

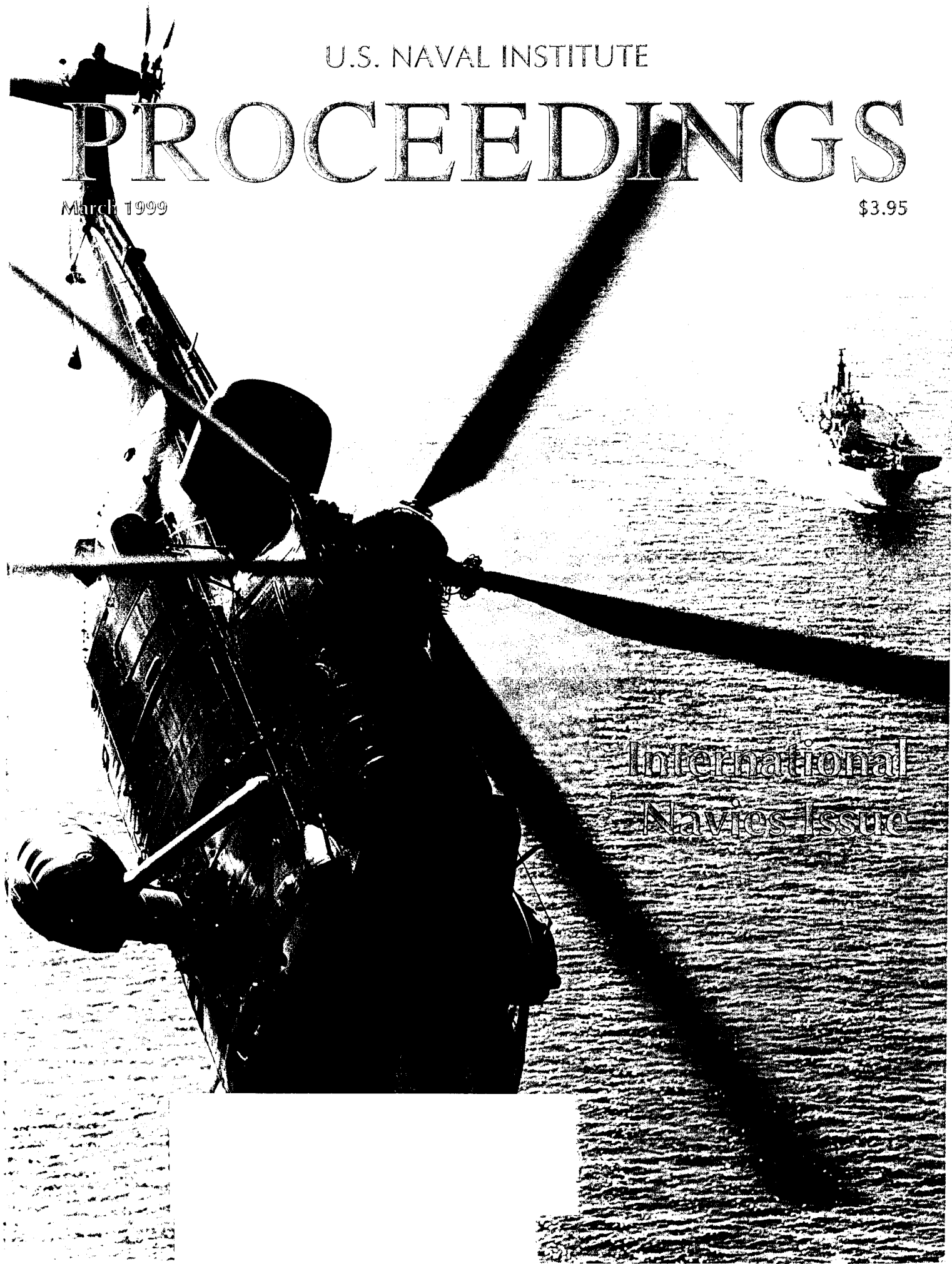
U.S. NAVAL INSTITUTE

PROCEEDINGS

March 1999

\$3.95

International
Navies Issue



NOBODY ASKED ME, BUT . . .

Real Pay Table Reform

Master Chief Electronics Technician Curt Haggard, U.S. Navy

It is time to take a new approach to the enlisted base pay system. The current pay table has been incrementally changed so many times that it has developed numerous inequities. It rewards time in service (TIS) over time in rate (TIR)—especially for those who promote later than their peers. Those promoting later than their peers have to jump proportionately higher with each selection to catch up with those who have promoted years ahead, and who have been serving in positions of greater responsibility for years longer. Consider two sailors who entered active service the same day. One was selected for master chief with 27 years of time in service; another who has been serving as command master chief was advanced at the 17-year point, ten years before. Each will make the same base pay, despite the fact that the latter is ten years senior to the former.

The present pay table has 65 pay increase steps, with 28 points at which a junior person receives higher pay than a senior one. There are seven such points where a junior chief makes more than his or her senior chief supervisor. The current system has longevity raises as little as \$.30 for an additional two years of service—and there are countless inequities within each paygrade, where a junior sailor (with less TIR but more TIS) is paid more than one who is senior (with more TIR but less TIS).

Secretary of Defense William Cohen announced on 21 December 1998 a new military pay package as part of the fiscal year 2000 budget. The first element is an across-the-board raise for all members beginning 1 January 2000. Base pay will increase 4.4% the first year and 3.9% annually in fiscal years 2001 through 2005. Second, targeted raises are scheduled for performance incentives. The maximum targeted pay increases, effective 1 July 2000, will range from .5% to 5.5%, and will come

on top of the 4.4% that everybody will get beginning 1 January 2000. Together, the new pay raises are: E-3 to E-5 with 2 to 4 years TIS (6.5% to 9%); E-4 to E-6 with 6 to 12 years of TIS (6.5% to 7%); and E-7 to E-9 with 18 to 22 years of TIS (6.5% to 8%). One month after the President's plan was announced, the Senate Armed Services Committee voted to raise military pay by 4.8%. As each party seeks to gain the moral high ground in restoring military pay to private sector parity, we need to do more than just reevaluate the numbers.

I propose the following "TIR Pay Table" to simplify the system and better reward performance, not longevity.

Proposed Time in Rate Pay Table						
RATE	INITIAL	AFTER 1-5 YEARS TIR, BASE PAY RAISES TO:				
	BASE PAY	1 YEAR	2 YEAR	3 YEAR	4 YEAR	5 YEAR
E-9	\$3,405	\$3,504	\$3,604	\$3,703	\$3,802	\$3,901
E-8	\$2,910	\$3,009	\$3,108	\$3,207	\$3,306	
E-7	\$2,414	\$2,513	\$2,612	\$2,711	\$2,811	
E-6	\$2,017	\$2,117	\$2,216	\$2,315		
E-5	\$1,621	\$1,720	\$1,819	\$1,918		
E-4	\$1,324	\$1,423	\$1,522			
E-3	\$1,125	\$1,224				
E-2	\$1,026					
E-1	\$927					

The upper and lower limits are set to the minimum and maximum values on the proposed 1 July 2000 values. There are 30 equally spaced increments in pay. Each year, any cost-of-living allowance would be determined and applied to the upper and lower limits, and the intermediate pay steps automatically would be calculated.

Each newly advanced sailor would be compensated at the "initial base pay" rate regardless of the number of years of TIS that he or she has completed. Then, each year, for the number of years shown, the base pay would increase until the person had served more years in grade than shown on the table. As an example, a person promoted to E-6 would receive \$2,017 and would receive longevity raises for the next three years, until he or she received

\$2,315. At this point, the sailor would only get cost-of-living allowance raises and would need advancement to reach the next pay scale. Those who advance in rate before receiving the next yearly increase would skip to the initial base pay of the next pay grade, jumping a year ahead.

Another evaluation of the new TIR system would be to determine the "break-even" advancement points for pay raises. Using nominal TIR/TIS flow points for three typical sailors, a newly advanced second class petty officer with four years of TIS would be compensated at \$1,634 under the President's system, and \$1,621 under mine. Similarly, a first class petty officer with

12 years of TIS and one year of TIR would go from \$2,111 to \$2,117, and a senior chief petty officer with 20 years of service and one year in rate would receive \$3,014 under the administration's proposal and \$3,009 with my plan.

My proposal offers several reforms. First, it rewards TIR, not TIS, consistent with seniority. Second, there are only 30 equally graduated steps versus 65 different levels of pay, making it easier to administer. Third, there are limited increases for those who remain in pay grade for longer periods of time. Fourth, in no case would a junior sailor be compensated at a higher rate than his or her boss.

The object of pay table reform is to reward performance, skill, and experience. I believe that career performance and progression are positively correlated—that the Navy advances sailors with superior evaluations at vastly faster rates than those whose performance is only average. The TIR pay system better compensates those who better serve our Navy.

Master Chief Haggard is the Quality Control Advisor to the Nuclear Enlisted Community Manager.

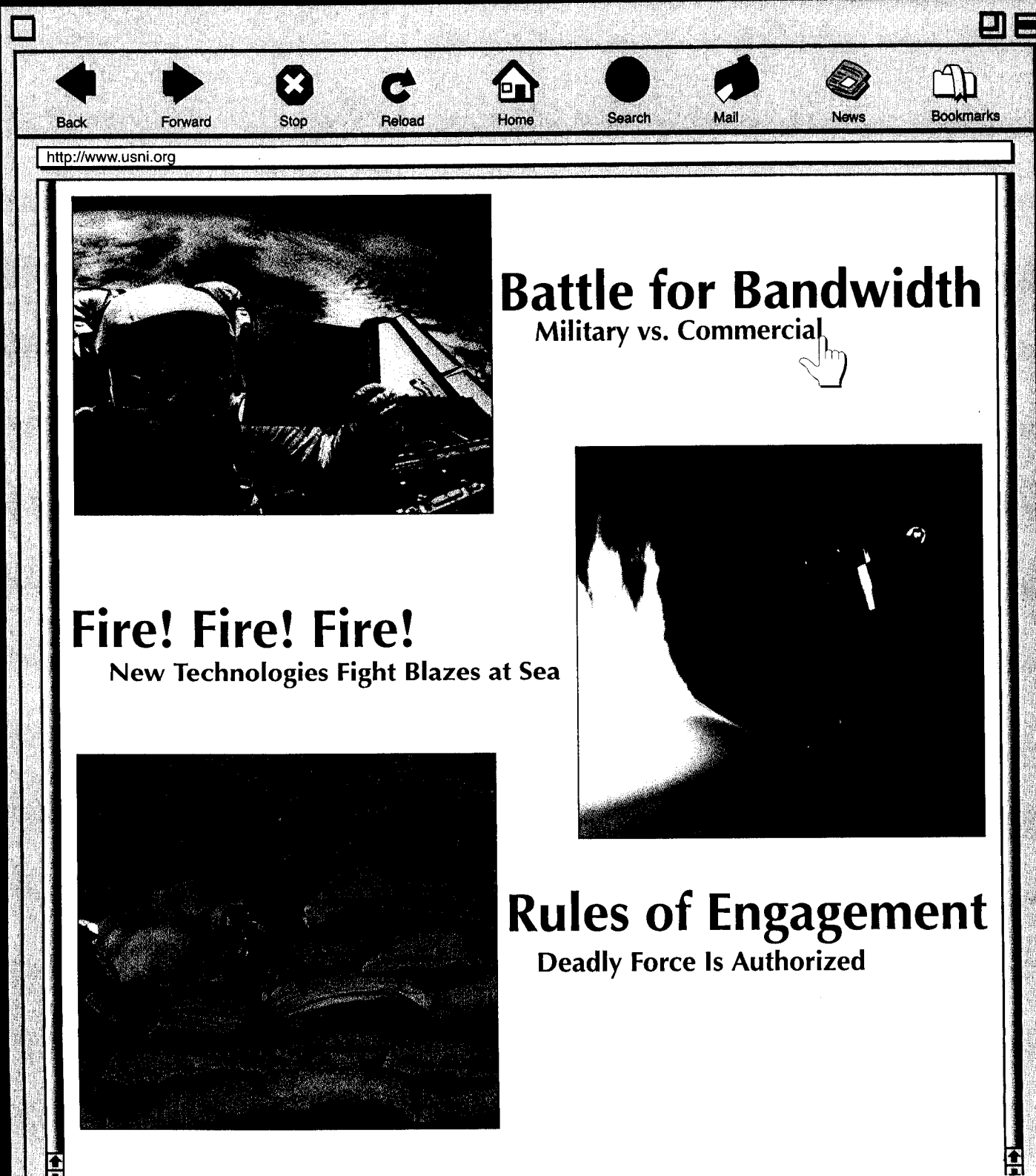
PROCEEDINGS

U.S. Naval Institute


Independent Forum for the Sea Services

www.usni.org

January 2001/\$3.95



Battle for Bandwidth
Military vs. Commercial



Fire! Fire! Fire!
New Technologies Fight Blazes at Sea

Rules of Engagement
Deadly Force Is Authorized

national authorities to identify those portions of spectrum (for reallocation) that were the least critical to DoD operations. By virtue of this work and the fact that much of the reallocated spectrum has not yet been put into use by the new "residents," the impact on operations thus

future military operations. We must get on with these activities, and we must begin immediately. We must be out in front proposing strategies that protect national spectrum priorities, promote sharing, and transform us from the current contentious environment of frequency

Joint Vision 2020, published by authority of the Chairman of the Joint Chiefs of Staff (Washington, DC: U.S. Government Printing Office, June 2000).

General Raduege is director of the Defense Information Systems Agency and manager of the National Communications System.

Finding the eNavy

By Master Chief Electronics Technician Curt Haggard, U.S. Navy

The first "frequently asked question" at the Chief of Information's website is, "Is there a central directory for e-mail addresses for naval personnel?" The official response is, "No." This is despite the fact that e-mail has been an important tool in the professional and personal lives of sailors and officers for years.

The Navy's Smart Base project, under the cognizance of Ashore Readiness (N46), has the potential to be such a service. It can locate any officer, sailor, or Department of the Navy civilian.

The X.500 Navy Directory at <http://www.navydirectory.smartlink.navy.mil> provides two access portals to a database: a "smart link" and a public access. To use the smart link access, you must be on a server in a military domain (e.g., `xxx@hq.navy.mil`), have strong (128-bit) encryption, and have Secure Sockets Layer version 2.0 on port 443 of your computer. The site has a "browser check" function to verify that your system meets these requirements. To view or change data, an individual's Social Security number serves as the password.

Public access from the Internet also is available, but because of privacy concerns, data for personnel who are overseas or in sensitive or routinely deployable units are not available. Security features are in place here as well, but they are enforced only for changing an entry, not for viewing it.

The X.500 contains data from the Navy Personnel Command, Defense Finance and Accounting Service, and from the Standard Navy Distribution List, which includes name, department, postal address, unit identification code, and pay grade or rank. There are two position/billet fields for commissioned officers, but most are not user-friendly (e.g., "damage control assistant") functional data elements.

Other fields are available, but each user must enter his or her own information

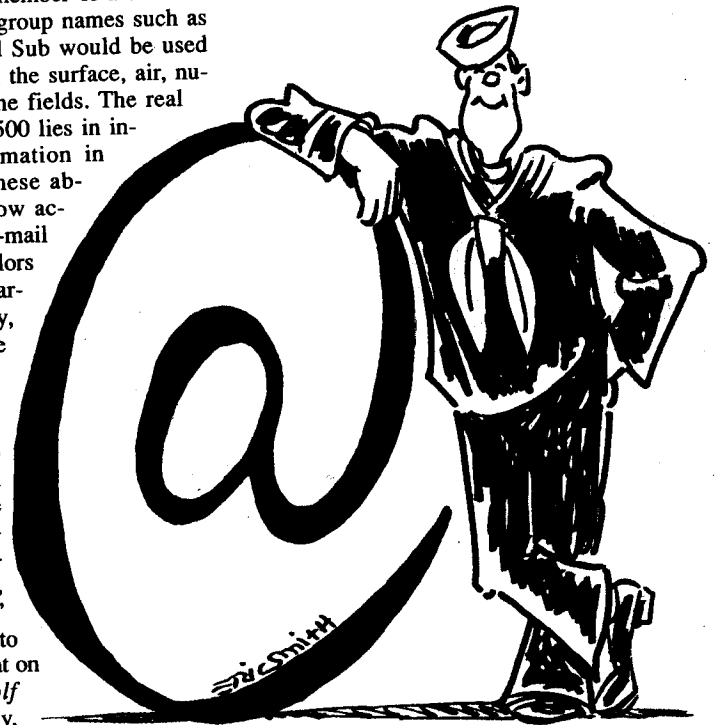
manually—or these data fields remain useless. These optional fields include: e-mail address, office code, title, phone and fax numbers, room number for delivery personnel, and home page on the Internet.

Each of us is a member of a community in the Navy—group names such as Surf, Air, Nuc, and Sub would be used to identify those in the surface, air, nuclear, and submarine fields. The real potential of the X.500 lies in including this information in each title field. These abbreviated titles allow access to individual e-mail addresses of all sailors and officers in a particular community, thereby making the system into a group e-mail directory.

To be usable, the title field needs to follow a common protocol. I propose using a "Group.Billet.Location" format. For example, "Sub.COB.SSN21" would be assigned to the chief of the boat on the USS *Seawolf* (SSN-21). Similarly, to find the names, e-mail addresses, and phone numbers for all chiefs of the boat, start an advanced title search for entries that start with "Sub.COB."

Including the title and e-mail fields among those that are assigned and updated automatically could leverage the power of the X.500. This would permit data searches and downloads by groups, improving communications for entire communities and individuals.

The X.500 still is under development, but it is designed to be a permanent source of personal data. When complete, it automatically should update group, billet, and location data for individual records—or the Navy Directory will become just another obscure legacy system.



The X.500 can be a powerful service. We can get one step closer to implementing the Navy and Marine Corps Intranet by adopting these ideas. We must have a plan—a little bit of leadership now can make all the difference.

Master Chief Haggard is the Quality Control Advisor to the Nuclear Program Manager and an elected member of the U.S. Naval Institute Board of Directors.