



@USNPEOPLE WEEKLY WIRE

1) Career Sea Pay Increases - 5 Things to Know & the New Sea Pay Tables / 04 MAR 14 [\[LINK\]](#)

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2) Navy FY15 Budget: Preserving Presence and Warfighting Capability / 04 MAR 14 [\[LINK\]](#)

By Rear Admiral William Lescher

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4) Navy's FY15 Budget--More than Just Numbers / 05 MAR 14 [\[LINK\]](#)

By Vice Adm. Bill Moran

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A 1% base pay increase has been recommended for all service members, except general and flag officers who will not see an increase.

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5) CNP Responds to Sailors' Questions in Worldwide All Hands Call / 06 MAR 14 [\[STORY LINK\]](#) / [\[VIDEO LINK\]](#)

Vice Adm. Bill Moran, Chief of Naval Personnel, and Fleet Master Chief April Beldo, Fleet Master Chief for Manpower, Personnel, Training and Education updated Sailors on Navy subjects including pay, the Career Intermission Pilot Program, advancement and Tuition Assistance.

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1) Career Sea Pay Increases - 5 Things to Know & the New Sea Pay Tables / 04 MAR 14 [LINK](#)

By Mass Communication Specialist 1st Class Elliott Fabrizio, Chief of Naval Personnel Public Affairs

Many Sailors and Marines receiving sea pay will see an extra bump in their bank account each month due to an increase in career sea pay and career sea pay premium (CSP-P), approved, March 4, by the Secretary of the Navy.

"This change to career sea pay will both improve critical sea-duty manning and reward those who take these challenging sea-going assignments. This increase is long overdue and is meant to reward our Sailors and Marines for their continued sacrifices as part of 'America's Away Team'," said Ray Mabus, Secretary of the Navy.

Here's what Sailors need to know:

1. All Sailors, enlisted and officer, with three or more years of total career sea duty will see their sea pay increase by 25 percent.
2. The current \$100 career sea pay premium (CSP-P) will double to \$200.
3. Career sea pay premium (CSP-P) is an extra payment for Sailors with more than 36 consecutive months on sea duty.
4. In lieu of receiving CSP-P, Sailors and Marines in grades E5-E9 with eight years of cumulative sea duty receive a higher CSP rate equivalent to receiving CSP-P whenever assigned to a ship regardless of consecutive sea time.
5. Pending final coordination with the Defense Finance and Accounting Service, it is expected that the new CSP rates will take effect early this summer. An announcement on the exact date is forthcoming.

2014 Sea Pay Rates

Pay Grade	Cumulative Years of Sea Duty																	
	1 or less	Over 1	Over 2	Over 3	Over 4	Over 5	Over 6	Over 7	Over 8	Over 9	Over 10	Over 11	Over 12	Over 13	Over 14	Over 16	Over 18	Over 20
O-6	100	135	135	394	400	400	419	450	463	494	506	525	544	569	594	625	669	
O-5	100	135	135	394	394	394	394	400	431	438	456	463	463	463	500	525	550	594
O-4	100	135	135	325	331	350	356	375	388	388	394	394	419	419	475	494	506	525
O-3	100	135	135	263	281	325	331	344	356	375	394	394	419	419	456	475	494	506
O-2	100	135	135	263	281	325	331	344	356	375	394	394	419	419	438	456	475	494
O-1	100	135	135	263	281	325	331	344	356	375	394	394	419	419	438	456	475	494
W-5	210	210	210	263	300	506	544	544	544	544	613	656	700	700	750	750	750	750
W-4	210	210	210	263	300	506	544	544	544	544	613	656	700	700	750	750	750	750
W-3	210	210	210	263	300	475	494	500	506	544	613	656	700	700	744	744	750	750
W-2	210	210	210	263	300	456	463	463	475	544	594	594	656	656	700	700	700	700
W-1	180	190	195	263	300	306	350	438	475	525	569	569	594	594	631	656	656	656
E-9	135	135	160	381	400	438	438	469	688	700	700	713	725	750	750	750	750	750
E-8	135	135	160	381	400	438	438	469	688	700	700	713	725	750	750	750	750	750
E-7	135	135	160	381	400	438	438	469	688	700	700	713	725	750	750	750	750	750
E-6	135	135	160	350	375	394	406	438	638	656	656	656	675	694	713	731	750	750
E-5	70	80	160	350	375	394	406	438	638	638	638	638	638	638	638	638	638	638
E-4	70	80	160	350	363	363	363	363	488	488	488	488	488	488	488	488	488	488
E-3	50	60	100	125	125	125	125	125	125	125	125	125	125	125	125	125	125	125
E-2	50	60	75	94	94	94	94	94	94	94	94	94	94	94	94	94	94	94
E-1	50	50	50	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63

Click [HERE](#) for a printable version of this chart.

2) Navy FY15 Budget: Preserving Presence and Warfighting Capability / 04 MAR 14 [\[LINK\]](#)

By Rear Admiral William Lescher, Deputy Assistant Secretary of the Navy for Budget

In a period of fiscal austerity, the Department of the Navy's \$148 billion FY15 budget balances investments in presence, capabilities and readiness to provide sustainable forward naval presence and invest in our people and capabilities core to our warfighting edge.

We all know this budget comes amid an environment of increasing fiscal austerity and uncertainty. There were tough choices made, but this budget allows us to preserve our warfighting capability in a thoughtful, responsible way.

Forward Presence

To sustain our forward presence, we've prioritized funding in our operations and maintenance account-allowing our Navy to be forward when and where it matters. We'll fund and maximize presence through forward basing, forward operating and forward stationing, and with the Optimized Fleet Response Plan, which we expect to streamline maintenance and deployment cycles.

The operations and maintenance account includes money for ship steaming, flight hours, maintenance and base operations.

It supports the three BMD-capable destroyers joining the USS Donald Cook (DDG 75) in Rota in FY15, and it funds our amphibious ready groups and carrier strike groups – like the Iwo Jima ARG and Carl Vinson CSG – who will be deployed in FY15.

Investments in People and the Future

Investing in and retaining our quality Sailors and civilian personnel is a strong ongoing priority. We continue work to reduce manning gaps at sea, improve sea/shore flow, and make investments to improve Sailors' Quality of Service, while maintaining a stable end strength over the next five years.

We also make deliberate investments in our future capability — buying seven new ships in FY15, including two destroyers and two Virginia-class submarines. We make critical R&D investments in priorities like our Ohio-class replacement submarine, the next generation jammer, and Unmanned Carrier Launched Airborne Surveillance and Strike, and prioritize electromagnetic spectrum and cyber capabilities.

Sustained Advantage

With a \$15B reduction in our FY15 budget from the level forecast in last year's budget submission, there's no doubt we've had to take a hard look at areas to cut back – slowing the growth of compensation costs, reducing our aviation procurement by 21 aircraft and maintaining an option to inactivate an aircraft carrier and its air wing. But we're confident this budget makes the right choices where needed: it balances readiness — the ability of our ships, aircraft, Sailors and Marines to do the work they need to do — with our capacity — the full scope of platforms, payloads and weapons that we man and bring to the fight.

Within our fiscal limitations, this is the budget to continue to ensure near- and long-term wholeness – and to remain the world's most capable Navy.

3) 2015 Budget Released: How the Cuts Affect Pay, BAH, Per Diem and Tricare / 04 MAR 14 [\[LINK\]](#)

By Andrew Tilghman, Navy Times

The Pentagon's new budget released Tuesday says military personnel spending should fall to its lowest point since 2008 as cuts to compensation take effect and the force continues to shrink from its wartime peak.

The budget documents for 2015 offer new details on Defense Secretary Chuck Hagel's proposals last week to reduce spending on pay and benefits. Those included controversial calls for Congress to limit troops' pay raises, slash housing allowances by about 6 percent, eliminate commissary subsidies in many locations and boost Tricare fees for families of active-duty troops and working-age retirees.

Overall the department is asking Congress for about \$135.2 billion for military personnel, the lowest request since 2008 when adjusted for constant 2014 dollars, according to newly released budget documents and data provided by Visual DoD, a private-sector information technology firm that tracks Pentagon spending.

That includes plans to shed about 36,700 troops from across the force, bringing the total size of the active-duty component down to about 1.31 million. The Army will absorb the brunt of those cuts as it drops about 20,000 soldiers in 2015.

The Pentagon is also mounting a new attempt to cut travel costs. Specifically, that effort will reduce per diem rates for troops on extended travel. It will also eliminate reimbursements for laundry services, bottled water and other "incidental" expenses. Officials could not immediately provide details of the new per diem rates.

Family support programs are facing some reductions, reflecting in part a slowdown in renovating Defense Department-run schools. Child care and youth programs may also see reductions, according to the budget documents.

While overall spending on military personnel is shrinking, the rest of the defense budget is shrinking more rapidly as spending falls in other areas such as operational training, new weapons purchases and research.

The Defense Department's total base budget request for 2015 is about \$496 billion, down from \$553 billion three years ago before the latest round of budget cuts took effect. Personnel spending, as a percentage of the base budget, has grown slightly during the past three years, from 34.6 percent in 2012 to 35.6 percent in 2015, reflecting in part the continued growth in per-troop costs.

Capping Troops Pay Raises

For the next several years, troops are likely to get pay raises that fall below the uptick in civilian wages, according to the budget documents. The Pentagon's proposed raise for next year is 1 percent, well below the 1.8 percent increase in the employment-cost index, to which military pay is traditionally pegged.

Five-year plans suggest troops will continue to get 1 percent pay increases in 2016 and 2017, followed by a 1.5 percent increase in 2018 and a 1.8 percent raise in 2019. Officials say that will curb long-term growth in personnel costs.

Details On BAH

For the BAH reductions, the budget reveals plans to spread the 6 percent reduction evenly across the force. The goal is to prevent troops in high cost-of-living areas from having to pay a larger portion of their base pay for housing compared to those living in low cost-of living areas.

As the Defense Department scales back today's 100 percent housing allowance to cover only 95 percent of housing costs, the new BAH payments will be adjusted so that service members in the same paygrade but living in different areas should see the same dollar out-of-pocket costs.

The result will be that troops in pricey areas, San Diego, for example, will not have to pay any more for housing than troops in areas that cost far less, such as Killeen, Texas. That will eliminate any incentive for troops to seek assignments in low-cost areas to avoid higher housing expenses.

Those BAH changes are likely to require approval from Congress. And even if they are approved – which is unclear – no troops would see an immediate drop in BAH payments. Rate protection will keep rates steady for individuals. Reductions will take effect over several years as annual increases are slowed and the real-world housing costs rise above today's rates.

Tricare Fee Increases

The cost of health care for active-duty military families will rise if Congress approves the Pentagon's plan for ratcheting up co-pays for family members. The budget documents suggest that for a service member who heads a family of four, meaning he or she has three dependents, the annual out-of-pocket health care costs will rise from \$158 a year to \$364 a year.

Commissary Cuts

The Pentagon wants to eliminate commissary subsidies at most domestic bases, which will likely result in shoppers seeing prices rise by about 20 percent. Exemptions will be granted for overseas commissaries and also for 25 commissaries in remote and isolated areas in the United States.

War Funding Continues

The spending on war funding, known as overseas contingency operations, is not likely to drop much despite plans to withdraw most U.S. troops from Afghanistan and reduce troop levels in the U.S. Central Command region to their lowest point in more than a decade.

The new budget documents did not offer a detailed proposal for the so-called OCO budget next year, but included an estimate of \$79.8 billion as a "placeholder" estimate. That's down only a fraction from the \$85.2 billion approved for OCO funding this year.

Experts say services have been using OCO funding to help fill gaps imposed by across-the-board budget cuts. All four services are facing force reductions.

The Army will see about 20,000 troops cut next year as the total force falls from about 510,400 funded for this year to about 490,000 for next year. At the same time, the active-duty Army will be eliminating six of today's 38 brigade combat teams and two of today's 13 combat aviation brigades.

The Air Force will also see significant reductions, down about 11,000 billets from this year's target level of 322,200 airmen to next year's level of about 310,900. At the same time, the active-component Air Force budget

eliminates 10 percent of today's 40 combat coded squadrons and will reduce this year's aircraft inventory of 3,746 planes by about 5 percent.

The Marine Corps will see funding eliminated for about 5,000 Marines from this year's force of 188,800, as the target level for 2015 drops to 184,100 Marines. The Marines budget also calls for dropping the total number of infantry battalions from 25 to 23.

The Navy will see only modest manpower reductions as the force drops a few hundred sailors from this year's total of 323,900 sailors down to 323,600 in 2015. Next year's budget suggests the Navy will reduce the size of its total surface fleet from 288 ships this year to 283 in 2015.

4) Navy's FY15 Budget--More than Just Numbers / 05 MAR 14 [\[LINK\]](#)

By Vice Adm. Bill Moran, Chief of Naval Personnel

Earlier this week the President's proposed Defense budget for fiscal year 2015 was unveiled during a number of press events here in DC. The Navy's portion of the proposal prioritizes deployed operations, seeks to maintain Sailor Quality of Service and provides for building our future Fleet.

There has already been much written and discussed about ship numbers, types of aircraft, and new capabilities funded, along with the difference in money proposed this year compared to years past.

My goal here is to help put Navy budget decisions affecting manpower and personnel in context, discuss issues that affect your monthly LES and hopefully answer some of the questions that may be on your mind.

First off, the size of our Navy will remain stable between 323K and 324K Sailors for the foreseeable future. This stability means that we can continue our efforts to fill gaps at sea, focus on retaining Sailors with needed skills and maintain advancement rates at or slightly above historic norms.

Chief of Naval Personnel (CNP) Vice Adm. William F. Moran speaks with Sailors and civilians during an all-hands call at Naval Support Activity Mid-South.

That said, as our Navy continues to modernize and transitions to new ships and aircraft, information dominance and other capabilities, natural shifting in advancement opportunities will occur in some ratings. However, because of the stability we forecast in the total size of our force, Sailors who find themselves in overmanned ratings and want to stay Navy will have opportunities to transition to undermanned ratings.

Beyond manning, central to Navy's calculus in the development of this year's budget was the belief that we must strike the right balance between adequate pay and compensation (what we refer to as Quality of Life) and providing adequate funding for tools, parts, training and equipment (Quality of Work) in order to maintain a high Quality of Service for our Sailors.

Over the last twelve years, pays (including base pay, BAH and BAS) have gone up by about 60% for a typical Sailor, which has been significantly faster than the private sector during the same time. BAH out-of-pocket costs, which were 20% in 2000 are currently zero in 2013. Sailors and families have earned and deserved those bumps in pay and compensation. However, the rate of those increases is difficult to sustain over the long haul if we are to also modernize our fleet and keep Sailors ready for operations around the globe.

Sailors prepare to launch an MH-60S Sea Hawk helicopter from the flight deck of U.S. 7th Fleet flagship USS Blue Ridge (LCC 19).

With only a finite amount of money available and with many competing interests, tough choices had to be made.

Here is a look at some of those decisions:

–A 1% base pay increase has been recommended for all service members, except general and flag officers who will not see an increase.

–This Budget does not propose to cut the pay or benefits for any active duty personnel. However, over the next five years the growth rates of base pay, BAH and other allowances will slow down. BAH while not being nominally cut, will slow in inflationary terms until it covers 95% of the average service members housing costs in 2017 and this will have the effect of reducing your purchasing power.

–Despite rumors over the last few months, no plans are in place to close a single commissary. Locations overseas will continue to receive direct subsidies, and all commissaries will continue to operate rent free, paying no taxes and therefore providing tax-free groceries to customers. A reduction in the subsidy may cause price increases at locations in metropolitan areas, but still result in savings of roughly 15% compared to shopping in other grocery establishments.

–In regards to TRICARE costs, all active duty personnel will still have access to free health care and remain exempt from any fee increases. Those who wish to opt for private care will still be able to choose between military treatment facilities, in-network, or out-of-network care. They will however be asked to pay a little bit more in their deductibles and co-pays, but their benefits will still stay affordable and generous.

The savings from these proposals will fund initiatives to ensure you are well-equipped, well-trained and compensated for future sea going challenges. Put another way-this money will go back into Quality of Life and Work initiatives to help maintain our current Quality of Service.

Sailors aboard the guided-missile cruiser USS Gettysburg (CG 64) secure a line around a bollard while mooring the ship.

In our planning for post-war deployment practices, it was clear we needed to address sea duty incentives and compensation. Since 2001, Career Sea Pay has lost significant purchasing power, despite its importance to Sailors when deciding to stay Navy or take orders back to sea. To ensure we maintain the right skills in rigorous sea-going billets, we updated our sea pay tables beginning this year (FY14) and included money in next year's budget to up Sea Pay and Sea Pay Premium, for eligible personnel:

–A 25% increase in Career Sea Pay for all pay grades with at least 3 years of cumulative sea duty—in recognition of the greater than normal rigors of assignment to a ship.

- Sea Pay Premium will double to \$200 per month for Sailors who serve more than 36 months of continuous sea duty.

Also in this budget is money to fund Fleet Quality of Work initiatives. This includes funding for upgrades to berthing and barracks, additional funding for training, and money for purchase of tools and parts to improve readiness, reduce maintenance time, and decrease the necessity to cross-deck spares from one deploying unit to the next.

In short, the President's Budget Proposal for Fiscal Year 2015 capitalizes on efforts to stabilize personnel costs while providing you the incentives and resources necessary to serve with a high level of success and satisfaction.

Please keep your questions coming-see you in the Fleet.

5) CNP Responds to Sailors' Questions in Worldwide All Hands Call / 06 MAR 14 [[STORY LINK](#) / [VIDEO LINK](#)]

By Mass Communication Specialist 1st Class Elliott Fabrizio

The Chief of Naval Personnel (CNP) talked with Sailors around the world in an All Hands Call, broadcast from the Defense Media Activity at Ft. Meade, Md., March 5.

Vice Adm. Bill Moran, CNP, and Fleet Master Chief for Manpower, Personnel, Training and Education (MPT&E) April Beldo, updated Sailors on Navy subjects including pay, the Career Intermission Pilot Program (CIPP), advancement and Tuition Assistance (TA).

[CLICK HERE](#) to watch the full video of the All Hands Call.

"Fleet and I are always interested in hearing what Sailors are hearing in the Fleet and what questions they have," said Moran. "This gives us the opportunity to give them the right information and beat back any bad information that is circulating."

Sailors asked live questions via satellite, telephone and social media.

The Secretary of the Navy approved raises to Career Sea Pay allowance and a Sailor from San Diego asked via satellite when the increases would show up in Sailors' paychecks.

"We think within the next 60 days we're going to start improving the pay of anybody on Career Sea Pay today," said Moran.

Via telephone, a Sailor from USS Harpers Ferry (LSD 49) asked if the Navy had plans to fully adopt the Career Intermission Pilot Program.

"The answer is absolutely," said Moran. "The results we've gotten from this program have been very positive. People have been able to go out and get a college degree, start a family, or start another job and have come back into the Navy and picked up right where they left off."

He added that the Navy is seeking congressional permission next year to remove the 'pilot' moniker and institutionalize it across the Navy.

Sailors aware of plans to change the advancement process had several questions about the details, such as removing the point value of Good Conduct Medals and the timeline.

"The things that we are focusing on are evaluations, performance and the advancement score," said Beldo. "Right now we are not changing the points you are given for awards."

Moran added, "There's a lot being talked about and discussed with advancement exams and I think it's important for Sailors to know that while we're talking about it, nothing is being implemented in this March cycle."

It's more likely to be a year from now that you'll see these changes take place, and we will communicate that to all of you."

From in-studio, a Sailor had a question about the TA program.

"The Navy has been 100 percent on TA for the longest time, and even when the other branches of service dropped TA, the Navy kept it at 100 percent; but, I've heard talk of them possibly going down to 75 percent- Have you heard anything about that?" asked Mass Communication Specialist 1st Class Xander Gamble.

TA is funded at 100 percent through fiscal year 2014, but Beldo confirmed that Navy TA may see a 25 percent contribution from Sailors in the next fiscal year.

"We believe if there is an investment in there from the Sailor, they will be more committed," said Beldo. "I think it will still be a good deal for Sailors."

CNP also busted several rumors that Sailors had heard in the fleet.

He said there are no plans to increase the length of boot camp, the Navy is not eliminating the Command Advancement Program (CAP) and there are no current plans to add advancement points for warfare pins or fitness exams.

More questions Sailors submitted that were not answered during the All Hands Call will be addressed next week in All Hands Magazine.