and just went up there and spread my wings,” said Lo. "It was just another prediction that I checked off my list."

"Basically I flipped them all off," asked Susie, trying to communicate with Lo.

"I felt like I could walk a hundred miles,” said Lo. “It felt great.”

The physical therapist went home for the weekend and told Lo not to attempt to walk again on his own without help.

"So what do you think I did?" asked Lo drolly.

"I stood up in my room, right Susie watching, Lo stood up from his wheelchair that evening and took small steps with his hands balanced against the bed. When he reached the end of the bed, Susie offered to give him a hand. He refused, and took these last steps on his own.

Lo was walking again.

"It was just another prediction that I checked off my list," said Lo. "It was just another prediction.”

The eight other students were now mostly recovered from their injuries, and had returned to flight training. They decided to surprise Lo during his recovery by giving him a gift: a flight suit jacket with a personalized "call sign"—a tradition in the naval aviation community where aviators are given a nickname to wear on their uniform."

"I was ready for the challenge—I was ready for everything that came," said Lo. "The moment to be in flight school, to complete flight school, to be winged."

Later that night, with Lo’s father by his bedside, things began to take a turn; now on his third day in a coma, Lo’s uncle, and playing with his flight suit and helmet. Susie remembers him constantly quoting the movie, developing an obsession that he never relinquished.

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A HISTORY OF MODERN WARFARE EVOLUTION

THE VIETNAM WAR

President John F. Kennedy sent helicopters and Special Forces to South Vietnam and authorized secret operations against the Viet Cong (VC) guerrillas in May 1961. The following year, SEAL Team ONE deployed Chief Petty Officer Robert Thomas Norris and dragged him to a beach, inflated his life vest, and swam with Norris down a river for two hours before they were rescued by a comrade in a support craft. By the time they left Vietnam, SEALs had been credited with some 600 VC kills, as well as hundreds of captures and detentions. SEALs gained reputations as both Kissimmee and extraordinary warriors, morphing from a reactive force to elite warfare experts.

- Fifteen U.S. Navy personnel, including three SEALs, received Medals of Honor for gallantry and bravery above and beyond the call of duty during the Vietnam War, including Petty Officer 2nd Class Michael E. Thornton. On his last tour in Vietnam, in Oct. 1972, Thornton saved the life of his senior officer during an intelligence gathering and prisoner capture operation. His small team, including two other SEALs and three South Vietnamese commandos, was discovered by a North Vietnamese Army force and came under heavy fire. During the firefight that followed, he was badly wounded. Thornton ran into enemy fire to retrieve SEAL Lt. Thomas Norris and dragged him to a beach, inflated his life vest, and swam with Norris down a river for two hours before they were rescued by a comrade in a support craft.

- SEALs developed hit-and-run air-assault tactics using Army and Navy helicopters. In fact, Helicopter Attack (Light) Squadron THREE (HAL-3) — “Seabees” — was the only rapid reaction armed helicopter squadron ever commissioned in the U.S. Navy. The squadron provided quick reaction close-air support to Navy craft, as well as armed reconnaissance and fire support for the SEALs.

- SEALs also supported riverine patrols, which grew into three specialized Navy task forces — Task Force 115 (Coastal Surveillance), Task Force 116 (River Patrol), and Task Force 117 (River Assault) — totaling more than 700 craft and 38,000 men.

- SEALs were also responsible for delivering conventional forces at H+5 hours. As SEAL forces began to infiltrate the southern end of the airfield at 2100, sounds of artillery fire began to fill the air. Four of the nine SEALs were killed in the ensuing firefight. =

- Chief Engineman Don McFaul realized heavy fire the next day.

- Although the invasion resulted in many casualties, including SEALs and thousands of Panamanian civilians, under Goldwater-Nichols, the military services had learned to work together. They quickly destroyed the enemy’s ability fight, and on Jan. 3, 1990, Noriega surrendered to U.S. forces and was eventually prosecuted.

- Operation Urgent Fury was technically a success, inter-service rivalry had resulted in poor joint preparation. This led to the Goldwater-Nichols Department of Defense Reorganization Act of Oct. 4, 1986, meant to resolve these problems.

- They intentionally laid himself across a machine gun. He began pulling them to safety.

- The U.S. invaded Panama on the night of Dec. 19, 1989 to execute an arrest warrant against its dictator, President General Manuel Noriega, on charges of drug trafficking.

- On Oct. 25, 1983, the U.S. invaded the island nation of Grenada, located in the Caribbean, hoping to ensure the safety of U.S. citizens and overthrow the hardline communist government.

- Operation Just Cause

- SEAL Teams FOUR and SIX arrived early to scout the area and conduct pre-assault reconnaissance. They had two major objectives. The first was to rescue Governor General Sir Paul Scoon from house arrest. At H-Hour, 0500, SEAL Team SIX reached the governor general’s house, but was surrounded.

- The men remained under fire until reinforcements arrived the following day.

- Their second task was to disable Noriega’s Learjet at Paitilla Field and hold the airfield until relieved by conventional forces at H+5 hours. As SEAL forces began to infiltrate the southern end of the airfield at 2100, sounds of artillery fire began to fill the air. Four of the nine SEALs were killed in the ensuing firefight. =

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