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1.) Raising Our Standards / 12 APRIL 18

Vice Chief of Naval Operations, Bill Moran

<http://navylive.dodlive.mil/2018/04/12/raising-our-standards/>

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FEDERAL NEWS RADIO, Jared Serbu

<https://federalnewsradio.com/defense-main/2018/04/navy-asks-congress-for-more-authority-to-sidestep-up-or-out-personnel-system/>

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REUTERS, Mike Stone

<https://www.reuters.com/article/us-usa-navy-ships/u-s-could-reach-goal-of-355-ship-navy-in-2030s-official-idUSKBN1HJ3GO>

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(URLs on Last Page)

- SPECIAL DUTY ASSIGNMENT PAY APRIL
- MRS. SYBIL STOCKDALE OMBUDSMAN OF THE YEAR AWARD
- ENLISTED WOMEN IN SUBMARINES RATING CONVERSION PROCESS CYCLE 4 UPDATE
- 2017 CNO ENVIRONMENTAL AWARD WINNERS

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1.) Raising Our Standards / 12 APRIL 18

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Recently released Annual Standards of Conduct Guidance reminds all senior leaders of their personal ownership over their respective ethics programs and discusses my expectations concerning their personal standards of behavior and performance. In past years, the Standards of Conduct Guidance emphasized the importance of developing strong personal character in our senior officers and leading by example. While this guidance is directed at our flag officers, we must all act as standards-based leaders who aspire to elevate personal behavior and performance to higher level outcomes and better unit cohesion. Whereas rules-based leaders may foster minimally accepted levels of behavior, standards-based leaders do what is right, which almost always exceeds the legal requirement.

In short, the annual guidance illustrates the close personal involvement that the Office of the Vice Chief of Naval Operations exercises in ensuring ownership and oversight of ethics in our Navy. In turn, I expect you to take ownership for the standards of conduct within your respective command, department or division. Our collective focus on this effort will help develop standards-based leaders who apply good judgment and meet the mission.

This year's guidance focuses on trust, which is the cornerstone for leadership at all levels within the Navy. Principled, ethical leadership strengthens the Navy's foundation of trust, which is essential to ensuring the safety of our people, safe operations at sea and the readiness of our force. When we fail to meet the highest standards of personal and professional conduct, we jeopardize the institution and erode the efforts of everyone else on the team. In order to be the high quality Sailors the public expects and our shipmates deserve, we must go beyond mere compliance and exceed the standard in everything we do.

Here are three things all of us can do to raise the standards in our Navy:

- 1) Improve our professional performance: Achieving minimal levels of performance is not good enough; true professional excellence requires breaking through required minimums to reach peak performance. Before we question the boundaries of a perceived roadblock, explore the wisdom behind the rule and intimately understand what it seeks to guard against.
- 2) Safeguard our personal character: Following the rules is important, but doing what is right is imperative. Never compromise our integrity, our morals or our honor. Our ethical compass must remain true. Our personal character is the root of our professional ethics.
- 3) Identify process improvements: Do not accept the status quo simply because that is how we have done things in the past. Have a questioning attitude that respects the chain-of-command while constantly seeking process improvement. Be intellectually curious about how the Navy can do things better, and provide value to this dynamic institution. Small things matter. When aggregated across the Fleet, relatively minor improvements can make a major difference.

Raising standards is a mission for all hands. Today's environment is composed of infinite challenges and limited resources. Although we navigate through an invariable sea of change, our commitment to these principles must never waiver.

Thank you for your professionalism and your steadfast devotion in standing the watch. See you in the fleet.

2.) Navy Asks Congress for More Authority to Sidestep 'Up-Or-Out' Personnel System / 12 APRIL 18

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As part of a broader effort to add flexibility to its personnel system, the Navy wants more of its sailors to get a chance to earn advanced educational degrees. But the service argues that in too many cases, the decision to do so carries seriously negative career implications.

A legislative proposal the Navy is discussing with Capitol Hill for potential inclusion in the 2019 Defense authorization bill is meant to let military officers take a temporary detour from their traditional career paths, then rejoin them without facing consequences for future promotions.

It would amend the Defense Officer Personnel Management Act (DOPMA), the 1980 law that enforces up-or-out strictures to officer promotions. It would only apply to instances in which service members are still on active duty, but are spending a few years in "nontraditional" activities, like pursuing advanced studies.

Navy CIPP enrollment rising

Vice Adm. Robert Burke, the chief of Naval personnel, said the change would be especially helpful in fields where sailors have compressed, tightly-defined career paths, such as aviation.

"An aviator that goes off to Oxford or goes and does some sort of very high-level prestigious scholarship – if it's anything that takes them out of the cockpit and the production flight line, they're not going to screen for their next milestone, because they didn't contribute to naval aviation," he said during a panel discussion at the annual Sea Air Space conference in National Harbor, Maryland. "And there are many examples of that happening in recent years."

But Burke said that was not right for the long term.

"We need to be producing the next generation of highly-talented strategists to build our next version of War Plan Orange," he said. "We should be sending our best and brightest off to those types of opportunities. So this would allow an officer to go do something off the golden path, then come back in and reset with a new peer group so that they're not punished."

The proposal is loosely-modeled on an existing legal authority available to all of the military services, called the Career Intermission Pilot Program (CIPP). CIPP lets service members leave the military altogether, along with most of their military salary, for a set period of time. They transition to the Inactive Ready Reserve for a few years, then re-enter active service as though they never left.

Promotion boards are instructed not to count that break in service against them.

The Navy has long been an advocate of CIPP and is by far its biggest user. Burke acknowledged that relatively few sailors were interested in applying for the program in the initial years after the program's 2009 introduction, but contended that recent upticks in participation proved it to be a major success.

Within the Navy's force of 326,000 active duty personnel, 162 sailors are participating as of now, he said.

"We've had 89 people go all the way through it and come back in on active duty, 14 of whom went through subsequent officer promotion boards or enlisted promotions," he said. "And the vast majority — 80-some

percent — were selected for promotion and went on. We've had husband-wife teams that that did this as department heads, each took the intermission, had two children, and each went on to become commanding officers in major commands. We've had every level, every rating, every rank in the Navy represented using this program, and the screening and the subsequent advancement went on and worked fine."

Marines see more proactive career counseling

Lt. Gen. Michael Rocco, the assistant commandant of the Marine Corps for manpower and reserve affairs, also sees strong value in programs that let servicemembers take a temporary break from military service.

In the case of CIPP, the Marines have had very few takers so far: only 11 of its servicemembers are currently enrolled.

"But we have a number of programs, and over 300 people that have gone out to places like the Naval Postgraduate School, gotten their degrees, and their promotion rates are as good if not better [than Marines pursuing traditional career paths]," Rocco said. "In the past, they haven't been that good, because we picked the wrong people for the wrong reasons at the wrong time."

But Rocco said the Corps has since taken a more proactive approach in counseling members as to when and if the decision to pursue alternative career pathways is a good idea for their future prospects.

"We now do a much better job now of looking at the population and going, 'Well, this is probably not the best choice for your career to be doing this at this time,'" he said. "So when you go into the program, we will look at where you're going, to ensure that you don't commit professional suicide by going into a program like that. But at the end of the day, Marines are pretty smart. We can do all the advertising in the world, but if they see a road to an education program that's not going to let them advance in their profession, they're not going to do that."

Seeking incentives

As part of a broader push to make the officer personnel system more flexible, the sea services are also asking Congress to adopt a measure that would grant some degree of merit-based pay to their officers.

The proposal would change the order in which boards consider promotions for officers, so that in any given year, officers "of particular merit" can be promoted ahead of their peers, instead of being constrained by the lifelong lineal numbers officers are assigned at the time they're first commissioned into the Navy or Marines.

"Right now, we promote throughout the fiscal year based on when you are commissioned, and this would say, let's let the board re-order you based on how you've been doing lately and how you've matured throughout your career," Burke said. "Let's pay the best performers today, based on your performance right now instead of how you were doing 26 years ago, whenever you got commissioned."

The Navy made a similar proposal last year. It was adopted by the Senate in its version of the 2018 Defense authorization bill, but rejected by the House.

Over the longer term, Burke said the Navy needs to find new ways to recruit talent that is already well-versed in highly specialized, high-tech fields that it believes it will need in the future of warfare, although it does not yet have any specific legislative proposals on that front.

"What workforce are we going to need? I don't know right now, but I know that we're going to need different skill sets," he said. "And I know that in the cyber world. I'm having trouble on the officer side in building those

from the ground up. It would be more cost effective and more timely for me to augment traditional forces with certain skill sets either for certain missions or for certain periods of time with specialists that I can bring in from the outside. We already do that today with doctors, lawyers, chaplains. Why not do it with other certain mission specialists?"

Congress has already authorized the military services to grant officer commissions to civilians that have the cyber expertise DoD wants. But since 2009, when the Navy first obtained that authority, it has inducted only about 25 officers via the direct commissioning program.

Burke argued the low rate is at least partly due to pay. Currently, Lieutenant Junior Grade is the highest rank the Navy can offer to a new cyber officer with outside expertise.

"The mission is a draw," he said. "People want to do this because service to the nation is important to them. We don't have to pay dollar-for-dollar Silicon Valley salaries, but we do have to be sort of in the ballpark. So a little more time-in-grade credit, being able to laterally enter for skills like software engineering would be things we'd be seeking eventually."

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WASHINGTON (NNS) -- The Navy announced April 11 in NAVADMIN 091/18 that the April deadline for enlisted women applying to convert to submarine force ratings would be extended to June 1.

This announcement comes as an update to NAVADMIN 300/17, which announced the fourth cycle of female Sailor selections for conversion to Submarine Force ratings. Selections from this round of applications will be for initial integration of USS Georgia (SSGN 729) in 2019, and to fill openings on previously integrated submarines in Kings Bay, Georgia and Bangor, Washington, due to personnel rotating to shore duty.

Additionally, this update identifies required naval enlisted classifications (NECs) for Information Systems Technician conversions utilizing the new NEC construct. Since available rating quotes will be filled as applications are processed, it is recommended Sailors submit applications as soon as possible. Applicants can expect to be notified within one to two months after they have submitted an application.

For E-6 and below Sailors, the following submarine career fields are open for conversion: Yeoman Submarine (YNS), Culinary Specialist Submarine (CSS), Logistics Specialist Submarine (LSS), Sonar Technician Submarine (STS), Fire Control Technician (FT), Electronics Technician Submarine Navigation (ETV), Electronics Technician Submarine Communications (ETR), Information Systems Technician Submarines (ITS), Machinist's Mate Weapons (MMW), and Machinist's Mate Auxiliary (MMA).

For E-7 and E-8 Sailors, the following submarine career fields are open for conversion: ITS, LSS, CSS, and YNS. Personnel Specialists (PS) and Independent Duty Corpsmen (IDC) will also be considered.

For eligibility criteria and point of contact information, please read the NAVADMIN located at www.npc.navy.mil.

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REUTERS, Mike Stone

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WASHINGTON (Reuters) - The U.S. Navy could build its strength to 355 ships over a decade earlier than previously thought due to an increased shipbuilding budget and tempo as well as extending the service for some ships in the current fleet, a Pentagon official told a Congressional panel on Thursday.

The goal of a larger Navy, one of President Donald Trump's signature issues from the campaign trail, could be achieved in the 2030s instead of the 2050s, the Assistant Secretary of the Navy for Research, Development & Acquisition, James Geurts told the U.S. House of Representatives Armed Services Subcommittee on Seapower and Projection Forces during a hearing on Capitol Hill.

Executing on a more robust shipbuilding plan, coupled with extending the service life of the DDG-51 destroyer class, and targeted service extensions of other ships, "provides an achievable strategy to accelerate reaching our goal of reaching 355 ships from the 2050s to the 2030s," Geurts told the panel.

The 2018 budget funded fourteen ships which Geurts said was a boost of 5 ships over past plans. The Navy's 2019 budget request seeks additional ships.

The two largest U.S. shipbuilders are General Dynamics Corp and Huntington Ingalls Industries Inc.

Jennifer Boykin, president of Huntington's Newport News Shipbuilding yard in Virginia, told reporters earlier this week that her company was hiring 400 employees a month in order to meet a goal of 23,000 later this year.

Huntington Ingalls is in the running to build one, or possibly two aircraft carriers in the coming years, each of which could cost more than \$13 billion. Geurts told the Congressional panel on Thursday the Navy could know more about that selection process and Huntington's bid in the early summer.

As of Thursday, the U.S. Navy said it has 282 deployable battle force ships.

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