What Does The Detailer Do For You?

- **Detailer**
  - Matches your job preferences to the list of available jobs
  - The liaison between you and the gaining command
  - An advocate to get you a career enhancing job

- **Writes Your Orders**

- **Assists you with Questions Regarding**
  - Promotion
  - Pay
  - Advancement
  - Transfer
  - Resignation
  - Retirement
  - Other Matters

Never Hesitate to Call
Superior Officers

Promotion Rates

- 100% served DH to O4
  - FY18: 22 BZ
  - FY19: 7 BZ
- 100% served XO to O5
- 100% served CO to O6
  - FY19: 1 BZ AND Merit Reorder
- ENS:CAPT Rate: 1:11 (other URL ~1:25)

Selective Programs

- 4,027 submarine officers = 7.4% of active duty officers
- War College – 8.6% of quotas
- Pol Mil – 2/8 Selects: 25%
- SNTWI – 3/25 quotas: 12%
- FSEP – 5/30 quotas: 16.6%

Changes to Statutory Boards

- Merit Reorder
- Zone Stamp removal
- Maximize career opportunity and options
  - Stay on the career path
  - Don’t use all your shore tour time early

High Visibility

- FEF/SECDEF Fellows 2/17: 12.8%
- PEOC (Whitehouse) Watch Officers: 2/5 (2/3 Navy)
- OLA: 27% of LTs, 22% of overall office
- Flags specially ask for Nukes and 1120s

SSBNs: Always on Patrol. SSGNs: First to Strike. SSNs: First to Fight.
Community Updates

- Manning NPTU
  - 2-2-2 Program = ~3 more vols/slate
  - More Shift Engineers to improve quality of life
  - DIOs SE to reduce 1120/1110(N) demand
  - New equipment: 688 MTS and ERTT

- PCU
  - 1120 JOs sent later in build cycle
  - Guaranteed 18-20 months

- Retention
  - Total Needed: 36% to DH
  - Total Current: 34% to DH
  - NPTU: 61% (34% among non-vols)
  - Schoolhouses: 59%
  - NNPTC: 27%
  - NROTC: 25%

- Junior Officer Detailing
  - Top Thirds Method
    - 35-45% #1 Choice
    - 65-70% Top 5 jobs

- Previous Homeport Guarantees
  - Unhappy officers (with and without guarantees)
  - Made manning the fleet challenging

- New Homeport Guarantees
  - “Operational”
  - “No Homeport”

PERS-42 is actively seeking and enacting new ideas to improve our community!
### Community Updates (continued)

#### Navy-Wide
- Lean Orders
- MyPCS App
- Tour Length
  - All orders required to be written for 36 months. PRDs will be adjusted to nominal IAW MPM 1301-110 once officers report
- In Residence Graduate Education
  - Required prior to assuming Major Command

#### Lateral Transfer
- To EDO, limited number of post JOs
- To all other RL communities: post DH

#### Career Flexibility
- Career Intermission Program (CIP)
  - Up to 24 months
  - 2-to-1 Payback
  - Fit it in anywhere!
- Targeted Reentry Program (TRP)
  - Golden Ticket: 1 year, limited quotas
  - Silver Ticket: 2 years, unlimited quotas
- Promotion Deferment

#### Updates in Fleet Breakdown
- Female integrated ships everywhere except Guam and SD
- 688s move to SD for end of life

---

**Updating policy based on the change face of the fleet**
## Community Update for Spouses

### Exceptional Family Member Program
- OPNAVINST 1754.2f
- “to ensure Service members are assigned only to those geographic areas where the medical or education needs of their family members can be met.”
- CAT 5 – eligible to move, but may homestead, depending on available billets
- Maintain your status
  - Medical evaluation is required to be disenrolled from the program

### Colocation (Dual Military Marriage)
- MPM 1300-1000
- “Every reasonable effort will be made for military couples to move together and establish a joint household whenever possible.”
- Orders are routed through spouse’s detailer
  - If currently collocated
    - 1301 Request not required (unless requesting for no COLO)
  - If not currently collocated
    - 1301 Request required to PCS before PRD. 1yr to meet COLO

### High School Stabilization
- Applicable for HS Juniors and Seniors
- Talk to your detailer for specifics

### Delayed Dependent Travel
- Joint Travel Regulations (JTR) Chapter 10
- OPNAVINST 7220.12
- 30-180 days (depending on situation)

### Spouse Employment
- My SECO-Spouse Education and Career Opportunities
- LinkedIn – perks for Military Spouses
- USO Salute to Military Spouses
- Many corporations have partnerships

---

Contact PERS-42 for more details
NORFOLK, VA (9)
SUBRON-6 (9)
Integrated: WYO, JWR

KINGS BAY, GA (15 CREWS)
SUBRON-16 (2)
SUBRON-20 (6)
Integrated: FLA, GEO,

Fleet Breakdown

Shore tours in almost every state and multiple countries
Assignment Opportunities

Opportunities to serve worldwide! 13 Countries and 47 states!
### Career Progression

#### Flexibility Options

- **GI Benefits**
  - Must transfer prior to 16 YOS
  - If over 16 YOS, you have until 20Jul19

---

**Stay on the career path!**
Submit preferences two months into prototype
- Preferences are submitted via NPTU XO
- Orders released approximately 2 months prior to graduation

Balance performance through the pipeline with needs of the navy and members desires
- Emphasis placed on family situations, co-locations, and preferences to determine assignment

Communicate with your detailer
- More information is better, explain your situation
- Contact the detailer if you have questions
- Ensure you tell the detailer what you want most and what you do not want

Needs of the Navy, Needs of your Career, Preferences of Individual
Preferences:
- Homeport
- Ship Type

All preferences are reviewed individually

Contacting detailers has improved satisfaction

5 out of 288 detailed to bottom third choices in last 4 slates

Change of Homeports

Historic JO Sea Detailing
(Last 4 NPTU Slates)
288 Officers

Detailing focused on Needs of the Navy and Preferences of Individual
The Navy owes you a shore tour

- Get a Master's Degree
  - Start early
  - Plan for only 24 months

- Make your career decision
  - Proceed to SOAC
  - Prepare for civilian transition

- Communicating during slating
  - Shore timing assessment
  - Spouse career/education
  - Other extenuating circumstances

### 2018 JO High Visibility / Flag Aide Statistics

<table>
<thead>
<tr>
<th></th>
<th>1Q19</th>
<th>2Q19</th>
<th>3Q19</th>
<th>4Q19</th>
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<tbody>
<tr>
<td>#1 Choice</td>
<td>46.5%</td>
<td>34.8%</td>
<td>36.9%</td>
<td>41%</td>
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<td>Top 5 Jobs</td>
<td>69%</td>
<td>65.2%</td>
<td>66.2%</td>
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<td>Top Third</td>
<td>95.8%</td>
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<td>100%</td>
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<td>Middle Third</td>
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<td>1.5%</td>
<td>0%</td>
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<tr>
<td>Bottom Third</td>
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<td>0%</td>
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<td>AVG Preference</td>
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<td>Average MOB</td>
<td>34.5</td>
<td>34.0</td>
<td>34.1</td>
<td>33.8</td>
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- Nominated: 33
- Selected: 21 (63.7%)
- Not Selected: 12 (36.3%)

Flags want 1120s working for them!
Be the Third Officer
- Mentor JOs and Sailors
- Plan and execute missions/patrols
- Solve ship-wide problems

SOAC
- Orders to SOAC: 5-6 months prior
- Orders to sea: 1-2 months after SOAC start

DH Orders
- Changes are driven by changes in the fleet
- 80% of served DHs have the opportunity to serve as XO and promote to CDR

DH Shore
- First Opportunity to utilize earned skill set
- Lateral Transfer Opportunities
Executive and Commanding Officer Detailing

- Balance of using and gaining experience at sea
- Interlocks:
  - 30 days for ENG/CO
  - 90 days between CO/ENG
  - 90 days between CO/XO

- XO
  - SCC - STRAT - CLC – Legal
  - Nominal Tour: 20 mo
  - Minimum Tour: 18 mo
  - Post XO: 24 months

- CO
  - NR - SCC - STRAT – CLC
  - Nominal Tour: 32 mo
  - Post CO-1: 24 mo
  - Post CO-2: 18 mo

Prior experience utilized in detailing

- Joint/FM/OLA/AC/PERS
- JPME/Senior War College
- AQDs / SUBSPEC utilization
## Time-Cost Value

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<tr>
<th>Time Period</th>
<th>Eligible for +1 Contract</th>
<th>Rotate to Shore</th>
<th>Eligible for AIP</th>
<th>1st yr on Shore Prorated AIP</th>
<th>2nd yr on Shore</th>
<th>24 month PRD</th>
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<td>5 YCS May</td>
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<td>Resign from Shore</td>
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<td>+1 Contract*</td>
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* 4+1 Contract used for example. 4 x $35,000 over 5 years = 5 payments of $28,000 starting at 4YCS

See the NOBIP instruction (OPNAVINST 7220.11F) found on the “Incentives Programs” page on the PERS-42 website.
Blended Retirement

Initial Commitment
5 Years
- TSP Total: $26,000
- Match gave: $10,800

Pre-Continuation Pay
12 Years
- TSP Total: $116,000
- Match gave: $54,300
- Pension: $38,800

O4 Retirement
20 Years
- TSP Total: $323,000
- Match gave: $154,600
- Pension: $38,800

O5 Retirement
28 Years
- TSP Total: $735,700
- Match gave: $355,000
- Pension: $64,000

O6 Retirement
30 Years
- Total TSP: $900,000
- Match gave: $434,600
- Pension: $85,700

2019 pay scale, individual contribution 5%, government match 5%

Pension
- 2.0% x YOS x Highest Pay Grade
- TRICARE for LIFE

Continuation Pay
- Eligible at 12 years with 4 years obligated service
- 2.5x monthly base pay

Government TSP Contribution
- Automatic 1%
- Match per percent up to 5%

Start Contributing to TSP Immediately!
Contact Us Today!

- **PERS-42 Facebook** -
  www.facebook.com/pers42
  - Message Detailers
  - High Vis Tracker
  - Ted Talks/Webcasts
  - Rumor Mill (and other career counseling tools)
  - Community Updates

- **PERS-42 Website**
  - Homepage – Contact Info
  - Career Info – Slates, Job Descriptions, Training Schedules
  - Board Information – Dates, Resources for Records Update
  - Mustang Corral - LDOs
  - Career Counseling –
    - “How to”
    - Training Resources
    - Drumbeats
    - Community Status
    - Graduate Education

Just Google “PERS-42”
PERS 42 Wardroom

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Email Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>CAPT Brian Davies</td>
<td>Division Director</td>
<td><a href="mailto:brian.davies@navy.mil">brian.davies@navy.mil</a></td>
</tr>
<tr>
<td>CDR Ken Douglas</td>
<td>Deputy/CO Detailer</td>
<td><a href="mailto:kenneth.s.doug@navy.mil">kenneth.s.doug@navy.mil</a></td>
</tr>
<tr>
<td>CDR Carlos Martinez</td>
<td>Branch Head/XO Detailer</td>
<td><a href="mailto:carlos.f.martinez2@navy.mil">carlos.f.martinez2@navy.mil</a></td>
</tr>
<tr>
<td>LCDR Eric Stinson</td>
<td>Post-DH Detailer</td>
<td><a href="mailto:eric.a.stinson1@navy.mil">eric.a.stinson1@navy.mil</a></td>
</tr>
<tr>
<td>LT Chris Wilber</td>
<td>DH Sea Detailer</td>
<td><a href="mailto:christopher.r.wilber@navy.mil">christopher.r.wilber@navy.mil</a></td>
</tr>
<tr>
<td>LT Jeanne Van Gilder</td>
<td>JO Shore Detailer</td>
<td><a href="mailto:jeanne.vangilder@navy.mil">jeanne.vangilder@navy.mil</a></td>
</tr>
<tr>
<td>LT Jason Koncsol</td>
<td>Nuclear Compliance Officer</td>
<td><a href="mailto:jason.d.koncsol3@navy.mil">jason.d.koncsol3@navy.mil</a></td>
</tr>
<tr>
<td>LT Chase Cummins</td>
<td>JO Sea Detailer</td>
<td><a href="mailto:chase.m.cummins@navy.mil">chase.m.cummins@navy.mil</a></td>
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<tr>
<td>LT Dan Kindervater</td>
<td>Accessions Detailer</td>
<td><a href="mailto:daniel.j.kindervater@navy.mil">daniel.j.kindervater@navy.mil</a></td>
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<tr>
<td>CAPT Todd Nichols</td>
<td>CDR &amp; Above LDO Detailer</td>
<td><a href="mailto:christopher.t.nicho2@navy.mil">christopher.t.nicho2@navy.mil</a></td>
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<tr>
<td>LCDR Sammie Green</td>
<td>LCDR &amp; Below LDO Detailer</td>
<td><a href="mailto:sammie.green@navy.mil">sammie.green@navy.mil</a></td>
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<tr>
<td>LT Mike Dahlgren</td>
<td>Assistant LDO Detailer</td>
<td><a href="mailto:michael.dahlgren@navy.mil">michael.dahlgren@navy.mil</a></td>
</tr>
</tbody>
</table>

Check the latest Drumbeat for the contact information for reliefs