Agenda

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

**Hampton Roads**
- 26 x CRUDES
- 11 x AMPHIB
- 7 x CDS/CPR

**Naples/Gaeta**
- 1 x LCC

**Bahrain**
- 4 x MCM
- 10 x PC
- 1 x CDS

**Rota**
- 4 x DDG
- 1 x CDS

**San Diego**
- 21 x CRUDES
- 15 x AMPHIB
- 6 x LCS
- 3 x MCM
- 6 x CDS/CPR

**Mayport**
- 5 x CRUDES
- 3 x AMPHIB
- 2 x LCS
- 3 x PC
- 1 x CDS

**Pearl Harbor**
- 9 x DDG
- 1 x CG
- 1 x CDS

**Japan**
- 11 x CRUDES
- 4 x AMPHIB
- 4 x MCM
- 1 x LCC
- 2 x CDS/CPR

**Singapore**
- 1 x CDS

**Pacific Northwest**
- 4 x DDG
- 1 x CDS

**Southwest operations 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

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

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

- Needs of the Navy
What’s going on in Surface Warfare

• New Division Officer Sequencing Plan
  – 30 / 18
  – No MCM / LCS 1st Tour DIVOs
  – Maximize Fleet-up tours → No shortened tours
  – No Staff Tours → Post DIVO
• Sailor 2025: Surface Warfare → Retaining our “most talented”!
• MK VI Early Command → O3 and O4 level!
• 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
  – 11 of 15 USNA & 6 of 12 NROTC Midshipmen activated their “Blue Chip” offer in Spring 2018
    • The final NROTC Midshipmen selected Rota – unprecedented!!!
PERS-41 Organization

PERS-41
Director Surface Officer Distribution Division

- Deputy Director/Asst. O-6 (CDR Angelinas)
- Asst. O-6 Detailer (CDR Gilmore)
- Executive Assistant (LCDR Keller)
- SWO Outreach (LCDR Seeger)
- Metrics (LCDR Whiteman)

PERS-410/411
CDR/LCDR Assignments
(CDR S. Grunwell)
- PCC
- Post-DH
- XO-SM
- XO-Afloat
- CO-SM
- CO-Afloat

PERS-412
Junior Officer Assignments
(CDR J. Grunwell)
- Accessions
- DIVO – DH
  (Conventional & Nuclear)

PERS-413
Surface Officer Placement
(CDR Ralston)
- CRUDES
- LANTFLT
- PACFLT
- AMPHIB
- LCS/PC/MCM

PERS-414
LDO/CWO Assignments
(CDR Allison)
- Admin
- Security
- OPSTEC
- Deck
- Electronics
- Ordnance
- Engineering

PERS-415
SPECWAR Assignments/Placement
(CDR Allman)
- CWO2 – CDR Placement for SEAL Commands

PERS-416
EOD Assignments/Placement
(CDR Cornell)
- CWO2 - CDR Placement for EOD, Salvage, & DIVE/EOD Training Commands

PERS-46B
Full Time Support Assignments
(CDR Smith)
- ENS – CAPT Sr. FTS rep at NPC

Accessions DIVO – DH (Conventional & Nuclear)
CRUDES LANTFLT PACFLT AMPHIB LCS/PC/MCM
Admin Security OPSTEC Deck Electronics Ordnance Engineering
CWO2 – CDR Placement for SEAL Commands
CWO2 - CDR Placement for EOD, Salvage, & DIVE/EOD Training Commands
ENS – CAPT Sr. FTS rep at NPC
Career Progression and Milestones
SWO Career Path

Performance at Sea drives Command Screen,
Professional portfolio drives shore assignment
Divo Slating Process

- 6 months from PRD for sea and shore
- Email requests to detailers

Slate input includes:
  - Qualifications (OOD, SWO, EOOW, TAO)
  - FITREP performance (Latest FITREP / INDIV TA vs. RSCA)
  - Your Preferences
  - CO Input/Assessment

- 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

- **OOD Letter** is required for an opportunity to slate!
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

2nd Divo Tours

CRUDES AMPHIB

OPPORTUNITY ALLOWS FOR MAXIMUM EXPOSURE TO A VARIETY OF SHIP TYPES.

CRUDES AMPHIB

CVN 5%
LCS 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)
  - 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.

- PENN STATE Military Research Initiative
  - Pursue a PhD. The program is 36 months with specific research opportunities.

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

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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, FSEP, and service War Colleges
- Selection Process
  - Away from a conveyer 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

- Better Use of Manpower Initiatives
  - Shift all PTOs to 2\textsuperscript{nd} Tour DH…billet buy is in progress
  - All LCS Mission Module OIC billets integrated into core crew 2nd tour DIVO billets

- Improved Ship Readiness Initiatives
  - CSO Fleet-Up open to all CG/DDGs
  - Shift MCM (10 of 11 complete) and LSD (8 of 12 complete) CHENG billets back to the LDOs

- Future: Possible move of all DESRON/PHIBRON to Post DH
Early Command

- **Forward Deployed**
  - 10 PCs, 4 MCMs in Bahrain
  - 4 MCMs in Sasebo
  - Permanent Crews

- **CONUS**
  - 3 PCs in Mayport
  - 3 MCMs, 4 MK VI Companies in San Diego
  - 2 MK VI Companies in Little Creek

- MK VI Companies each have 3 MK VI assigned
  - 18 LT Command Opportunities

- Opportunity to command at 5-10 YCS
- CO tours in lieu of 2DH / Post-DH tour
- High screen rate for CDR CMD
- Challenging and Rewarding

**Next Board: June 2018**
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:
    • Post-DH Sea/Operational Duty
    • Waterfront Production Tours
    • DC or other high vis community tour
    • 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

- Post DH billet base is:
  - 40% Sea Duty
  - 50% of Rollers are going operational

Balancing Fleet needs with personal preferences – applying talent to task
CDR CMD/XO Screening

- Surface CDR CMD Board convenes annually in December and covers SWOs across 3 PYGs:
  - 1st look LCDR PYG + 2
    - LCDR PYG 16 1st Look in Dec 2018
    - Can only be selected for CO-Afloat
  - 2nd look PYG + 3
    - LCDR PYG 15 2nd Look in Dec 2018
    - Can be selected for CO-Afloat, XO-Afloat, or XO-SM
  - 3rd look PYG + 5
    - LCDR PYG 13 3rd Look in Dec 2018
    - ONLY XO-Afloat or XO-SM screen officers eligible
    - Can be selected for CO-Afloat or CO-SM

Milestone screening drives selection to O-5
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
  – Man the Fleet - Will fill sea billets ahead of shore billets

• 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!

** LT [redacted] is my #1 DH by a mile, and I’d stack him against any CHENG in the Fleet! **
*** READY NOW FOR COMMAND AT SEA, A CLEAR COMMUNITY FRONT-BRINNER!! ***
RARELY HAVE I OBSERVED AN OFFICER WITH SUCH A COMBINATION OF TECHNICAL/TACTICAL ACUMEN AND CHARISMATIC LEADERSHIP. THINK OF HALSEY, NIMITZ, AND SPRUANCE EMBODIED IN ONE SWO LT!

- BATTLE CHENG. [redacted] drilled my Cruise Missile team for certification, then masterfully led them in combat. In the chair for TLAM engagement, I made CSO ride the pine.
- UNPARALLELED PERFORMANCE. Makes my 20-year old plant run like a finely-tuned Rolex! Never misses a bell. 90+ days in the Persian Gulf with a cold CIC and plenty of water.
- SHIPHANDLER EXTRAORDINAIRE. [redacted] coaches my connying officers at sea and anchor detail and man overboard drills. Holds the record onboard for MOB shipboard recovery time.
- LEADER AND MENTOR. Trusted by Wardroom and CPO Mess due to his insight and decisiveness. Every one of his JOs signed for the DH Bonus, and re-enlistment rates in his department are the best in the Squadron... I checked.

[redacted] EXCELS IN ONE OF THE TOUGHEST DEPT HEAD BILlets AFLOAT. HE MET EVERY MISSION BECAUSE HIS PLANT SUSTAINS FULL POWER FOR DAYS ON END DUE TO HIS PERSONAL LEADERSHIP AND DETERMINATION. PUT HIM IN COMMAND! FLAG POTENTIAL!!
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

  VERY vanilla.

Performance Summary Report (PSR)

- Tactical excellence
  - CO Shiphandler of Year

“...Only limited by FR system to a P.
My BEST DH, even as a JG” - CO
SWO JO Retention is at an all-time high!
FY 18 DH Selection Board

• 1\textsuperscript{st} Look (YG 14)
  – 55% selection (466/847)
  – w/ EOOW: 88% (220/251)
  – w/ TAO: 73% (8/11)

• 2\textsuperscript{nd} Look (YG 13)
  – 50% selection (130/262)

• 3\textsuperscript{rd} 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.
• No SWO = No Selection!
• Board did not have a “Zero Defect” mentality.

The **most selective** DH Board in a generation!
### Department Head Retention Bonus (DHRB)

- Selection at the SWO DH Screen Board rewarded with larger bonus
- DH Screened JOs able to commit to DH as early as YCS-3

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**YG-13 and screened at 2nd or 3rd DH Look (June 17 or 18 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 1st or 2nd DH Look (June 17 or 18 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-15 and screened at 1st DH Look (June 18 DH Board)**

- … and sign DHRB prior to the June 2019 DH Board - **$105K**
- … and sign DHRB after the June 2019 DH Board but before the June 2020 DH Board - **$95K**
- … and sign DHRB after the June 2020 DH Board but before the June 2021 DH Board - **$75K**

FTS Officer are still eligible under previous bonus structure of $12K per year starting at YCS 5 for a total $60K

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**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

**LRB - $46K**
- $22K on 2nd anniversary of promotion to LCDR
- $12K on 3rd and 4th anniversary of promotion to LCDR
- Must apply between 11-12 YCS

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

**LCDR**

- FY17 LCDR: (Board 85%, SWO 91.1%)
- FY18 LCDR: (Board 87%, SWO 82.0%)

**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%)

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

**CDR Command Board Rates**

- (CO Afloat or SM): 44% -> 35%
- (CO and XO Afloat or SM combined): 79% -> 62%

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

**XO-SM < board rate**

**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**

**Healthy Major Command Opportunity for best COs**

**Major Command Board Rates**

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

<table>
<thead>
<tr>
<th>Retirement (paygrade @ YCS)</th>
<th>O-4 @ 20 (Retire at 42)</th>
<th>O-5 @ 20 (Retire at 42)</th>
<th>O-5 @ 25 (Retire at 47)</th>
<th>O-6 @ 25 (Retire at 47)</th>
<th>O-6 @ 30 (Retire at 52)</th>
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<tbody>
<tr>
<td>Annual retirement pay</td>
<td>$60K (50% base pay)</td>
<td>$69K (50% base pay)</td>
<td>$98K (62.5% base pay)</td>
<td>$114K (62.5% base pay)</td>
<td>$162K (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>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><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>
</tr>
</tbody>
</table>

*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**