



## @USNPEOPLE WEEKLY WIRE

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ALL HANDS, Chief of Naval Personnel

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### 4.) Female Uniform Initiatives – 8 Things to Know / 25JUNE15 [\[LINK\]](#)

NAVYLIVE, 21st Century Sailor Office

Several significant female uniform initiatives have been in the press and discussed at all hands calls and events across the Fleet. A "choker" style Service Dress White (SDW) uniform for officers and chiefs, was recently showcased at the U.S. Naval Academy graduation and a Cracker-Jack style Service Dress Blues (SDB) for E6 and below that will appear next year.

### 5.) NAVADMIN bi-weekly roll-up:

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

- FY-16 Graduate Education Voucher Program [\[LINK\]](#)
- Navy Reserve Promotions to Officers in the Line and Staff Corps [\[LINK\]](#)
- Active-Duty Promotions to Officers in the Line and Staff Corps [\[LINK\]](#)
- FY16 Navy Medicine Commanding Officer and Executive Officer Screening Board [\[LINK\]](#)

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

## **1.) Advancement Quotas for Chief Released / 22JUNE 15 [\[LINK\]](#)**

ALL HANDS, Chief of Naval Personnel

The active duty fiscal year 2016 E7 selection board convened Monday, June 22 to review the records of over 17,600 active duty E6 Sailors to fill about 4,100 quotas for advancement to Chief Petty Officer.

Overall advancement opportunity is at 23.64 percent for this cycle, just a .45 percentage point drop from last cycle and above the 10-year average of 21.94 percent.

Quotas increased more than 200 from last year's board, but a combination of a larger inventory of E6 Sailors and more of those Sailors passing their E7 exam caused the slight reduction in opportunity this cycle.

The Navy advances to vacancies thus opportunity varies by rating, though advancement planners work to smooth overall opportunity across cycles.

This cycle, every rating has advancement opportunity with only Logistics Specialist group 1 (LS GRP1) advancing all eligible Sailors with opportunity at 100 percent.

To ensure only the best and most fully qualified candidates are selected, the selection board is not required to fill every quota.

Click [HERE](#) to view the full list of quotas and advancement opportunity by rating.

## **2.) First Enlisted Female Sub Selectees Announced/ 22JUNE 15**

NAVY TIMES, Mark D. Faram

Navy personnel officials have released the names of 38 enlisted female sailors who will train to be the first cadre of enlisted women to report for duty aboard a submarine.

One senior chief petty officer, three chiefs and 34 other women in pay grades E-4 through E-6 will now get orders to report to submarine school to begin the process of qualifying in submarines.

The names, listed in NavAdmin 142/15, were released June 22, along with the names of another 69 women listed as alternates, who could be called "if a primary selectee is unable to report as assigned," according to the message.

Applications were requested in January and selections began in April. All selectees will convert to a submarine rating as part of their qualification process.

"These selections are a key milestone in the continued integration of the submarine force," Vice Adm. Bill Moran, chief of naval personnel, said in the message, "These sailors will be assigned to the first two of 18 submarine crews included in the initial integration plan.

This initial cadre of enlisted women will integrate the ballistic missile submarine Michigan's Blue and Gold crews. As yet, officials have not released what other eight guided-missile or ballistic missile subs — 16 crews total — will add women in the years to come.

In January, the Navy announced those follow on crews would be integrated over roughly a five-year period through 2021. Then, starting in 2020, the Navy will begin to select women to begin the integration of Virginia-class fast attack submarines.

Navy seeks enlisted women for sub duty in 2016

Female officers have been assigned to SSGNs and SSBNs since 2011 and started to integrate the fast attack submarine Minnesota last fall and the USS Virginia this spring.

The enlisted women selected will begin to report to Michigan in fiscal 2016. In addition, some of the alternate sailors "may be called upon within 90 days to fill an assignment on USS Michigan if a primary selectee does not pass their submarine physical or are otherwise determined to be ineligible for assignment onboard submarines."

This selection includes women converting into the sub force's non-nuclear ratings. The Navy plans to select nuclear-trained female enlisted starting next spring and expects them to report to the boat starting in late 2016.

"Each Michigan crew will have 2 previous junior staff instructors [from any nuclear rating] and 4 prototype graduates (one from each nuclear rating). Female nuclear power sailors "interested in volunteering for submarine duty should inform their chain of command," the message stated. "In early 2016, the chain of command at each NPTU will develop an application package on each submarine volunteer that will aid in the selections."

### **3.) Navy to Double on-the-Spot Advancements for Sailors/ 21JUNE 15**

NAVY TIMES, Mark D. Faram

ABOARD DESTROYER RAMAGE, NORFOLK NAVAL STATION, Va. — A radical overhaul of the enlisted advancement system begins now, and the biggest beneficiaries will be fleet sailors and the skippers who lead them.

Starting July 1, the Command Advancement Program will go away, replaced by a new Meritorious Advancement Program that will enlarge the role of no-test promotions, where commands can mint new petty officers or add a chevron on the spot.

And that's only the beginning. Officials are laying out a bold plan that calls for doubling the number of spot advancements, expanding them to shore duty and allowing commands to transfer quotas so the most deserving sailors get picked.

"This will really give me many more options," said Cmdr. Joel Lang, this destroyer's commanding officer. "With a command of 300, it's not always a sure thing that we'll have eligible sailors at all levels, so being able to give an E-5 quota or two back into the pool and be able to get an E-6 quota in exchange will be huge for us in managing our program — and ensure all quotas get used."

This year, MAP will track who is advanced and how many quotas are used so other commands can take advantage of unused quotas elsewhere.

The chief of naval personnel sees the revamp as a way to delegate more advancement authority to those who know sailors best — their commanders.

"MAP is an effort to use an existing authority in policy, which allows COs to selectively determine — based on performance and skill set requirements — to advance sailors to a paygrade at which they're already operating," said Vice Adm. Bill Moran in a June 16 interview.

"It's very much about trying to give as much authority to our triads, our COs, XOs and CMCs, who know their people better than the system does."

#### New rules

Last year, Moran ordered skippers to limit spot advancements to a three-month window between the spring and fall advancements. This allows advancement planners to account for who is advanced as they lay out exam cycle quotas. Moran said that overhaul was a move to save CAP authority, which was widely criticized for worsening the Navy's over manning crisis.

The first Meritorious Advancement Program season starts July 1. The final month of the window, September, will allow commands to turn in unused quotas or request more. This means that each command's quotas must be used or given back, along with a letter explaining why they weren't used.

Commands must submit a "MAP certification letter" in which they will list all of their requested advancements, account for returned quotas and, if necessary, request more, according to naval message 141/15. Giving back a quota this year won't impact quotas given for next year.

In addition, returning some quotas doesn't hurt the ability to ask for others. Commands can request to swap quotas, like returning two E-4 spots and requesting one more for an E-5.

The message is clear, all requests for more quotas must come in the initial letter and all initial letters must reach personnel command by Aug. 31. Second letters accounting for reused quotas must arrive by Sept. 30.

Extra quotas will be issued by the type or echelon two commander, for example, Naval Surface Force Pacific for a ship or Navy Expeditionary Combat Command for a riverine group.

Getting new quotas isn't guaranteed, the message cautions. It's essentially a first-come, first-serve basis.

#### Who's eligible?

To level the playing field between spot promotions and promotions through the twice-a-year test, officials have aligned the rules so that if sailors can compete on the test cycle, they can also be advanced by their skipper.

COs can waive a year of required time in grade to be eligible for the next paygrade for those with an early promote recommendation on their annual evaluation.

Once approved, all MAP advancements will be effective July 1, meaning sailors will be paid from that date, which will also be their date of rank.

This year spot promotions are limited to sea duty commands. You can check out what commands are eligible at NAVADMIN 245/14.

Pre-commissioning units are not authorized to submit certification letters until on or after their ship's delivery date or in-service date, whichever is sooner, the message said.

## Culture change

Officials want to deep-six more than the Command Advancement Program name, but the troublesome culture that often went along with it, where commands advanced those struggling to pass tests or bumping up against high-year tenure.

That's a vestige of the program's origin in the late 1960s, when the Navy was largely a conscript force and many sailors couldn't read or write well. CAP empowered skippers to recognize those disadvantaged by limited education.

Those days are over, Moran said. You need a high school diploma or an equivalent to even walk in the door today. Moran wants commands to use the new MAP to advance their best performing sailors — and not wait for the exam.

"That culture has survived in CAP throughout the past decades, but what we're really talking about now is changing the culture to recognize our best talent through meritorious advancement, much as we do with meritorious advancement of the sailors of the year to chief petty officer," he said. "Why not give more of that type of authority to commanding officers, both at sea and ashore?"

COs are weighing the changes ahead and say they are likely to increase the impact of a valuable program.

"This truly does look like a meritorious advancement now," Lang said in a June 17 interview in his stateroom on the Ramage. "We're always telling them that performance matters, that what you do day to day is important and can impact your future. Now we can show those sailors and their shipmates just how true that is.

"Take that number one E-4 on the ship and make them an E-5 in front of the whole crew, even before they take the test, and everyone knows that sailor is the top performer and what the standard is."

Command Master Chief (SW/AW) Terry Wylie said spot promotions have typically been conferred only after the regular advancement process, and that those picked were sometimes those who missed the cut rather than those who are the top sailors.

"The advancement results came out and then you started talking about who you wanted to CAP — picking sailors to move up from those who were not advanced," he recalled.

"But here's the thing, using a CAP to advance someone who didn't make it on the exam cycle, we were, in essence putting them in front those who made it off the test," he said.

That's because spot promotions take effect immediately and those sailors are paid right away, whereas others might get frocked after the exam but don't see the pay until weeks or months later.

"It's important to me that sailors recognize what this means because now it's a straight up competition based on performance, on who we can advance here, on the spot," Wylie said. "I plan to leverage that fact as much as possible."

## Boosted quotas

For this summer, the CAP quotas will remain the same as last year. But next year the service will expand the number of quotas.

Right now, there are 2,238 quotas available Navy-wide for fiscal year 2015. But in past years, many of these weren't used. In fiscal 2014, COs only advanced about 1,600 sailors, down from about 1,700 the year before.

The plan is to roughly double the spot advancement quotas to nearly 5,000 in fiscal 2016, which would amount to roughly 12.5 percent of the 40,000 sailors who move up to E-4, E-5 and E-6 annually.

"We're going to take it slow, just as we did when modifying the final multiple for the exam cycles last year," Moran said. "We tweaked it and want to watch it over a couple of cycles and see what it does for our advancements opportunity and get feedback from COs on how it worked."

### Moving up faster

It'll be the same way for MAP and adding in more quotas.

"We'll open up the valve a little bit here next year and expand it a bit to shore," Moran said. "We'll give a bit more authority to those at sea, too."

Moran says the exact details and quotas will be worked out after this season, but he sees some fundamental differences in how he wants these programs to be tweaked.

"We're going to look at the pay grade split between shore and sea and, based on our early assessment, advancing primarily from E-3 to E-4 and from E-4 to E-5 is probably where we're going to focus the shore piece," he said. "We'll continue to have the same kind of spread at sea, with advancements to E-4 to E-6."

Officials say they want to see how the program works before they vastly expand the percentage of spot promotions across the force.

Command quotas are based on size. A command with 100 or fewer authorized enlisted billets can spot advance two sailors: one to E-5 and one to E-6.

Those with more than 100, but fewer than 1,000, billets, get two E-5 quotas and one for E-6. Those between 1,000 and 2,000 get four E-5s and two E-6s.

The biggest sea duty commands, like aircraft carriers, with upward of 2,000 billets, can spot-advance six E-5s and two E-6s.

There are no quotas for E-4, so commands can use E-5 or E-6 billets to advance someone to E-4.

### Shore duty spots

The shore duty expansion will look at ratings that are currently shore-centric and don't have many sea duty billets.

"We have this growing part of the force that are shore-centric ratings in the information dominance and cyber communities, security, as well as others who, under the current policy, don't get the same opportunity to be recognized meritoriously through advancements," Moran said.

The shore expansion won't happen all at once and some shore commands — depending on their missions — may not see MAP at all, officials say.

"It is significant that we will now open up this authority for selected shore commands," Moran said. "We're not going to open it up big, but we're going to open it up to start giving shore commanders the same opportunity to shape the workforce with the best talent."

#### **4.) Female Uniform Initiatives – 8 Things to Know / 25JUNE15 [\[LINK\]](#)**

NAVYLIVE, 21st Century Sailor Office

Several significant female uniform initiatives have been in the press and discussed at all hands calls and events across the Fleet. A “choker” style Service Dress White (SDW) uniform for officers and chiefs was recently showcased at the U.S. Naval Academy graduation and a Cracker-Jack style Service Dress Blues (SDB) for E6 and below that will appear next year. There are some other Sailor and Fleet requested design improvements for women’s uniforms that are in the pipeline.

Here are eight things to know about planned uniform changes:

1. Female uniform changes in the works include a beltless khaki slack for wear with the over blouse; a pencil design skirt in white and khaki, and enlarging the internal pocket of the officer and chief SDB and SDW uniforms to accommodate larger items like cell phones. We are looking at what we can do to shorten the timeline from design to Fleet introduction.
2. We’ve completed the improvement to the female khaki tuck-in shirt with reinforced stitching to the shirt’s bottom hem.
3. The Navy’s goal is to provide greater uniformity among Sailors as well as an overall improved quality, comfort, and appearance in our uniforms.
4. To develop a better fit for our uniforms, Navy Clothing and Textile Research Facility is collecting data on Sailors’ measurements to update baseline sizes, patterns and designs used for manufacturing all uniforms. We have been relying on data from 1988 for females and 1997 for males and the new information will be used to update all our uniform patterns.
5. Leadership has finalized the design, timeline, and transition for the female E6 and below SDB, improved white Cracker-Jacks and the Dixie cup cover. Timeline for the roll out of the new uniforms is being developed and is expected to begin within the next two years.
6. A female officers and chiefs choker version of the SDW coat and the alternate combination cover has been approved. A wear test of the prototype is being conducted this summer and the information gathered will be used to inform the final design. The coat is expected to be available for purchase and optional wear early next year. Mandatory wear date has not been determined, but will be before January 2020.

7. The alternate combination covers for men and women will be available for purchase and optional wear by the end of this year.

8. Like any acquisition process, there is a very detailed and lengthy timeline. From the initial concept to final production, to produce a new uniform or to incorporate any design change into an existing uniform item can take 36 to 48 months from concept to roll out.

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