Agenda

- SWOs: Making a difference
- PERS-41: Who & What
- Career Progression and Milestones
- Career Management & Benefits
Who We Are

**Gender**
- Male: 78% (6942)
- Female: 22% (1943)

**Marital Status**
- Unmarried: 47% (4190)
- Married: 53% (4695)

**Rank**
- LT: 34% (3011)
- ENS: 25% (2187)
- LTJG: 13% (1122)
- LCDR: 13% (1191)
- CDR: 10% (901)
- CAPT: 5% (427)
- Flag: 1% (46)

**Commissioning Source**
- ROTC: 36% (3161)
- OCS: 25% (2253)
- STA: 21% (1797)
- Other: 5% (408)
- USNA: 29% (2599)

**Children**
- Children: 35% (3092)
- No Children: 65% (5793)
SWOs operating forward like never before. . .
PERS-41 Mission

• Match talent to task

• Provide capable officers for all milestones

• Respond to Fleet needs

Building Strong Careers is our Job
Detailing Triad

- Homeport/Ship Type/Billet
- Deploying Ship
- Geographic Stability
- Graduate/Joint Education
- Family Needs

- Qualifications
- Timing for Screening
- Career Progression
- Assignment Diversity

“Deliver the Right Skills, at the Right Time, for the Right Job”
What’s going on in Surface Warfare

- Launched SWO Career Chart: *flexible, agile, options*
  - Most significant enhancement to SWO careers in 20 years
- Sailor 2025: Surface Warfare → Retaining our “most talented”… vice “most willing”
- Developed pilot for Plans and Tactics Officer (PTO)
  - First change to DH construct in 32 years!
  - 5th DH on 62 ships in 2017… Goal: improve warfighting readiness
- Balanced DH Sequencing Plan
- Increased selectivity to serve as a DH
- First “Reward for Performance” bonus in DOD (DHRB)
- Midshipman Early Ship Selection Initiative option for COs
  - 18 USNA & NROTC Midshipmen offered in Spring 2017, 14 accepted
SWO Career Path

Performance at Sea drives Command Screen, Professional portfolio drives shore assignment
A new SWO Career Chart…
Many Options to Meet Your Goals

- Multiple paths that connect values with options and opportunities
- Build better CO’s, Warfare Commanders and Navy leaders with skills to fight, win, and lead in a variety of environments.

JOs want options and we delivered…
Increased level of interest all Tracks!
Divo Slating Process

- 6 months from PRD for sea and shore
- Email requests
- Slate input includes:
  - Qualifications (OOD, SWO, EOOW, TAO)
  - FITREP performance (Latest FITREP / INDIV TA vs. RSCA)
  - Your Preferences
  - CO Input/Assessment
- SWE Business Rule: 3 of 4 DIVO & DH tours must be in mainstream afloat billets
- If an officer does not have an EOOW letter on their 1st tour, assignment to 2nd DIVO tour on a ship in an engineering billet will likely occur
- Cost vs No-cost moves:
  - FY18 and Beyond, funding may be a concern . . .
Sea Slate Worksheet

Officer’s Preferences

Officer’s Qualifications

Slate Points & Slate Rank

Detailer’s Comments 1-3 Lines

CO’s Comments & Recommendations 1-3 Lines

Slate worksheet and Officer’s preference used to determine slating
2nd Divo Tour Slating Options

1st Divo Tours
- CRUDES
- AMPHIB
- LCS
- MIW

2nd Divo Tours
- AMPHIB
- CRUDES
- LCS

Opportunity allows for maximum exposure to a variety of ship types.

- 100%
- 82%

CVN: 5%
STAFF: 7%
MIW-PC: 6%
Expanded Opportunities…
for our MOST Talented JOs

- **FSEP (Fleet Scholar Education Program)**
  - Pursue advanced education at America's most prestigious institutions of THEIR choosing (in CONUS). Degree must have a Navy subspecialty associated with it; up to 24 months.

- **GET (Graduate Education and Teaching)**
  - Apply to a university in the National Capital Region, pursue a one year Master's Degree in ANY concentration desired, and then teach that subject area at USNA for two years.

- **LEAD (Leadership Education and Development)**
  - Pursue a Master's Degree from the University of Maryland or George Washington University, followed by a two year tour as a Company Officer at USNA.

- **TWI (Tours with Industry)**
  - The opportunity to work at Amazon, Google, NextJump, LinkedIn, Apple, La Quinta, Walmart, UPS.... This program is twelve months in duration.

- **NIAC (Naval Innovation Advisory Council)**
  - Work to assist, accelerate, and enable innovation throughout the DoN in either San Jose or WDC. Will regularly brief SECNAV and other DON senior leaders.

- **PMRI (Purdue University Military Research Initiative)**
  - Pursue a Master's Degree or PhD (preferred). This program is 36 months and requires Aegis experience and Dahlgren training.

- **MIT-WHOI (Massachusetts Institute for Technology - Woods Hole Institute)**
  - Obtain a Master's Degree in an Oceanography based curricula. Practical / theater ASW experience preferred.

- **RAN PWO (Royal Australian Navy Principal Warfare Officer) *NEW***
  - Located in Sydney, Australia. One year training course at RAN’s premier warfare training establishment: School of Maritime Warfare. Follow-on PEP tour in Sydney.

- **NROTC (Naval Reserve Officer Training Corps)**
  - Two to three year programs to lead, mentor, and train future Naval Officers. Earn a Master's Degree while on staff.

Programs are extremely competitive and offer diverse opportunities for our MOST talented JOs to do something spectacular and unique.

- DHRB required… Attracting Top 10% of key YGs -
Naval Post-Graduate School

- Operations Analysis
- Space System Ops
- Computer Science
- Information System Tech
- Info Sys and Ops
- Network Ops and Tech
- Systems Eng Analysis
- Human Sys Integration
- SPECOPS Low Intensity Conflict
- Systems Engineering
- Security Studies
- Undersea Warfare
- Combat Sys Science and Tech
- Naval/Mechanical Eng
- Electrical/Computer Eng
- Space Systems Eng
- Information Warfare

- National Security Affairs
  - Homeland Security
  - Middle East
  - Far East
  - Western Hemisphere
  - Russia

- MBA
  - Transportation Management
  - Financial Management
  - Material Logistics Support

***************
THESE CURRICULA REQUIRE DHRB

All curricula are competed via Talent Management Board. Unfilled billets will be available throughout the year for competitive slating.
WTI: A Surface Warfare Community Priority

• Expanded WTI Opportunity
  – From 2nd Tour JO to post-DH O-4s… and LDOs

• Variety of Productions Tours
  – Full range of commands and homeports are identified and billets properly coded that will capitalize on the tactical investment

• Graduate Education Options
  – GEV (to include 24/12), NWC (including Fleet Seminar), NPS Distance Learning, and FSEP… creating a “WTI Fellowship at NPS”

• Selection Process
  – Away from a conveyor belt approach => seeking our most promising tactical athletes… w/ strong CO support
  – Executing a rolling application process and screening applicants into an approved “WTI Bank”… identifying, selecting and slating as early as possible

Targeting 110 Officers per year to complete WTI training.
A community investment in our tactical prowess…and growth ROI will be measured in people, process, and product
DH Billet Structure Changes

• “Ship First” Initiatives
  – Shift all ATG ENG Assessor/NCW/RIVRON billets to Post DH

• Better Use of Manpower Initiatives
  – Expand PTO Pilot (more on next slide)
  – All LCS Mission Module OIC billets will be integrated into core crew 2nd tour DIVO billets
  – LCS CHENG transitioning to 1st Tour 1110 DH, MPA billets to be filled by LDOs

• Improved Ship Readiness Initiatives
  – Shift DDG FLT I CHENGs to SLT (protect spot promote billets)
    ▪ 18 SLT CHENGs slated or already filled
  – Pilot breaking AEGIS WEPS-CSO fleet-up model (“Selective CSO Fleet-Up”)
    ▪ 39 ships to date
  – Shift MCM (6 of 11 complete) and LSD (1 remaining) CHENG billets back to the LDOs
    ▪ All billet transitions scheduled to be complete mid-2018

• Amphib-specific Initiatives
  – Sequential Major Command
  – Send 2nd Tour DHs to LHD NAV billets
  – Send Post DH N3s to PHIBRONs
Plans and Tactics Officer (PTO)

• Approved by COMNAVSURFOR as valid 1st tour DH on CG / DDG / LPD

• Evolved from recognition that:
  – We have not changed the DH construct in 32 years
  – But requirements for DH have ballooned... and DHs are stretched too thin
  – We need greater focus on PBED / tactics
  – Tactical planning pushed down to the unit level

• Tailored Training includes:
  – I-stop at Ops Planner COI in Newport
  – I-stop at NSMWDC in SDGO for PBED/Tactics training

• 62 PTOs onboard ships by December 2017

• What does the future look like?
### DH Realignment Example

<table>
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<tr>
<th>OPS</th>
<th>WEPS</th>
<th>CSO</th>
<th>PTO</th>
<th>CHENG</th>
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<tr>
<td>OI</td>
<td>CG</td>
<td>CC (COMM &amp; NSO)</td>
<td>CA</td>
<td>EA</td>
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<tr>
<td>OD</td>
<td>CM</td>
<td>CE</td>
<td>TRAINO</td>
<td>EE</td>
</tr>
<tr>
<td>NAV</td>
<td>ATO/Safety</td>
<td>CF</td>
<td>OT/SSES</td>
<td>EM</td>
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<td>STT</td>
<td>ATFP</td>
<td>CSTT (Tech.)</td>
<td>IS</td>
<td>ER</td>
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<tr>
<td></td>
<td></td>
<td>ITT (Coord)</td>
<td>CSTT (Tact)</td>
<td>MP</td>
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<tr>
<td></td>
<td></td>
<td>CX</td>
<td>PBED</td>
<td>ETT</td>
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**PTOs: Just like every other DH**

**Own people, programs and equipment**
Early Command

• Forward Deployed
  – 10 PCs, 4 MCMs in Bahrain
  – 4 MCMs in Sasebo
  – Permanent Crews

• Opportunity to command at 9-10 YCS
• CO tours in lieu of 2DH / Post-DH tour
• High screen rate for CDR CMD
• Challenging and Rewarding

• FUTURE: MK VI Boat CO
  and Company Commanders!

Next Board: November 2017
Post-DH Detailing

- Goal: Prepare Officers for **Command Screening**
- Contact your Detailer 8-9 months prior to your PRD from 2nd DH Tour
- Detailers analyze record looking for:
  - EOOW & TAO Letters, CMD Qual, JPME, Masters Degree
  - FITREP Breakouts (Hard and Soft against peer group)
  - FITREP Trait Avg. vs. RSCA & Summary Avg
  - Command Afloat Recommendations
  - Other significant items:
    - SWO Clock/Post-DH Sea or Operational Duty
    - DC or other high vis. community tour
    - Multiple opportunities for Joint – not required during post-DH tours

Detailers make recommendations based on career milestone requirements and needs of the Navy
Post-DH Detailing

- Downstream fill list posted on 410/411 Post DH-PCC web page
  - Billets notionally posted by Placement Officers 8-10 months from fill date
  - List updated around the 1st week of each month
- All officers must provide preferences w/in 7 months of PRD
  - Submit a minimum of 5 preferences (must include 1 Hot Fill and 1 GSA billet)
- Preferences competed each month among officers in detailing window

<table>
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<tr>
<th>FILL DATE</th>
<th>UIC</th>
<th>BSC</th>
<th>COMMAND</th>
<th>BILLET TITLE</th>
<th>HMPRT</th>
<th>AQD</th>
<th>NOTES</th>
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<td>200905</td>
<td>42795</td>
<td>00250</td>
<td>ECRC FWD NORFOLK</td>
<td>LNO CENTCOM - NS - NE16540065</td>
<td>NORVA</td>
<td></td>
<td>TS/SCI CLEAR, PWD 1005, NMPS 11MAY09, AEGIS</td>
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- Performs liaison duties in support of USNavyCENT’s mission as assigned and directed by CNO/NAVCENT. Supports primary advisor to DIV OIC. Assists OIC in oversight of JCCS-1 functions and DIV EW programs. Liaises with CENTCOM, CFIWC, CF, JEDDO, ATEC, AMC, BRIGADE and BATTALION COMMANDERS, OTHER AGENCIES AND PROGRAM MANAGERS ON ALL MATTERS RELATED TO EW OPERATIONS, CAPABILITIES AND CREW SYSTEM PROCUREMENT, TESTING, INSTALLATION AND SUSTAINMENT. RESPONSIBLE FOR TRAINING THROUGHOUT THE DIVISION.

SWO LCDR DOWNSTREAM FILL LIST:

- Needs of the Navy
- Balancing Fleet needs with personal preferences – applying talent to task

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**GSA BILLETS ARE PRIORITY FILL BILLETS**

**HOT FILLS ARE COLOR CODED RED IN THE COMMAND LINE**

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**NON-GSA BILLETS**

- Potential SS-SCP Billet
- Nominate Billet
- NON-GSA Billets
Post-CDR Command Detailing

• DIFFERENT THAN WHAT YOU’RE USED TO!
  – One on one detailing ~ 4 to 6 months prior to PRD
  – More PCC Billets than PCCs
  – Will match talent to task; preferences matter

• Three career goals in mind (in priority order)
  – Select for CAPT
  – Screen for Major Command
  – Building your portfolio/future potential

• Break-outs in command determine follow-on tour
  – Hard break-out (EP) – Build skillset, Joint, WC, . . . or Sea Duty/Operational Tour
  – MP or soft break-out – Sea, overseas, community job

• Timing also important
  – Major Command 1st Look is O5 PYG + 5 yrs
  – 2 tours btwn CDR CMD and MAJ CMD (~4 yr window)
  – Screening rate to MAJ CMD is 55 - 60 percent for a given PYG
Career Management and Benefits
Key FITREP Points

FITREPS: Know the reference! (BUPERSINST 1610.10D)

What’s the message:
• Hard break out?
• Soft break out?
• Caught in traffic?
• Boss’s RSCA?
• Recommendation?
• Progression?
• Air gap?

Block 41 must tell a clear story – can you lead at the next level?

White space GOOD!
How Your Record is Briefed

Officer Summary Record (OSR)

- Tale of 2 CO’s
  1) HBO in 1st tour, then...
  2) ?? 2nd CO

- SWO Heavy-lift jobs post-DH

“Think of Halsey, Nimitz, and Spruance embodied in one SWO LT... Flag potential” -CO

“...potential is limitless” –CO

FULLY QUAL’D

Wicked Smaah!

Performance Summary Report (PSR)

- Tactical excellence
- 4 Shiphandler of Year

“...Only limited by FR system to a P. My BEST DH, even as a JG” - CO

“...FULLY QUAL’D...”
JO Retention Trends

DH Bonus Takers

Number of Bonus Takers Required to Meet Department Head Demand

* DHRB Contract Eligible

SWO JO Retention is at an all-time high!
FY 18 DH Selection Board

- 1st Look (YG 14)
  - 55% selection (466/847)
  - w/ EOOW: 88% (220/251)
  - w/ TAO: 73% (8/11)

- 2nd Look (YG 13)
  - 50% selection (130/262)

- 3rd Look (YG 12)
  - 24% (9/37)

- Nuke (across 3 looks)
  - 75%

- Superior performance at sea was primary selection factor.
- Ship/Platform/Command; Ship Employment; and Billet Assignment were not factors.
- Advanced qualifications favorably viewed.
- 5 of 7 “Track 4” officers selected!
- No SWO = No Selection!
- Board did not have a “Zero Defect” mentality.

The **most selective** DH Board in a generation!
YG-12 and junior are eligible for the DHRB*

YG-11 and senior remain under legacy bonus structure

Selection at the SWO DH Screen Board rewarded with larger bonus

DH Screened JOs able to commit to DH as early as YCS-3

YG-12 and screened at 1\textsuperscript{st}, 2\textsuperscript{nd} or 3\textsuperscript{rd} DH Look (June 15, 16 or 17 DH Board)…

… and sign DHRB after the June 2017 DH Board but before YCS-6 anniversary - $75K

YG-13 and screened at 1\textsuperscript{st} or 2\textsuperscript{nd} DH Look (June 16 or 17 DH Board)…

… and sign DHRB after the June 2017 DH Board but before the June 2018 DH Board - $95K

… and sign DHRB after the June 2018 DH Board but before YCS-6 anniversary - $75K

YG-14 and screened at 1\textsuperscript{st} DH Look (June 17 DH Board)…

… and sign DHRB prior to the June 2018 DH Board - $105K

… and sign DHRB after the June 2018 DH Board but before the June 2019 DH Board - $95K

… and sign DHRB after the June 2019 DH Board but before YCS-6 anniversary - $75K

* Not yet available for FTS (1117) officers – contact your detailer

Surface Warfare: Rewarding Superior Performance
Critical Skills Retention Bonuses

Junior SWO CSRB - $75K
- $10K upon commitment to serve two DH tours and confirmation of eligibility
- $10K on 6th and 7th anniversary of commissioned service
- $15K on 8th, 9th and 10th anniversary of commissioned service

DHRB - $105K
- Up to additional $30K for selection on first look and signing DH contract

SWO CSRB - $46K
- $22K on 2nd anniversary of promotion to LCDR
- $12K on 3rd and 4th anniversary of promotion to LCDR

Up to $151K to Serve DH + 4 Years as LCDR!
Community Health

**LCDR**

- FY16 LCDR: (Board 80%, SWO 91.6%)
- FY17 LCDR: (Board 85%, SWO 91.1%)

**CDR**

- FY17 CDR: (Board 70%, SWO 59.0%)
- FY18 CDR: (Board 70%, SWO 69.7%)

**CAPT**

- FY17 CAPT: (Board 55%, SWO 56.9%)
- FY18 CAPT: (Board 55%, SWO 55.4%)

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**Successfully serving as a DH Afloat = LCDR Selection**

**Screening for CO/XO Afloat = CDR Selection**

**XO-SM < board rate**

**Success in CDR Command = O6 Selection**

**Department Head Board Rates**

- (FY17 First Look): 58%
- (FY18 First Look): 55%

**From least selective to most selective URL Community**

**Performance as a DH and meeting CQE requirements remain key discriminators**

**CDR Command Board Rates**

- (CO Afloat or SM): 42%*
- (CO and XO Afloat or SM combined): 71%

**Major Command Board Rates**

- (Afloat and Shore): 55%
- (Afloat, Shore and AC): 60%

**Healthy Major Command Opportunity for best COs**
## Retirement Compensation

For a married LT, age 26, at 4 years service...

Annual pay (including BAH/BAS): $78K

*Equivalent starting salary* to maintain lifestyle: $89K*

| Retirement (paygrade @ YCS) | O-4 @ 20  
(20 @ 42) | O-5 @ 20  
(20 @ 42) | O-5 @ 25  
(25 @ 47) | O-6 @ 25  
(25 @ 47) | O-6 @ 30  
(30 @ 52) |
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<tr>
<td>Annual retirement pay</td>
<td>$60K</td>
<td>$69K</td>
<td>$98K</td>
<td>$114K</td>
<td>$162K</td>
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<tr>
<td>(assumes 2%/yr annual increase)</td>
<td>(50% base pay)</td>
<td>(50% base pay)</td>
<td>(62.5% base pay)</td>
<td>(62.5% base pay)</td>
<td>(75% base pay)</td>
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<tr>
<td>Total retirement equivalent</td>
<td>$3.25M</td>
<td>$3.72M</td>
<td>$4.33M</td>
<td>$5.05M</td>
<td>$5.73M</td>
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<tr>
<td>(assumes member lives to age 79)</td>
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<tr>
<td>Annual investment required to achieve equivalent retirement</td>
<td>$47.8K</td>
<td>$54.8K</td>
<td>$48.6K</td>
<td>$56.8K</td>
<td>$51.3K</td>
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<tr>
<td>(assumes 5% APY til retirement)</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td><strong>Annual compensation</strong> required to achieve equivalent retirement**</td>
<td>$136.9K</td>
<td>$143.8K</td>
<td>$137.6K</td>
<td>$145.8K</td>
<td>$140.3K</td>
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*Based on OSD Military Compensation Calculator for a LT (family of three, avg BAH)

**Annual compensation accounts for civilian equivalent pay and required annual investment to amount to the same annuitized payout from the military retirement system.
Blended Retirement System

• Beginning in 2018, service members can get **automatic** and matching Thrift Savings Plan contributions as well as mid-career compensation incentives **in addition** to a monthly annuity for life. All service members under the current system are grandfathered into today’s retirement system.

• If you join the service after January 1, 2018
  – Automatically enrolled in the Blended Retirement System.

• After January 1, 2006 but before January 1, 2018
  – Choice to enroll in the Blended Retirement System or remain in today’s current retirement system.

• Before January 1, 2006
  – Grandfathered and remain in today’s current retirement system.
Surface Warfare Officers:

- Leadership from Day One
- Train as Warfighters
- Command opportunities early and often
- Challenge and adventure in taking ships to sea
- Broad and diverse opportunities afloat and ashore
- It is an *honor* to lead and serve

“The stature of our homeland is no more than the measure of ourselves. Our job is to keep her free. Our will is to keep the torch of freedom burning for all. To this solemn purpose we call on the young, the brave, the strong, and the free. Heed my call, Come to the sea. Come Sail with me.

*John Paul Jones*
Questions and Answers