CAPT Rick Cheeseman, USN
Director, Surface Officer Assignments (PERS-41)

Surface Warfare Officer Spouse Brief

PERS 41
SWO Career and Family

• Career Path
  – Sea/shore rotation and milestones
  – Timing

• Opportunity
  – Graduate Education
  – Promotions

• Compensation
  – Bonuses
  – Post-9/11 GI Bill
  – Retirement
Thank You

- Surface Warfare is a family career choice
- Your service is as important as your spouse’s

We recruit Sailors … We retain Families!
A typical SWO spends about half of a career on sea duty
Multiple sea tours of increasing responsibility/rank
Shore schools & experience influence future sea & shore billets
Performance drives selection and opportunity in assignments
Billet choices designed to keep your spouse “upwardly mobile”
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”
Promotions

• Surface Warfare Officers compete with other Unrestricted Line
  – Selection percentage and timing set by law
  – Promotion numbers controlled by changing eligibility zone
• Competitive due to high retention / low attrition
• Promotion Boards conducted annually for each rank
  – Board Membership includes all Unrestricted Line
  – Selects the “best and fully qualified” for promotion

SWOs historically promote at or above board selection average
“State of the Union”

**LCDR**

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<th>FY06</th>
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Avg Opp FY12-16: 82.2%

FY15 LCDR: (Board 70%, SWO 92.6%)
FY16 LCDR: (Board 80%, SWO 91.6%)

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

**CDR**

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<tr>
<th>FY07</th>
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Avg Opp FY13-17: 65.27%

FY16 CDR: (Board 70%, SWO 63.2%)
FY17 CDR: (Board 70%, SWO 59.0%)

**Screening for CO/XO Afloat = CDR Selection.**
**XO-SM < board rate.**

**CAPT**

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Avg Opp FY13-17: 53.9%

FY16 CAPT: (Board 50%, SWO 50.7%)
FY17 CAPT: (Board 55%, SWO 56.9%)

**Success in CDR Command = O6 Selection**

**Department Head Board Rates**
(FY16 First Look):

**80%**

(FY17 First Look):

**58%**

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

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

**Major Command Board Rates**
(Afloat and Shore):

**60%**

(Afloat, Shore and AC):

**65%**

**Healthy Major Command Opportunity for best COs**
A new SWO Career Chart...

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!
Expanded Opportunities…
for our MOST Talented JOs

• FSEP (Fleet Scholar Education Program) *NEW*
  – 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) *NEW*
  – 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) *NEW*
  – 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) *NEW*
  – 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) *NEW*
  – Obtain a Master’s Degree in an Oceanography based curricula. Practical / theater ASW experience preferred.

• NIU (National Intelligence University) *NEW*
  – Located inside Defense Intelligence Agency. One year program to pursue a Master’s Degree in Strategic Intelligence.

• MTC (Maritime Targeting Center) *NEW*
  – Located in Denver, Colorado. TS/SCI clearance needed. WTI production billet; receive WTI training en route.

• 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 -
**Department Head Retention Bonus (DHRB)**

- 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 1st DH Look (June 15 DH Board)**…
- … and sign DHRB prior to 30 Nov 2016 - $105K
- … and sign DHRB after 30 Nov 2016, but before the June 2017 DH Board - $95K
- … and sign DHRB after the June 2017 DH Board but before YCS-6 anniversary - $75K

**YG-12 and screened at 2nd DH Look (June 16 DH Board)**…
- … and sign DHRB prior to the June 2017 DH Board - $95K
- … and sign DHRB after the June 2017 DH Board but before YCS-6 anniversary - $75K

**YG-13 and screened at 1st DH Look (June 16 DH Board)**…
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**Surface Warfare: Rewarding Superior Performance**
### SWO Career Path – DH to MAJ CMD

**Observed DH FITREP**
- 7.5 to DH school key

**Hard/soft breaks in DH tours**
- PD tours in community jobs

**Community Tours**
- Screening status primary driver

**Education opportunity/Joint Tour**
- Successful CMD

### Expectations

- Select for O-4
- Qualify for Command at Sea
- Early Command
- Position for CDR Command Screening
- Sea Tour: CSG
- Overseas: Fleet, COCOM
- Community Production Tour
- MCM Command

### Joint
- OPNAV
- Community tour
- Subspecialty

**Performance at Sea drives Command Screen, Professional portfolio drives shore assignment**
SWO Career Path – DH to MAJ CMD

Observed DH FITREP 7.5 to DH school key
Education opportunity/ Joint Tour
Screening status primary driver
Successful CMD

Hard/soft breaks in DH tours / PD tours in community jobs
Community Tours

Expected
• Select for O-4
• Qualify for Command at Sea
• Early Command
• Position for CDR Command Screening
  • Sea Tour: CSG
  • Overseas: Fleet, COCOM
  • Community Production Tour
  • MCM Command
• Joint
  • OPNAV
  • Community tour
  • Subspecialty

Performance at Sea drives Command Screen, Professional portfolio drives shore assignment
Retirement Compensation

For a married Lieutenant, 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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<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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<td>Annual investment required</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><em>Annual compensation</em></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 joined 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.
Frequently Asked Questions

• When will my spouse receive his/her orders?

• What are the requirements for overseas screening?

• My spouse and I have an Exceptional Family Member. What are the restrictions on where we can be stationed?
Post-DH Slating

- **Goal:** Prepare Officers for **Command Screening**
- **Contact your Detailer** 9-12 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
    - 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**
• Downstream fill list posted on 410/411 Post DH-PCC web page
  - Billets notionally posted by Placement Officers 12 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 5 preferences (must include 1 GSA or NOW billet)
• Preferences competed each month among officers in detailing window

**WAR COLLEGE UPDATE:** We are currently taking inputs for SUMMER ’09 Senior WC Seats. If you are interested, please look at the hyperlink (hyperlink) on the previous web page, and then submit your preferences to your Detailer.

GSA BILLETS ARE PRIORITY FILL BILLETS

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

- Performs liaison duties in support of USNAVCENT’s mission as assigned and directed by COMUSNAVCENT.
- Supports primary advisor to division OIC. Assists OIC in oversight of JCCS-1 functions and division EW programs. Liaises with CENTCOM, CTEWCC, CFLCC, JIEDDO, 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**
- **Department Head FITREPs drive detailer recommendations**
FY 17 DH Selection Board

- 1st Look (YG 13)
  - 58% selection (467/812)
  - w/ EOOW: 85% (186/219)
  - w/ TAO: 100% (5/5)
- 2nd Look (YG 12)
  - 62% selection (74/120)
- 3rd Look (YG 11)
  - 69% (29/42)
- Nuke (across 3 looks)
  - 83%

- Superior performance at sea was primary selection factor
- Advanced qualifications favorably viewed
- 1st “Track 4” officer selected!
- No SWO = No Selection
- Board did not have a “Zero Defect” mentality

The **most selective** DH Board in a generation!
Keys to Promotion and Screening

- Department Head screening: Performance in Division Officer tour
- Lieutenant Commander promotion: Serve successfully as a Department Head
- Commanding Officer/Executive Officer/XO-Special Mission screening
  - Fully Qualified
  - Superior performance as a Department Head
  - Post-Department Head jobs matter
- Commander Promotion: Select for a career milestone
  - Commanding Officer Afloat
  - Executive Officer Afloat
  - Executive Officer Special Mission
  - Specialty Career Path Executive Officer/Commanding Officer
- Captain Promotion: Successful Commander Command tour
Post-DH to O-5 Command

• CDR CMD Board
  – 1\textsuperscript{st} look LCDR PYG + 2
    • LCDR PYG 14 1\textsuperscript{st} Look in Dec 2016
    • Can only be selected for CO-Afloat
  – 2\textsuperscript{nd} look PYG + 3
    • LCDR PYG 13 2\textsuperscript{nd} Look in Dec 2016
    • Can be selected for CO-Afloat, XO-Afloat, or XO-SM
  – 3\textsuperscript{rd} look PYG + 5
    • LCDR PYG 11 3\textsuperscript{rd} Look in Dec 2016
    • Only XO-Afloat or XO-SM screened officers eligible
    • Can be selected for CO-Afloat or CO-SM

Selection for O5 milestone is THE driving factor in SWO promotion to O5!