



## @USNPEOPLE WEEKLY WIRE

### 1.) SECNAV Announces New Maternity Leave Policy/ 02JULY15 [\[LINK\]](#)

NAVY LIVE, Office of the Chief of Information

Secretary of the Navy Ray Mabus announced that effective immediately, women who serve in the Navy and Marine Corps will have 18 weeks of maternity leave available to use during the first year of her child's life.

### 2.) Best Commands in the Navy to Make Rank/ 06JULY15

NAVY TIMES, Mark D. Faram

The hottest command for advancement — the Virginia-class attack submarine Hawaii — advanced 70.5 percent of eligible sailors, or 31 of 44. The sub also scored a 90 percent on this assessment last year — a very high score, Emricson said.

### 3.) Identity Theft: It Can Happen to You/ 07JULY15 [\[LINK\]](#)

NAVY LIVE, Office of the Chief of Information

Keep your documents in a safe place at home, and lock your wallet or purse in a safe place at work. Limit what you carry with you, when you go out take only the identification, credit and debit cards you need. Opt out of prescreened offers of credit and insurance by mail by calling 1-888-567-8688 or go to [ouptoutprescreen.com](http://ouptoutprescreen.com)

### 4.) Path to Master Chief Includes Advanced Leadership at U.S. Naval War College/ 02JULY15 [\[LINK\]](#)

ALL HANDS, Senior Enlisted Academy

The SEA is the Navy's only Professional Military Education (PME) institute for our senior enlisted force. With a capacity of supporting over 1,200 students annually, the SEA is attended by active and reserve personnel from the U.S. Navy, Air Force, Army, Army National Guard, Coast Guard, and Marine Corps, as well as International Service partners.

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

Every other week, we roll up the various stories in the 21st Century Sailor Office domain. Below are the latest:

- Chaplains Available to Assist Sailors, Families [\[LINK\]](#)
- Navy Peer Support Program Offered by Military OneSource [\[LINK\]](#)
- Keep what you've Earned Campaign Survey [\[LINK\]](#)
- Keep what you've Earned Poster Contest [\[LINK\]](#)

To sign up for the @USNPeople Weekly Wire, email [usnpeople@gmail.com](mailto:usnpeople@gmail.com),  
or find it online at [www.navy.mil/cnp](http://www.navy.mil/cnp)

## **1.) SECNAV Announces New Maternity Leave Policy/ 02JULY 15 [\[LINK\]](#)**

NAVY LIVE, Office of the Chief of Information

Secretary Ray Mabus triples maternity leave: 18 weeks for women in the Navy and Marine Corps.

July 2, Secretary of the Navy Ray Mabus announced that effective immediately, women who serve in the Navy and Marine Corps will have 18 weeks of maternity leave available to use during the first year of her child's life.

"In the Navy and the Marine Corps, we are continually looking for ways to recruit and retain the best people," Mabus said. "We have incredibly talented women who want to serve, and they also want to be mothers and have the time to fulfill that important role the right way. We can do that for them. Meaningful maternity leave when it matters most is one of the best ways that we can support the women who serve our country. This flexibility is an investment in our people and our Services, and a safeguard against losing skilled service members."

Department of Defense Instruction 1327.06, Leave and Liberty Procedures for the Department, charges Secretaries of the Military Departments with publishing departmental guidance in accordance with the DoD instruction. Under the section that delegates to the Secretary the ability to designate the level of control for convalescent leave that exceeds 30 days, Secretary Mabus has directed that commanding officers grant additional convalescent leave up to 84 days beyond the currently authorized 42 days of convalescent leave following the birth of a child.

For families, increased time following the birth of her child has tangible benefits for the physical and psychological health of both mother and child. For the Navy and Marine Corps, there is the likelihood that women will return to and stay in her career, yielding higher readiness and retention for the services.

"When the women in our Navy and Marine Corps answer the call to serve, they are making the difficult choice to be away from their children - sometimes for prolonged periods of time - so that they can do the demanding jobs that we ask them to do." Mabus said. "With increased maternity leave, we can demonstrate the commitment of the Navy and Marine Corps to the women who are committed to serve."

The policy, which is effective immediately, will also apply retroactively to any woman who has been authorized convalescent leave following the birth of a child since Jan. 1, 2015. Under the new policy, commanding officers are required to grant to a woman up to a total of 18 weeks, using a combination of maternity leave and convalescent leave beyond 30 days. A mother does not need to take all of her leave at once; however, she is only entitled to the use of this type of leave within one year of her child's birth.

The Department of the Navy's increase in maternity leave is the latest in a series of personnel initiatives announced by the Secretary of the Navy.

## **2.) Best Commands in the Navy to Make Rank/ 06JULY15**

NAVY TIMES, Mark D. Faram

In today's Navy, advancement is everything. It's a pay raise, a jump in responsibility, recognition of talent. And it's a morale boost.

"At the individual sailor level, nothing impacts their life and personal morale as advancement," said Master Chief Damage Controlman (SW) James Rawlings, acting command master chief on the Little Creek-based dock landing

ship Tortuga. "It impacts their ability to better provide for their families with more money and also their ability to have a career — they must advance to do these things."

Sure, sailors have the most important role in earning their advancement, but their commands also play a role and that gives some a leg up. Active studying programs, career tracking and deployed time are hallmarks of the best commands, according to interviews and Navy data. And then there's the involvement and mentorship of command leaders.

"It starts with the commanding officer and it goes down the chain of command from there," said Master Chief Career Counselor (AW/SCW/AW) Brent Emricson the senior career counselor in Submarine Force Pacific. "If advancement is a priority to the command's leadership that catches on all the way down to the deck plates."

Each command, he says, goes through a Career Information Program Review — which looks at how they counsel and coach their sailors in career matters throughout the year.

The hottest command for advancement — the Virginia-class attack submarine Hawaii — advanced 70.5 percent of eligible sailors, or 31 of 44. The sub also scored a 90 percent on this assessment last year — a very high score, Emricson said.

"It shows they're engaged with their sailors at all levels and when it comes to advancement, simply taking the time to sit down with the sailor, goes a long way to better understand the process and how they can improve their own performance."

Navy Times ranked commands by promotion rates in the most recent petty officer advancement cycle. We did this not only to give those units kudos, but also to crack the nut and see what common factors lead to advancement success.

While broad factors figuring into advancement success can be ascertained by crunching the numbers and talking to sailors and officers at top-performing commands — and those not faring as well — Navy officials say there are many factors at play and caution against singling out any commands as being either good or bad.

"It is difficult to compare commands by their promotion rates and could really be misleading," said Joy Samsel, deputy public affairs officer at the Naval Education and Training Command. "Each command has different ratings and different numbers of people who are up for advancement."

To be sure, not all commands are directly comparable. Some are dominated by ratings with lots of opportunity. Many SEAL teams, for example, are in the top 10 at each paygrade.

To prevent small numbers from skewing the rankings, we only considered commands with at least 10 eligible candidates in each paygrade.

Here's what we found:

#### Hot ratings

In March, a total of 88,832 sailors sat for an advancement exam and, of those, 21,589 got the nod to move up.

Navy officials say that the 24.3 percent average is good, which is much higher in some ratings.

Some ratings are well-represented in the best commands list. Seven of the listed top commands at all three pay grade levels are SEAL teams. Another seven are submarines, while three ships made a top 10 list.

Cyber and explosive ordnance disposal are also represented.

Though we didn't rack and stack commands on the bottom of the list, there were trends worth pointing out here, too. ,

Many of these had sailors in over manned ratings. But the list also listed regular commands, like bases, a submarine, a littoral ship squadron and a regional legal office.

The Special Warfare Operator rating is among the best in the service, the result of a growth spurt ongoing since 2006. End strength in the SO rating is roughly 3,200 and will stay that way through fiscal 2018.

But even without growth, expect SEAL advancement to stay high, officials say, because the job is tough and SEALs keep leaving.

On the other end of the spectrum is the hospital corpsman rating; with 26,513 sailors, it is the Navy's largest enlisted career field.

Though corpsmen support the Marine Corps, the Corps' ongoing drawdown hasn't hurt the rating, though it has been over manned in recent years due to a Navy force structure adjustment that will see HM drop to 25,978 by fiscal 2018.

Traditionally the HM rating falls below the rest of the Navy in advancement, officials tell Navy Times, and that will impact overall how commands with a high concentration of corpsmen perform overall on advancement.

The good news is that could rise soon. E-4 advancement is expected to improve from its 17 percent promotion rate to the historic average around 20 percent.

The deployed edge

Operating forward is more than one of the chief of naval operations' tenets. It may also be key to getting advanced.

"If there was a secret recipe for sailor advancement, clearly we'd all jump right on that," said Capt. Karl Thomas, commanding officer of the aircraft carrier Carl Vinson, which has led the carrier class in advancement rates for the last two cycles.

Thomas says there are some overall factors that work in a ship's favor when it comes to advancement.

"Deployment is a large part of it," he said. "When you are out at sea, there are fewer distractions — you are working in your job and let's face it, a lot of sailors learn not only by studying, but probably more so by doing, so all that helps."

This factor alone, he said, doesn't bode well for a Vinson "three-peat" as the top carrier in terms of advancements. Ships in maintenance periods often find their advancement slipping just because sailors often aren't working in their rating.

Thomas knows this first hand as the former CO of the carrier Abraham Lincoln, currently in a mid-life refueling at Newport News Shipbuilding. He said the Lincoln instituted a two-hour study once a week to help sailors stay current and have an ability to compete on the exams.

The impact of extended time in the yards is evident with the remaining crew of the de-activated, but not yet decommissioned, aircraft carrier Enterprise. "Big E" sailors returned from their last deployment and went into the yards to de-fuel the ship in 2012. Over the past two cycles, they've been advancing at only a 15.2 percent clip, well below the Navy-wide average, and lead the Navy in exam failures.

#### Time to study

Three major players contribute to your opportunity to advance in any give cycle — Big Navy, your command and you.

Big Navy has made inroads at stabilizing opportunities across the force since the drawdown ended a few years ago.

But most senior enlisted believe it's up to individual leaders and commands to mentor sailors through the process and give them every advantage.

"It's critical the command get involved to provide as much opportunity as possible to study and improve for the test," said Rawlins, the Tortuga's top enlisted. "But it's the sailor's job to sit down and do it."

The dock landing ship was number seven on the E-6 top 10 list, with seven of 11 advancing to first class. That's a 63.7 percent advancement rate, many times the Navy-wide E-6 rate.

Rawlings believes it's the command's responsibility to help sailors. His command mandates mentors for new sailors to help them with advancement. And it also provides sailors with two-hour lunch periods to study for exams or PT along with eating. Often sailors band together and use their extra time to study together, quizzing their shipmates from references or prepared notes using potential exam questions.

"Each department also has its own emphasis on exam study and preparation, and all have regular training periods for in-rate study," he said.

"When I'm out on the deck plates around the ship, I routinely see chiefs and senior petty officers engaging with their sailors, stepping in on a given job to teach, too," he said. "It starts with commitment at the command level, which sets the tone for the whole command."

#### Tracking progress

Rawlings says commands need to track sailors in their professional advancement. This starts from the time they check on board and especially if a sailor doesn't advance.

On the Pearl Harbor-based attack submarine Hawaii, individual sailor advancement is an all-hands evolution, from the skipper down.

Along with their Navy-high overall rate, Hawaii advanced 11 of 12 candidates at E-4.

"We're constantly talking about it from the time they check on board," said Master Chief Fire Control Technician (SS) Nicholas Messina, the chief of the boat. "I always tell them the day after they take the exam, they can take the next day off — but the following day they need to begin studying again.

"And the key to success is to get them to buy into that mentality."

To do that, advancement-related general military questions are posted in the ship's plan of the day.

"This gives them the chance to write down and learn 180 exam questions before the next cycle," he said. "It's the mentality and attitude we try to push throughout the command. The word study is ingrained in my sailor's brains if they want to get ahead, make more money and get more authority."

Messina says the impact of advancement — or failing to advance — is huge for a sailor's morale.

"Where you see it most is on the faces of those whose names aren't called out when the results are announced; you see their faces visibly drop while their shipmates who made it are giving high-fives, and that echoes through the ship."

The career development board process plays a key role in tracking each sailor's development. On the Hawaii, that involvement starts with the skipper.

"Every single career development board, the CO pulls out his book and turns to that sailor's profile sheet and will discuss the weak areas that contributed to them not making it," Messina said. "Each sailor comes away knowing exactly where they fell short — the captain is extremely engaged in the process and that sets the tone for the command."

Cmdr. William Patterson, the boat's CO says that he and the COB are present at every career development board, along with that sailor's division officer and chief.

"It's just how I was raised in the Navy, you might say," Patterson said. "I know it's against the current trend in the Navy, but I insist on being present at all CDBs."

This helps sailors — and their chiefs and officers.

"There isn't any school that I know of that trains officers and chiefs [in] how to read a sailor's profile sheet and use that information to help them improve, so that's why I'm involved," Patterson said. "No one else is really trained, so it's important for me to train my officers and chiefs in how to do this kind of counseling."

Patterson said this kind of individual attention was taught to him, and he's seen its success through his career. Ensuring his chiefs and division officers know how to read a sailor's results is just good leadership that he's passing on to the next generation.

"There's nothing more important than taking care of our sailors," Patterson said. "And in that, there's nothing as important to our sailors than making sure they get paid on time and ... doing everything we can to help them advance, too."

### **3.) Identity Theft: It Can Happen to You/ 07JULY15 [LINK]**

NAVY LIVE, Office of the Chief of Information

Identity theft, when a person wrongfully uses your Social Security number or other personally identifiable information (PII) to commit fraud, can happen to anyone. But it doesn't have to happen to you.

Taking the proper precautions beforehand can help reduce your chances of being at risk.

Once thieves have your personal information they can drain your bank account, run up charges on your credit cards, open new utility accounts, or get medical treatment on your health insurance. An identity thief can file a tax refund in your name and get your refund and, in some cases, give your name to the police during an arrest. And the road to recovery can be a long one.

Here are some tips on how to avoid becoming a victim:

- \* Keep your documents in a safe place at home, and lock your wallet or purse in a safe place at work.
- \* Limit what you carry with you, when you go out take only the identification, credit and debit cards you need.
- \* Opt out of prescreened offers of credit and insurance by mail by calling 1-888-567-8688 or go to [ouptoutprescreen.com](http://ouptoutprescreen.com)
- \* Make sure you know who is getting your personal or financial information. Don't give out personal information on the phone, through the mail or over the Internet unless you've initiated the contact or know who you're dealing with.
- \* Monitor your account statements and immediately report any unusual activity to your financial institution

If you are a victim of identity theft, the time to act is now. Go to [www.identitytheft.gov](http://www.identitytheft.gov) to find out what steps you need to take.

For the latest news and FAQs regarding the OPM data breach visit <http://www.secnav.navy.mil/OPMBreachDON/Pages/default.aspx>.

You can also find additional information and download graphics on Navy.mil at <http://www.navy.mil/search/ggphotolist.asp>.

### **4.) Path to Master Chief Includes Advanced Leadership at U.S. Naval War College/ 02JULY15 [LINK]**

ALL HANDS, Senior Enlisted Academy

The SEA is the Navy's only Professional Military Education (PME) institute for our senior enlisted force. With a capacity of supporting over 1,200 students annually, the SEA is attended by active and reserve personnel from the U.S. Navy, Air Force, Army, Army National Guard, Coast Guard, and Marine Corps, as well as International Service partners.

The SEA has been successful in preparing senior enlisted leaders for positions of greater responsibilities since 1981. As a result of that success, graduation from the SEA has long been a requirement before assuming the position of Command Master Chief or Chief of the Boat. Additionally, for E8s selected in MAR 2016 (i.e., the selection boards for FY17) and beyond, graduation from a Service SEA will be a prerequisite for promotion to E9.

For more information on how to apply, visit the Senior Enlisted Academy through the U.S. Naval War College website.

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

Every other week, we roll up the various stories in the 21st Century Sailor Office domain. Below are the latest:

- Chaplains Available to Assist Sailors, Families [\[LINK\]](#)
- Navy Peer Support Program Offered by Military OneSource [\[LINK\]](#)
- Keep what you've Earned Campaign Survey [\[LINK\]](#)
- Keep what you've Earned Poster Contest [\[LINK\]](#)