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
Promotion Rates

- 100% served DH to O4
  - FY18: 22 below zone
  - FY19: 7 below zone
- 100% served XO to O5
- 100% served CO to O6
  - FY19: 1 below zone 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
- GE+T/LEAD – 2/11 Sel: 18%
- Pol Mil – 2/8 Selects: 25%
- MIT/WHOI – Selects 4/7: 57%
- SNTWI – 3/25 quotas: 12%
- Olmsted – Selects 3/12: 25%
- FSEP – 5/30 quotas: 16.6%
- GEV – 11/30 quotas: 33%

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

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

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

Junior Officer Detailing

- Top Thirds Method
  - 36.5% average #1 job
  - 60.1% average Top 5 jobs
  - 5 non-vols in last four slates (~300 people)

JO Schools (JO-1, -2, and -3) suspended 22 July until further notice for update and reorganization

JO Symposium 2018
- 3 SITREPs released (available on PERS-42 website)
- Career Card, Pathways to Success, Life/Work Bal, Mentors
- “Fight Club”

JO Survey 2019
- JO survey released 23 July – open until late fall (TBD)

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

New Homeport Guarantees
- “Operational”
- “Not a Homeport”

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

**Navy-Wide**
- MyPCS (PC or mobile application)
- Lean Orders
- 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

**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

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

**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 changing 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
**Fleet Breakdown**

**Norfolk, VA (9)**
- SUBRON-6 (9)
- Integrated: WYO, JWR

**Kings Bay, GA (15 CREWS)**
- SUBRON-16 (2)
- SUBRON-20 (6)
- Integrated: FLA, GEO

**Bangor, WA (23 CREWS)**
- CDS-5 (3)
- SUBRON-17 (8)
- SUBRON-19 (2)
- Integrated: OHI, MIC, LNA, MNE

**Groton, CT (16)**
- SUBRON-12 (9)
- SUBRON-4 (7)
- Integrated: VIR, MIN

**Guam (4)**
- SUBRON-15 (4)

**Pearl Harbor, HI (19)**
- SUBRON-1 (9)
- SUBRON-7 (10)
- Integrated: TEX, MIS

**San Diego, CA (5)**
- SUBRON-11 (5)

**Force Structure**
- VA SSN: 20
- LA SSN: 35
- SW SSN: 3
- SSGN: 4
- SSBN: 14

**Exceptional Homeport Locations-Tremendous Sea Tour Opportunities**

- Female Integrated
- Not Female Integrated
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 01JAN20

Stay on the career path!
**Submarine Junior Officer Sea Tour**

Check In Process

- Basic Officer Qualification
- Basic Engineering Qualification
- Engineering Officer of the Watch Qualification
- Surfaced Contact Manager Qualification
- Submerged Contact Manager Qualification
- Surfaced Officer of the Deck Qualification
- Ship’s Duty Officer
- Submerged Officer of the Deck Qualification
- Submarines (Officer) Qualification

**Engineering Division Officer**

- Engineering Duty Officer Qualification

**Navigation or Weapons DEPT Division Officer**

- PNEO

**Assistant Department Head**

Detach at 24 months, if 2-2-2 Program

**Engineering Division Officers**
- Chemistry/Radiological Assistant (CRA)
- Reactor Control Assistant (RCA)
- Main Propulsion Assistant (MPA)
- Electrical Assistant (EA)
- Damage Control Assistant (DCA)

**Weapons Department Division Officer**
- Strike Officer (STRIKE)
- Tactical Systems Officer (TSO)
- Special Operations / Lock Out Chamber (SOF/LOC)
- Sonar Division Officer (SONAR)

**Navigation Department Division Officers**
- Communications Officer (COMMO)
- LAN Division Officer (LANO)

**Assistant Department Head**
- AENG
- AOPS
- AWEPS

*Fast Paced Knowledge and Operational Qualification Process*
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 member’s 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
Division Officer Sea Detailing

- Preferences:
  - Homeport
  - Ship Type

- All preferences are reviewed individually

- Contacting detailers has improved satisfaction

- 3 out of 310 detailed to bottom third choices in last 6 slates

- Change of homeports do occur

Detailing focused on Needs of the Navy and Preferences of Individual
Junior Officer Detailing

- 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

<table>
<thead>
<tr>
<th></th>
<th>2Q19</th>
<th>3Q19</th>
<th>4Q19</th>
<th>1Q20</th>
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<tbody>
<tr>
<td>#1 Choice</td>
<td>34.8%</td>
<td>36.9%</td>
<td>41%</td>
<td>26.3%</td>
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<tr>
<td>Top 5 Jobs</td>
<td>65.2%</td>
<td>66.2%</td>
<td>67.2%</td>
<td>53.9%</td>
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<tr>
<td>Top Third</td>
<td>98.1%</td>
<td>100%</td>
<td>100%</td>
<td>94.7%</td>
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<tr>
<td>Middle Third</td>
<td>1.5% (1 JO)</td>
<td>0%</td>
<td>0%</td>
<td>1.3% (1)</td>
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<tr>
<td>Bottom Third</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>3.9% (3)</td>
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<tr>
<td>AVG Preference</td>
<td>5.21</td>
<td>5.48</td>
<td>5.16</td>
<td>6.625</td>
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<td>Average MOB</td>
<td>34.0</td>
<td>34.1</td>
<td>33.8</td>
<td>34.2</td>
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</table>

2018 JO High Visibility / Flag Aide Statistics
Nominated: 33
Selected: 21 (63.7%)
Not Selected: 12 (36.3%)
Flags want 1120s working for them!

Great Work/Life Balance on Shore Duty!
- 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
### Considerations
- **Command qualifications** – finish before detaching
- PRD tied to future milestones?
- “NOT homeport” guarantees – regain flexibility and avoid disadvantaging others.
- JPME Phase I post-DH. (post-XO options!)

### Billet Specific Shore Assignments

#### Engineer Billets – 20 billets/yr | ~30 officers/yr
- 14 SQENG/GRENG
- 7 NPTU/MTS billets
- 2 TYCOM RADCON officers

#### SSBN WEPS Billets – 6 billets/yr | 8 officers/yr
- 2 SQWEPS
- 2 Group Weapons Officers
- 1 NTPI JPM

#### SSBN NAV Billets – 3 billets/yr | 8 officers/yr
- 2 SQOPS
- 2 TTF Instructors
- 2 SSP NAVs

#### NAV/WEPS Billets – 22 billets/yr | ~60 officers/yr
- 13 SQOPS
- 2 SQWEPS
- 4 CRE JBMs
- 20 High Visibility

### XO Screening
- Three looks
  - XOSS officers get a 4th Look (if not already called up)
- Squadron rankings are vital to XO screening

**Demand signal may results in low detailing flexibility**
### Executive and Commanding Officer Detailing

<table>
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<tr>
<th>XO</th>
<th>CO</th>
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<tbody>
<tr>
<td>SCC - STRAT - CLC – Legal</td>
<td>NR - SCC - STRAT – CLC</td>
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<tr>
<td>Nominal Tour: 20 mo</td>
<td>Nominal Tour: 32 mo</td>
</tr>
<tr>
<td>Minimum Tour: 18 mo</td>
<td>Post CO-1: 24 mo</td>
</tr>
<tr>
<td>Post XO: 24 months</td>
<td>Post CO-2: 18 mo</td>
</tr>
</tbody>
</table>

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

- **Joint/FM/OLA/AC/PERS**
- **JPME/Senior War College**
- **AQDs / SUBSPEC utilization**

Prior experience utilized in detailing
# Time-Cost Value

<table>
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<tr>
<th>Time Period</th>
<th>4 YCS May</th>
<th>~4.5 YCS (Sept-Dec)</th>
<th>5 YCS May</th>
<th>5.5 YCS 1 Oct</th>
<th>6 YCS May</th>
<th>6.5 YCS 1 Oct</th>
<th>7 YCS May</th>
<th>Total</th>
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</thead>
<tbody>
<tr>
<td>Eligible for +1 Contract</td>
<td>Rotate to Shore</td>
<td>Eligible for AIP</td>
<td>1\textsuperscript{st} yr on Shore Prorated AIP</td>
<td></td>
<td>2\textsuperscript{nd} yr on Shore</td>
<td>24 month PRD</td>
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<tr>
<td>Resign from Shore</td>
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<td>$16,500</td>
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<td>Late Signer “CAPT Davies Plan”</td>
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<td>$28,000</td>
<td>$28,000</td>
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<td>$112,000</td>
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<td>Sign at Anniversary “CDR Martinez Plan”</td>
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<td></td>
<td></td>
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<td>$105,000</td>
</tr>
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</table>

* 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**
- $26,000 total in TSP
- Match gave $10,800

- 5% 1yr O1 = $1,913/yr
- Max Annual = $19,000 = 49%

**Pre-Continuation Pay 12 Years**
- $116,000 total in TSP
- Match gave $54,300

- 5% 4yr O3 = $3.4k/yr
- Max Annual = $19k = 28%

**O4 Retirement 20 Years**
- Pension: $36,800
- Tricare for Life
- TSP Total: $323,000
- Match gave: $154,600

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

**O6 Retirement 30 years**
- Pension: $85,700
- Tricare for Life
- Total TSP: $900,000
- Match gave: $434,600

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

- >20 Year benefits
  - 2.0% x YOS x Highest Pay Grade
  - TRICARE for LIFE
  - VA and Military benefits

- Continuation Pay (BONUS!)
  - Eligible at 12 years with 4 years obligated service
  - Lump Sum of 2.5x monthly base pay (will go up!)

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

---

Start Contributing to TSP Immediately!
Online Resources

- **PERS-42 Website**
  - Homepage
    - Contact Info
  - Line Officer Detailing
    - Slates
    - Job Descriptions
    - Training Schedules
  - Board Information
  - Mustang Corral - LDOs
  - Graduate Education
  - Career Counseling
    - “How to”
    - Training Resources
    - Drumbeats
    - Community Status

- **PERS-42 Facebook** - [www.facebook.com/pers42](http://www.facebook.com/pers42)
  - Message Detailers
  - High Vis Tracker
  - Ted Talks/Webcasts
  - Rumor Mill/How It Works serials
  - Training Aides
  - Community Updates

Just Google “PERS-42”

Contact Us Today!
<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>CAPT Chris Cavanaugh</td>
<td>Division Director</td>
<td><a href="mailto:christopher.j.cavan1@navy.mil">christopher.j.cavan1@navy.mil</a></td>
</tr>
<tr>
<td>CAPT 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>LCDR 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 Dan Kindervater</td>
<td>Accessions and JO Sea Detailer</td>
<td><a href="mailto:daniel.j.kindervater@navy.mil">daniel.j.kindervater@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>NOBIP Manager</td>
<td><a href="mailto:chase.m.cummins@navy.mil">chase.m.cummins@navy.mil</a></td>
</tr>
<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>
</tr>
<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 Willie Ruthart</td>
<td>Assistant LDO Detailer</td>
<td><a href="mailto:william.s.ruthart@navy.mil">william.s.ruthart@navy.mil</a></td>
</tr>
</tbody>
</table>

Check the latest Drumbeat for the contact information for reliefs.