



@USNPEOPLE WEEKLY WIRE

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5.) 21st Century Sailor bi-weekly roll-up:

Every other week, we roll up the latest news from the 21st Century Sailor office. Below are the latest:

- Chattanooga, One Year Later: Are Troops Any Safer? [\[LINK\]](#)
- Naval Medical Center Portsmouth Hosts "Real Talk-No Rank" [\[LINK\]](#)
- Report: DoD Needs Better Food Assistance Data To Help Troops, Families [\[LINK\]](#)
- Update Your Information in NSIPS [\[LINK\]](#)

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1.) Sailor 2025: What You Need To Know / 19 JULY 16 [\[LINK\]](#)

DEFENSE MEDIA ACTIVITY, Terrina Weatherspoon

Can you imagine a Navy where you check onboard a new command and with a scan of your CAC, all of your pay is linked, your DTS is liquidated and everything just lines up?

No spending the day at PSD trying to get everything updated; instead it's all automated? That is one of the ultimate goals of the Sailor 2025 program started under former Chief of Naval Personnel (CNP) Vice Adm. Bill Moran and vigorously being seen through by current CNP Vice Adm. Robert Burke.

Sailor 2025 started out as a group of independent initiatives aimed at modernizing the personnel system. Today it has evolved into 43 different initiatives designed to put the Navy in a better position to deal with the talent market challenges of tomorrow.

"Today we are in pretty good shape. Our recruiting is better than ever. We've made our recruiting mission for 108 consecutive months, and our retention is at a relative all-time high." - Vice Adm. Robert Burke

But the Navy can't bank on that continuing without making some changes, said Burke. He said it is important to attract and retain the best talent we can, and that is where Sailor 2025 comes in.

The 43 initiatives fall under three major categories:

1. Modernize the entire personnel system.
2. Modernize the training process.
3. Enrich Navy culture

Modernize the Personnel System

"We want more flexibility," said Burke. "Things like the career intermission program (CIP), graduate education opportunities, initial four-year degree opportunities, tours with the industry, and meritorious advancement program."

Burke said he wants Sailors to have choices and he wants more transparency in the process; giving more power to commands to promote talent in their commands through MAP, allowing Sailors to take a break from their career to pursue family or a career through CIP, and even giving Sailors more options when it comes to the detailing process.

"We want to make the detailing process transparent and flexible and market based. Kind of like a LinkedIn approach to detailing in order to help match the right talent to the right job. We envision someday where folks will interact with the detailers on their personal mobile devices." - Vice Adm. Robert Burke

Modernize the Training Process

This group of initiatives is called ready, relevant learning. It's about getting the right training to the right Sailor at the right time.

"We kind of front load the training with A and C schools for most rates," said Burke. "However, folks don't necessarily need that C school training during their first sea tour, a lot of folks get out after that first sea tour, so we've trained them and we don't get to use it, but the flip side of that for the individuals who do stay in is they go back to sea and the combat systems have changed and they're not up to speed on the new stuff. It might be advantageous to break up blocks of training throughout their careers, so that as a Sailor comes back for a second and third tour, they are getting updated training for the systems they are operating."

This category not only deals with the type of training Sailors are getting, but the manner in which they get it. "There is an entire science of how people learn," said Burke. "Different people learn differently, but what we do know is that classroom training and Power Point slides sometimes are the least effective methods. So it's about getting away from that. More hands on stuff. More reps and sets to build confidence and get comfortable with what folks are doing and we are bringing more technology to bear to help us with those."

Burke is also looking into more App training where applicable.

Enrich Navy Culture

This piece is mostly about a culture of inclusion and diversity.

"It's about getting people with those different backgrounds, different experiences, different perspectives, all together to make us a better team," - Vice Adm. Robert Burke

This category is also about being more family friendly. Burke said he wants to make it more and more possible for people to stay in the Navy and have a family. Child development center capacity and hours, paternity and adoption leave, military spouse colocation policies, are all things CNP is working to improve.

And then there is the culture of health.

"We changed the physical fitness assessment program, we changed the body composition assessment to more reflect reality, but we didn't reduce the standards," said Burke. "Everyone essentially is going to get a test every month during CO's spot checks. And if you're out of spec at any time, if it doesn't happen to be the real exam, no ramifications, except you get put on a fitness enhancement program. The idea is to be in shape all the time; that makes you live longer, that makes you healthier, and ultimately keeps you in the work place longer, and reduces health costs."

"We recognize how important people are," said Burke. "We really view people as the U.S. Navy's asymmetric advantage in fighting war, and we recognize how important they are to prevailing in any naval combat situation. We are working together to put forth this set of initiatives that answer the demands of our Sailors today and address their future challenges."

2.) Sailors to Get More Training On Finances, New Retirement System / 19 JULY 16

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Sailors are about to get more financial training throughout their career as the military moves to a new retirement system in coming years.

Congress has mandated the services revamp their financial management training to educate them on retirement, and on how to manage the major financial hurdles sailors encounter in a career and beyond.

As a result, the service released NAVADMIN 161/16 Tuesday, the first of many messages expected over the next two years about what's being called the Navy's Financial Literacy Education Program as the military shifts to a blended retirement system.

“The goal of Navy’s financial education program is to arm sailors and their families with skills and tools for use to make informed decisions about their financial future,” said Lt. Cmdr. Nate Christensen, spokesman for the chief of naval personnel. “Personal financial readiness is a key component of the overall Family Readiness System, a network of agencies, programs, services and individuals that work in a collaborative manner to assist service members and their families to meet the unique challenges associated with military service.”

The new retirement system will be implemented in 2018. Sailors who are currently serving will be grandfathered into the current retirement system, known as the 20-year cliff-vesting system. Some will have the choice to opt into the new scheme, which shrinks the current pension but also offers government contributions to retirement accounts and retirement benefits for those who leave the service before reaching 20 years.

If you have 12 years or more of service as of Dec. 31, 2017, the current retirement system is your only option. Likewise, those who join on or after Jan. 1, 2018, their only option will be the new Blended Retirement System.

But for those who joined between Jan 1, 2006, and Jan. 1, 2018 will have the choice to keep the current retirement or switch to the new plan.

Christensen said the service has long provided financial management training as part of Navy accessions training and is often revisited by commands as part of the General Military Training program.

The new training plan mandates sailors revisit their financial training at crucial times in their careers.

For example, in addition to the accessions training, sailors will also get a financial check when they arrive at their initial and subsequent duty stations through the ranks of E-5 and O-4, as well as each time they advance up those ranks.

Other “touch points” for financial training will be when sailors vest in the Thrift Savings Program or receive continuation pay under the new retirement plan. Marriage, divorce and childbirth are also considered key points for follow-on financial training.

“This training will help assist sailors in maintaining their financial readiness throughout their military service and as they transition into civilian life,” Christensen said. “The Navy recognizes that personal financial readiness of Sailors and their families must be maintained to sustain mission readiness.”

The new financial training will incorporate existing training from various points, including accession training, GMT, pre- and post-deployment training and transition courses.

A key facet of the new training will be front-loaded to educate sailors on the new retirement system that's only a year and a half away.

3.) Serving America ... As a Navy Surface Warfare Officer / 22 JULY 16 [\[LINK\]](#)

U.S. NAVAL INSTITUTE BLOG, Brad Cooper

“As our platforms and missions become more complex, our need for talented people continues to be a challenge. We need to recruit, train and retain the right people...”

Admiral John Richardson, U.S. Navy
Chief of Naval Operations

In 2017, nearly 2,000,000 young men and women will graduate from colleges and universities throughout America. We want 200 of the very best to commission through Officer Candidate School (OCS) and serve America as a Navy Surface Warfare Officer (SWO).

To be sure, we have historically attracted and retained great people in Surface Warfare. With an eye toward our return to Sea Control and distributed, more lethal warships, we should ask ourselves a series of critical questions, “Can we do better?”... and... “Are we tapping into the full potential of America’s shining youth?” Former Joint Chiefs Chairman, Admiral Mike Mullen, referred to the “sea of goodwill” that has given rise to a tide of support for our military since the attacks of 9/11. Is that goodwill sustainable?

Talented young men and women matriculating from our nation’s colleges and universities have life options. Surface Warfare could be one of those options, but it is not enough to sit back and wait for talent to come to us. In the competitive market of America, we must reach out, connect with, inform and attract the most talented into our community – and our Navy – in order to position our warships to fight and win when the nation calls.

There are extraordinary young men and women throughout this nation who would thrive as Surface Warfare Officers, but literally have no idea that the amazing opportunity to serve on warships... leading at sea... undertaking impactful work for our country... is even a remote possibility in their lives.

We are positioned to turn a life opportunity into reality for our nation’s best. Here is how we are doing it.

We know who we want

Through a series of surveys and data collection efforts, we have mapped attributes and characteristics of successful young SWOs.

These include: previous proven leadership experience – of any sort, at any level – in a varsity sport, club or organization; demonstrated initiative; oral and written communication skills; positive contribution to organizational efforts as part of a “team” – assessed through previous participation in organizations, clubs and sports; work experience that illustrates a sense of discipline and accountability; time management and organizational skills that reflect an ability to follow established procedure and demonstrate attention to detail; enthusiasm and passion for the nation and the Navy that would prompt internal motivation in the face of adversity; and, a desire to work hard, remain committed to mission accomplishment with a strong desire for service with impact.

In March, we worked with Navy Recruiting Command and we generated guidance to the entire officer recruiting force in the country, reflecting these attributes and characteristics.

Leveraging our competitive advantage

Junior Officers have told us that the principal attractors to Surface Warfare are: 1) the opportunity for immediate leadership; 2) the opportunity for adventure and travel; 3) the opportunity for a flexible, option-based career; and, 4) the opportunity for postgraduate level education.

In business terms, Surface Warfare has a near-monopoly on these attractors. Can we better leverage that competitive advantage in a more meaningful and vibrant way?

Outreach and the Power of Social Media

In Fiscal Year 2016, 18 young men and women applied to be SWOs through Officer Candidate School from the states of North and South Carolina –combined. We met our “numbers” and we got great people. But there are more than 125 colleges and universities in these two states. Do graduates from these schools – and thousands like them around the country – even know that Navy Surface Warfare is a life option for them and, consequently, are we missing out on large segments of the population who could serve and propel us to even greater heights as a Navy?

Through the power of social media, we can – at a minimum – begin to raise nation-wide awareness of the opportunities in Surface Warfare. This is not about numbers. This is about reaching out and connecting with talented young men and women to ensure they are aware of the opportunities to serve in our community today, ultimately leading our Navy and serving as the sea captains of tomorrow.

Bringing it together

We know who we want, we know what attracts men and women to serve in Surface Warfare and we have the ability to connect with America at our fingertips. Can we take these pieces and integrate them in a meaningful way? Conceptually, we want to move toward “getting who we want” to serve as Surface Warfare Officers – quality men and women, with characteristics that set themselves up for success as a SWO and who are drawn to our community. Along the way, we should connect with America’s exceptional youth from backgrounds and demographics that are under-represented in today’s force.

This is possible today. So we are seizing an opportunity – and moving out quickly!

In a collaborative effort with Navy Recruiting Command, we launched our community’s first-ever targeted outreach into America using the power of social media. Through a newly formed teaming effort with LinkedIn – the largest connector on the planet – we now have the ability to “meet people where they are,” connecting directly with people all over the country using high end talent matching and recruiting functionalities imbedded in LinkedIn.

We also have the ability to provide interested candidates with access to our #1 asset – our people. Today, a cadre of more than 50 junior officers in the current force who have “walked a mile in the shoes of a SWO candidate” are aggregated in an on-line platform. Have a question about serving in the Navy? How to apply for a commission? What does a Surface Warfare Officer do? Those answers are a keystroke away on social media.

The overall concept is simple. Connect directly with the people we want to serve in our ranks, invite their attention to the opportunities of future service as a SWO and provide on-line access to the exceptional men and women we have in today’s fleet. Then, turn interested candidates over to the exceptional professionals in our Navy Recruiting Districts all over the country to support application for Officer Candidate School.

Earlier this month, we conducted our first significant outreach — a direct communication to 150 students possessing the background, attributes and characteristics we want in future SWOs. These students are enrolled in universities and colleges in North and South Carolina – among them: Duke, Wake Forest, the Universities of North and South Carolina, Clemson, Appalachian State, Elon, Davidson, and Historically Black Colleges and Universities (HBCU’s) like North Carolina A&T and Benedict College.

In a great example of the power of high velocity learning, we have already captured key lessons and applied them – enabling outreach to specific people in even larger audiences on-line.

More broadly, perhaps we open new doors and find opportunities by using a similar approach in critical areas for national security like cyber.

We are also thinking differently about how to more vibrantly leverage social media and networks of influencers to connect with young men and women seeking a commission through the U.S. Naval Academy and Navy Reserve Officer Training Corps (NROTC).

From 2,000,000 young men and women, we want the best 200 to serve America as a Navy Surface Warfare Officer – executing military diplomacy, sea control and power projection.

Let's go get 'em!

4.) Do's and Don'ts for Voicing Your Political Opinion on Social Media / 19 JULY 16 [\[LINK\]](#)

NAVY LIVE, Jason Kelly

Back in 2008, political and media analysts dubbed that year's presidential election the YouTube election since the candidates used the platform to post videos longer than traditional political ads.

Fast forward to 2016 where now a third of 18- to 29-year-olds say social media is their most helpful source for learning about this year's presidential election, according to a survey by the Pew Research Center.

More social media opportunities exist now for Americans to share everything from their favorite cat photos to their personal opinions, including about this year's presidential election.

So what do Sailors and Department of the Navy civilians need to know before they post, tweet and snap their political opinions? The information below doesn't cover everything but, if in doubt, consult your command's ethics representative.

Service members.

Let's start with Sailors. NAVADMIN 055-16 and DoD Directive 1344.10 spell it out.

Active-duty Sailors may generally express their personal views about public issues or political candidates using social media — just like they can write a letter to a newspaper's editor. If the social media site or content identifies the Sailor as on active duty (or if they're reasonably identifiable as an active-duty Sailor), then the content needs to clearly and prominently state that the views expressed are those of the individual only and not those of the Department of Defense (DoD). However, active-duty service members may not engage in any partisan political activity such as posting or making direct links to a political party, partisan political candidate, campaign, group or cause. That's the equivalent of distributing literature on behalf of those entities or individuals, which is prohibited.

Active-duty Sailors can like or follow accounts of a political party or partisan candidate, campaign, group or cause. However, they cannot suggest that others like, friend or follow them or forward an invitation or solicitation.

Remember, active-duty service members are subject to additional restrictions based on the Joint Ethics Regulation, the Uniform Code of Military Justice and rules about the use of government resources and government communications systems, including email and internet.

What about Sailors who aren't on active duty? They're not subject to the above social media restrictions so long as they don't reasonably create the perception or appearance of official sponsorship, approval or endorsement by the DoD.

Department of the Defense civilians.

DoD civilians need to consider the Hatch Act and DoD policy.

In general, federal employees may use social media and email and comply with the Hatch Act if they:

- Don't engage in political activity while on duty or in the workplace, even if the employee is using their personal smartphone, tablet or laptop to do so. Federal employees are "on duty" when they're in a pay status (including during telework hours) other than paid leave or are representing the government in an official capacity
- Don't engage in political activity in an official capacity at any time
- Don't solicit or receive political contributions at any time

Political activity refers to any activity directed at the success or failure of a political party or partisan political group or candidate in a partisan race.

Below is a list of some frequently asked questions. For additional FAQs, visit http://www.dod.mil/dodgc/defense_ethics/resource_library/hatch_act_and_social_media.pdf.

Q: May a federal employee engage in political activity on social media?

A: Yes, they may express their opinions about a partisan group or candidate in a partisan race by posting, liking, sharing, tweeting or retweeting, but there are a few limitations. The Hatch Act prohibits federal employees from:

- Engaging in any political activity via social media while on duty or in the workplace
- Referring to their official titles or positions while engaged in political activity at any time (note that including an employee's official title or position on one's social media profile, without more, is not an improper use of official authority)
- Suggesting or asking anyone to make political contributions at any time, including providing links to the political contribution page of any partisan group or candidate in a partisan race or liking, sharing or retweeting a solicitation from one of those entities and invitation to a political fundraising event. However, an employee may accept an invitation to a political fundraising event from such entities via social media.

Further restricted employees also may express their opinions about a partisan group or candidate in a partisan race by posting or sharing content, but there are a few limitations. In addition to the limitations above, the Hatch Act prohibits further restricted employees from:

- Posting or linking to campaign or other partisan material of a partisan group or candidate in a partisan race
- Sharing those entities' social media sites or their content, including retweeting

Q: If a federal employee lists his or her official title or position on Facebook, may he or she also complete the "political views"?

A: Yes, identifying political party affiliation on a social media profile, which also contains one's official title or position, without more, isn't an improper use of official authority.

Q: May a federal employee display a political party or campaign logo or a candidate photograph as his profile picture?

A: Yes, but subject to the following limitations. Because a profile picture accompanies most actions on social media, a federal employee would not be permitted—while on duty or in the workplace—to post, share, tweet or retweet any social media content because each such action would show their support for a partisan group or candidate in a partisan race, even if the content of the action is not about those entities.

Q: May a federal employee – while on duty or in the work place – send or forward a partisan political email from his or her government email account or their personal email account to others?

A: No, they can't send or forward a partisan political email from either their government email account or their personal email account (even using a personal device) while at work. A partisan political email is defined as one that is directed at the success or failure of a partisan group or candidate in a partisan race.

Again, the above information doesn't cover every situation. If in doubt, consult your command's ethics counselor.

Don't forget the presidential election is November 8. For voting information, visit DoD's Federal Voting Assistance Program's website.

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