Career Path

A typical SWO spends at least half of a career on sea duty
- Multiple sea tours of increasing responsibility/rank
- Shore schools & experience influence future sea & shore billets
- Performance drives milestone screening; milestone screening drives promotion
- Our charter is to keep your spouse competitive for milestone screening and promotion
Where We Are

SWOs operating forward like never before. . .
Detailing Triad

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

- Qualifications
- Milestone Screening
- Career Progression
- Assignment Diversity
- Shore-based subspecialties

Needs of the Navy

- SWO Community Jobs
- Afloat/Operational Staffs
- War College Requirements
- Joint Duty Requirements

Deliver the Right Skills, at the Right Time, for the Right Job
Retention Bonuses

Department Head Retention Bonus

1st Look for Department Head at 3 YCS (Years of Commissioned Service)
... Screen and commit within 1 year - $105K
... Commit within 2 years - $95K
... Commit prior to 6 YCS - $75K

2nd Look for Department Head at 4 YCS
... Screen and commit within 1 year - $95K
... Commit prior to 6 YCS - $75K

3rd Look for Department Head at 5 YCS
... Screen and commit within 1 year - $75K

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

LCDR Retention Bonus

Commit to 5 years as a LCDR = $46K
98% of Department Heads will make O4

Surface Warfare: Rewarding Superior Performance
O5 Milestone Screening

• CDR Command Board
  – 1st look LCDR PYG (Promotion Year Group) + 2 years
    • LCDR PYG 18 1st Look in Dec 2020
    • Can only be selected for CO-Afloat
  – 2nd look PYG + 3 years
    • LCDR PYG 17 2nd Look in Dec 2020
    • Can be selected for CO-Afloat, XO-Afloat, or XO-SM
  – 3rd look PYG + 5 years
    • LCDR PYG 15 3rd Look in Dec 2020
    • ONLY XO-Afloat or XO-SM screen officers eligible
    • Can be selected for CO-Afloat or CO-SM

• Failure to screen for a milestone results in an Officer being considered Non-Due Course
  – 1:1 Sea/ Shore rotation in valuable community jobs

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

<table>
<thead>
<tr>
<th>Paygrade @ YCS</th>
<th>O4 @ 20 (retire at 42)</th>
<th>O5 @ 20 (retire at 42)</th>
<th>O5 @ 25 (retire at 47)</th>
<th>O6 @ 25 (retire at 47)</th>
<th>O6 @ 30 (retire at 52)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual Salary* (before taxes)</td>
<td>$47.3K</td>
<td>$52.5K</td>
<td>$70K</td>
<td>$80.5K</td>
<td>$103K</td>
</tr>
</tbody>
</table>

* Numbers based on OSD Retirement Calculator for 2019 (High 3)

The Average Household Income in 2017 was $57.6K/year according to the census bureau
Blended Retirement System

- 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.

- 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 legacy retirement system (must opt in prior to Dec 31, 2018)

- Before January 1, 2006
  - Remain in legacy retirement system
Bottom Line

• We are here to position your spouse for milestone screening and promotion
  – Jobs matter
  – Families matter
  – Fleet Input matters