



***Greeting Shipmates!***

***Remember, you matter! Make a positive impact on someone's life today!***

**Latest Updates**

***2011 – 2012 Influenza Vaccination Sea Underway*** - Navy officials reminded all Navy active duty Sailors and Reservists Sept. 22 they must receive the seasonal influenza or "flu" vaccine upon its availability at their local installation's medical treatment facility (MTF) as directed by NAVADMIN 207/11.

The Navy's goal is to have 90 percent of all Navy personnel vaccinated for the flu by Dec. 1.

"It's important for all the active duty personnel to realize that the single best way to prevent the flu is with vaccination," said Vice Adm. Adam M. Robinson Jr., U.S. Navy surgeon general and chief, Bureau of Medicine and Surgery. "Without it, the influenza virus could have a sweeping impact on our force readiness and ability to meet our mission."

Each year in the U.S., there are more than 25 million reported cases of the flu with more than 150,000 hospitalizations due to complications and more than 24,000 deaths.

Navy personnel and their family members can take preventive measures to reduce the risk of exposure to and spread of the flu. These methods include washing hands, maintaining a clean home and work environment, teleworking, and staying home from work when sick.

***Navy Adjusts SUBPAY to meet Meet Sub Critical Manning Needs.*** To improve senior enlisted manning aboard submarines, the Navy announced adjustments to the Submarine Duty Incentive Pay (SUBPAY) in NAVADMIN 274/11, Sept. 21.

"The incentive pay will encourage senior enlisted submariners to return to sea in a department chief petty officer, senior enlisted advisor, or chief of the boat (command master chief) billet," said Rear Adm. Tony Kurta, director, military personnel plans and policy. "These SUBPAY adjustments, combined with a recent increase in required obligated service for Sailors taking SUBPAY on shore duty, will improve submarine senior enlisted at-sea manning by encouraging them to return to sea duty in these critical billets."

The pay adjustment targets senior enlisted submariners to remain in the Navy past 18 years of service. Beginning Oct. 1, SUBPAY for an E-8 over 18 years of service will go from \$415 per month to \$550 and for an E-9 over 18 years of service, pay will go from \$425 to \$600 per month.

While there has been high retention in most ratings there are still some ratings that need incentives in order to meet mission needs, according to Kurta. The Navy is specifically targeting only the most critical senior submarine supervisors with this change. These supervisors are vital to continued safe operations in the Submarine Force, Kurta said.

**New Resource for Special-needs Families in the military.** A monthly Defense Department electronic newsletter titled "The Exceptional Advocate," offers resources, tips and news for families with exceptional family members. Families can view the first issue at <http://apps.mhf.dod.mil/efmp/news>, and can sign up for the publication at [www.militaryhomefront.dod.mil](http://www.militaryhomefront.dod.mil). Scroll to "Resources at the bottom of the page, then click on "Subscriptions." Fill out the information and click on the "EFMP newsletter" box."



**Family programs exist to assist and empower our Reserve leaders to care for service members.**

***Federal Department of Veterans Affairs:***

The United States Department of Veterans Affairs is a federal government agency. VA is the second largest cabinet-level agency behind the Department of Defense. The primary function of VA is to provide veterans' benefits to eligible military veterans and service members.

***State Departments of Veterans Affairs:***

In addition to your federal VA benefits, individual states offer completely separate and additional state benefits to veteran residents and/or their dependents. State veterans' benefits and eligibility requirements vary by state. Visit <http://www.nasdva.net/modules.php?name=Content&pa=showpage&pid=14> to learn more about benefits available in each state.

***County Veterans Services Officers:***

County Veterans Services Officers provide assistance to veterans, their family members, and/or survivors with obtaining any county, state, and federal benefits that they may be entitled to based on military service. To locate a County Veterans Services Officer, visit <http://www.nacvso.org/modules.php?name=Content&pa=showpage&pid=10>

***Campus Veteran Services Offices:***

Many college and university campuses have a "veteran affairs" or "veteran services" office to assist veteran students.

**The First Tee National Guard and Reserve Program.** A Nationwide Free Life Skills and Golf Instruction Program for Children of the National Guard and Reserves. Locate your nearest chapter of The First Tee at [www.thefirsttee.org](http://www.thefirsttee.org).

**Navy Reserve Policy Board Issue Submission.** Every Sailor has the opportunity to participate in shaping policies which guide our Reserve Force. The Navy Reserve Policy Board (NRPB) meets in Norfolk to address issues provided from the field. The Policy board reviews issues throughout the year and is your direct line of communication to the Force policy makers. Electronic inputs are the preferred method and can be emailed to [NRPB@navy.mil](mailto:NRPB@navy.mil). For initial inputs, a blank issue submission form and additional guidance is available on the NRWS (private side). Just click on the link below. Thank you for your input and bringing Deckplate issues to senior Navy Leadership.  
<https://private.navyreserve.navy.mil/3447B/n5/Shared%20Documents/n5a.aspx>

**The Weekly NR Employment Scorecard:**

<https://private.navyreserve.navy.mil/3447B/n3/NR%20Employment%20for%20OCNR/Forms/AllItems.aspx>

**September Ready Now! Newsletter:**

<http://www.navyreserve.navy.mil/Ready%20Now/Shared%20Documents/Newsletter.aspx>

**Administrative Procedures for Navy Reservists [BUPERSINST 1001.39F](#)**

**Administrative Procedures for the Drilling Reserve and Participating Members of the Individual Ready Reserve [COMNAVRESFORINST 1001.5F](#)**

Please use the above links if you have any questions regarding Administrative Policy. Make sure you are up to date regarding any changes to current policy regarding your Sailors!



**NAVADMIN**

- 271/11 [GUIDANCE ON DADT POST REPEAL EXPECTATIONS](#)
- 272/11 [GUIDANCE ON DADT POST REPEAL EXPECTATIONS](#)
- 274/11 [SUBMARINE DUTY INCENTIVE PAY RATE CHANGE](#)
- 280/11 [CNO FAREWELL MESSAGE TO THE FLEET](#)

**Around the Force**

***"Don't Ask, Don't Tell' Repeal.*** Chief of Naval Operations, Adm. Gary Roughead, announced to the Fleet Sept. 20 repeal of the 18-year old statute known as "Don't Ask, Don't Tell," allowing gay, lesbian, and bisexual service members to begin serving openly.

NAVADMIN 271/11 is the 15th message in a series informing leadership and Sailors as the Navy moved through planning and training towards the repeal. In this message, CNO explained to the Fleet how this significant policy change will be effectively implemented through command leadership and adherence to Navy's core values.

"I have been impressed with our training, detailed preparation, demonstrated professionalism, and decency of our Navy as we prepared for repeal. You have supported the process admirably and treated all your shipmates with dignity and respect. Thank you for how you have conducted this transition," said Roughead. "I know your superb professionalism will continue in the post repeal environment as our Navy continues to be a positive, inclusive environment for all."

Immediately following that message NAVADMIN 272/11, offered further policy guidance regarding the repeal. The message explained that sexual orientation or lawful acts of homosexual conduct will not be considered as a bar to military service or admission to service academies, ROTC or any other accession program. Accordingly, Sailors who were discharged solely under "Don't Ask, Don't Tell" may apply to reenter the Navy and can expect to be evaluated according to the same criteria and service requirements applicable to all prior-service members seeking reenry.

While the primary focus of repeal has been on changes in the law, some of the most important aspects can be found in what will remain the same. For instance, sexual orientation will continue to be a personal and private matter. Current and future Sailors will not be asked, nor be required to reveal, their sexual orientation.

Standards of conduct remain unchanged. Existing Navy standards of conduct will continue to apply to all Sailors regardless of sexual orientation. Enforcement of standards, including those related to public displays of affection, dress and appearance, and fraternization will be sexual orientation neutral. All members are responsible for upholding and maintaining the high standards of the U.S. Navy at all times and in all places.

The diversity of the force will remain a strength. Success of the Navy is enabled by the diversity of our Sailors, representing many different racial, religious, ethnic and economic backgrounds, and by the expectation that all Sailors will be treated with dignity and respect. Accordingly, there will be no changes regarding the exercise of religious beliefs.



**Event Outlook**

- \* RCC Midwest CO/SEL Conference – Chicago, IL (26-27)
- \* NERA Conference-Sacramento, CA (28-30 Sep)

As of 23 September 2011:			
Operational Support Snapshot		RC Medical Readiness	
FY11 Pres Bud End Strength	65,500	Fully Medically Ready:	85.8% (from 85.6%)
RC Sailors (FTS/SELRES) Onboard:	64,895	Partially Medically Ready:	4.2% (from 4.1%)
RC Sailors Performing Operational Support:	19,119	Total:	90.0% (from 89.7%)
RC Sailors Mobilized or Deployed:	4,328		
RC CPOs Mobilized	695		
RC Flag Officers on Active Duty:	30		