

THIRD CNO RETENTION STUDY GROUP
AMPHIBIOUS/AUXILIARY
10-14 AUGUST

PART I: OFFICER'S RECOMMENDATIONS

- I. IMPROVE NAVY AND MILITARY IMAGE
- II. RECRUITING AND TRAINING
- III. HABITABILITY AND WELFARE
- IV. COMMAND POLICIES AND PROMOTION OPPORTUNITY
- V. QUALITY CONTROL/INCREASED PROFESSIONALISM
- VI. COMMUNICATION

I. IMPROVE NAVY AND MILITARY IMAGE

- * A. NEW, BOLD RECRUITING/PAO APPROACH
- B. SELECT CHINFO FROM I630/PAO OFFICERS
- * C. NAVAL ANTI-POLLUTION CAMPAIGN
- D. DEVELOP NAVY PARKING DECAL CONTAINING PEACE SYMBOL/INSCRIPTION
- E. CNO PLACE PEACE FLOWER ON OWN CAR
- F. MAKE FIREFIGHTING SCHOOLS ALL "SMOKELESS
- G. MINIMIZE ARTIFICIAL OFFICER/ENLISTED DISTINCTIONS (I.E. SEPARATE HEADS/THEATER SECTIONS, ETC.)

II. RECRUITING AND TRAINING

- A. CNO SUPPORT PILOT PROGRAM TO SHIFT SCHOOL QUOTA CONTROL AWAY FROM TYCOM
- B. CNO SOLICIT WIDE RANGE OF ALTERNATIVE NROTC PROGRAMS AND TEST SEVERAL AS PILOT PROGRAMS
- C. DETERMINE FEASIBILITY OF PERMITTING TOP 30% OF NROTC OCS TO PICK BILLET IN ORDER OF CLASS STANDING
- D. CNO REQUEST TYCOMS INITIATE/EVALUATE ORI'S CONDUCT WHILE ENROUTE TO WESTPAC/MED
- E. COMMISSION OBJECTIVE AGENCY TO PROVIDE MAJOR OCS REVISIONS TO:
 - 1. END "HELL WEEK" HARASSMENT
 - 2. END FAMILY SEPARATION
 - 3. SIGNIFICANTLY UPGRADE ACADEMIC INSTRUCTION
 - 4. INCLUDE SHIPBOARD EXPOSURE/TRAINING

- F. MAJOR REASSESSMENT OF ACTIVE RESERVES WITH VIEW TOWARD ELIMINATION
- G. REVISE PROGRAM/CURRICULUM AT ONE BOOTCAMP: TO PROVIDE MORE CONTEMPORARY APPROACH

III. HABITABILITY AND WELFARE

A. FUN AND ZEST

1. GENERAL USE OF BARGES/GIGS WHEN NOT EMPLOYED BY PRINCIPAL
2. INITIATE OFFICER SWAPS
3. REASSESS ADMINISTRATION OF WELFARE AND REC FUNDS
4. NAVOP DESCRIBING INNOVATIVE POLICIES IN USE ON INDIVIDUAL FLEET UNITS
5. OBTAIN X AND R RATED MOVIES FOR SHIPBOARD SHOWING
6. INITIATE NAVAL ENTERTAINMENT TEAM PATTERNED AFTER ARMY PROGRAM
7. ESTABLISH USN CAMPGROUNDS AS PART OF MORE COMPREHENSIVE SPECIAL SERVICES PROGRAM
8. STANDARDIZE AUTHORIZATION FOR SHORTS AT SEA WITHOUT LONG SOCK S

9. CNO REQUEST NAVY LEAGUE PROVIDE PROGRAM OF INSURANCE LECTURES AS ALTERNATIVE TO PRIVATE SOLICITORS

B. DEMEANING/ABRASIVE POLICIES

1. HATS OPTIONAL (TO THE INDIVIDUAL) WHILE AT SEA

* 2. ELIMINATE GARBAGE WATCHES

IV. COMMAND POLICIES AND PROMOTION OPPORTUNITY

- A. STANDARDIZE POLICY GIVING INDIVIDUAL THE OPTION OF BEING PAID BY CASH OR CHECK
- B. CNO REQUEST REASSESSMENT OF FIELD PROMOTION SYSTEM TO MINIMIZE CURRENT INEQUITIES
- C. ARBITRARY DOUBLING OF CONUS IN-PORT TIME
- D. AUTHORIZE ALL FLAG OFFICERS TO FROCK LCDR'S AND ABOVE UP TO ONE YEAR EARLY
- *E. FORCE OUT ALL OFFICERS TWICE PASSED OVER
- F. PILOT PROGRAM: ONE SHIP EACH TYCOM ADOPT SUBMARINE "CHIEF OF THE BOAT" CONCEPT
- G. ELIMINATE SMOOTH DECK LOG
- H. PILOT PROGRAM: ELIMINATE SHIPS MAA FORCE IN 20% of all ships
- I. ELIMINATE RANK FOR CHAPLAIN'S CORPS

- J. EXPLORE ALTERNATIVE WAYS TO ENGAGE CHAPLAINS MORE FULLY/PRODUCTIVELY
- * K. COMPREHENSIVE REVIEW OF PAPERWORK REQUIREMENTS TO CONSOLIDATE/STREAMLINE DISTRIBUTION
- L. MANDATORY 30 DAY COLD IRON STATUS AFTER RETURN FROM DEPLOYMENT
- M. CNO DISCOURAGE/ELIMINATE SATURDAY MORNING INSPECTIONS
- * N. DOUBLE FLAG SELECTION OPPORTUNITY BY DOUBLING ANNUAL FLAG RETIREMENTS
- * O. PROVIDE CO'S WITH DISCRETION TO TRANSFER ADMIN DISCHARGE CASES
- * P. NON CHAIN OF COMMAND AVENUE TO REPORT UNJUSTIFIED EXPENSES, EXCESSIVELY HIGH COST ITEMS, ETC.

V. QUALITY CONTROL/INCREASED PROFESSIONALISM

- A. OBJECTIVE AGENCY REVIEW AND SCREEN SHIPBOARD BILLETTS FOR DOWNGRADING/ELIMINATION
- B. STATISTICALLY SIGNIFICANT POLL TO DETERMINE OFFICER JOB SATISFACTION
- C. MANDATORY TWO (18 MONTH) TOURS DURING PERIOD OF INITIAL OBLIGATED SERVICE
- D. CNO REQUEST FEASIBILITY OF INCREASING PG OPTIONS AT CIVILIAN UNIVERSITIES
- E. EXPAND DESTROYER SCHOOL TO SURFACE WARFARE SCHOOL, WITH GRADUATES DISTRIBUTED TO ALL TYCOMS

VI. COMMUNICATIONS

- A. ANNUAL "OUTSTANDING C.O." AWARD SOLICITING NOMINATIONS FROM BELOW
- B. CNO "FIRESIDE CHATS" TAPED FOR IMC PLAYBACK IN THE FLEET
- C. USE NON-NAVY TV DOCUMENTARIES FOR DRUG EDUCATION
- * D. QUARTERLY LISTING OF SPECIFIC BILLET AVAILABILITY BY RANK/PREREQUISITES REQUIRED

PART II: WIVES RECOMMENDATIONS

I. MEDICAL SERVICES

II. BENEFITS

III. GENERAL

I. MEDICAL SERVICES

A. PROBLEMS

1. DIFFERENT DOCTORS EACH VISIT
2. APPOINTMENTS GENERALLY NOT POSSIBLE -
LONG WAITS
3. INSUFFICIENT PRIVACY
4. NO HOSPITAL EVENING HOURS FOR WORKING
WOMEN
5. NO EMERGENCY LEAVE FOR NAVY MEN FOR BIRTH OF
FIRST CHILD
6. NO COMPLETE ROUTINE PHYSICALS
7. NO PREGNANCY TEST BEFORE FIRST 3 MONTHS

B. RECOMMENDATIONS

1. CNO SPONSOR MEDICAL CORPS RETENTION CONFERENCE
2. CNO SOLICIT SURGEON GENERAL'S/CHNAVPERS RECOMMENDATIONS ON WAYS TO IMPROVE MEDICAL SERVICES
3. ADJUST EMERGENCY LEAVE CRITERIA TO EMBRACE "FIRST CHILD" CASES
4. PREGNANCY TESTS ON REQUEST (NOMINAL CHARGE IF NECESSARY)
5. CNO SUPPORT LEGISLATION TO PROVIDE DENTAL CARE FOR DEPENDENTS

II. BENEFITS

- A. LIAISON OFFICE AT ALL BASES FOR DEPENDENT ASSISTANCE
- * B. CNO REQUEST REVIEW OF EXCHANGE/COMMISSARY BUYING PRACTICES
- * C. PROVIDE NIGHT HOURS FOR ALL COMMISSARIES AT LEAST TWICE WEEKLY
- D. MOVING COMPANY FEEDBACK SYSTEM
- E. EXPAND TLA PROGRAM BASED ON ACTUAL RECEIPTS

III. GENERAL

- A. CNO LETTER TO ALL CURRENT CO/XO WIVES
- B. SEPARATE SCHOOL FOR CO/XO WIVES ASSOCIATED WITH PCO/PXO COURSES
- C. REQUIRED LEGAL INTERVIEWS FOR NAVAL PERSONNEL PRIOR TO DEPLOYMENTS
- D. BETTER ADVERTISEMENT OF BENEFITS: ON-BASE "SCHOOL FOR WIVES"
- * E. TEN DAY LIMIT ON PROCESSING CLAIMS
- F. ESTABLISH GOAL OF 60-90 DAY NOTICE ON PCS ORDERS
- * G. EXPLORE WIDE RANGE OF INITIATIVES TO:
 - 1. EXPAND DEPENDENT TRAVEL OVERSEAS
 - 2. INCREASE ACTUAL IN-PORT TIME
- H. USE NAVAL ACADEMY FACILITIES FOR DEPENDENT SUMMER CRUISE