Nuclear Power
LDO/CWO Community Brief

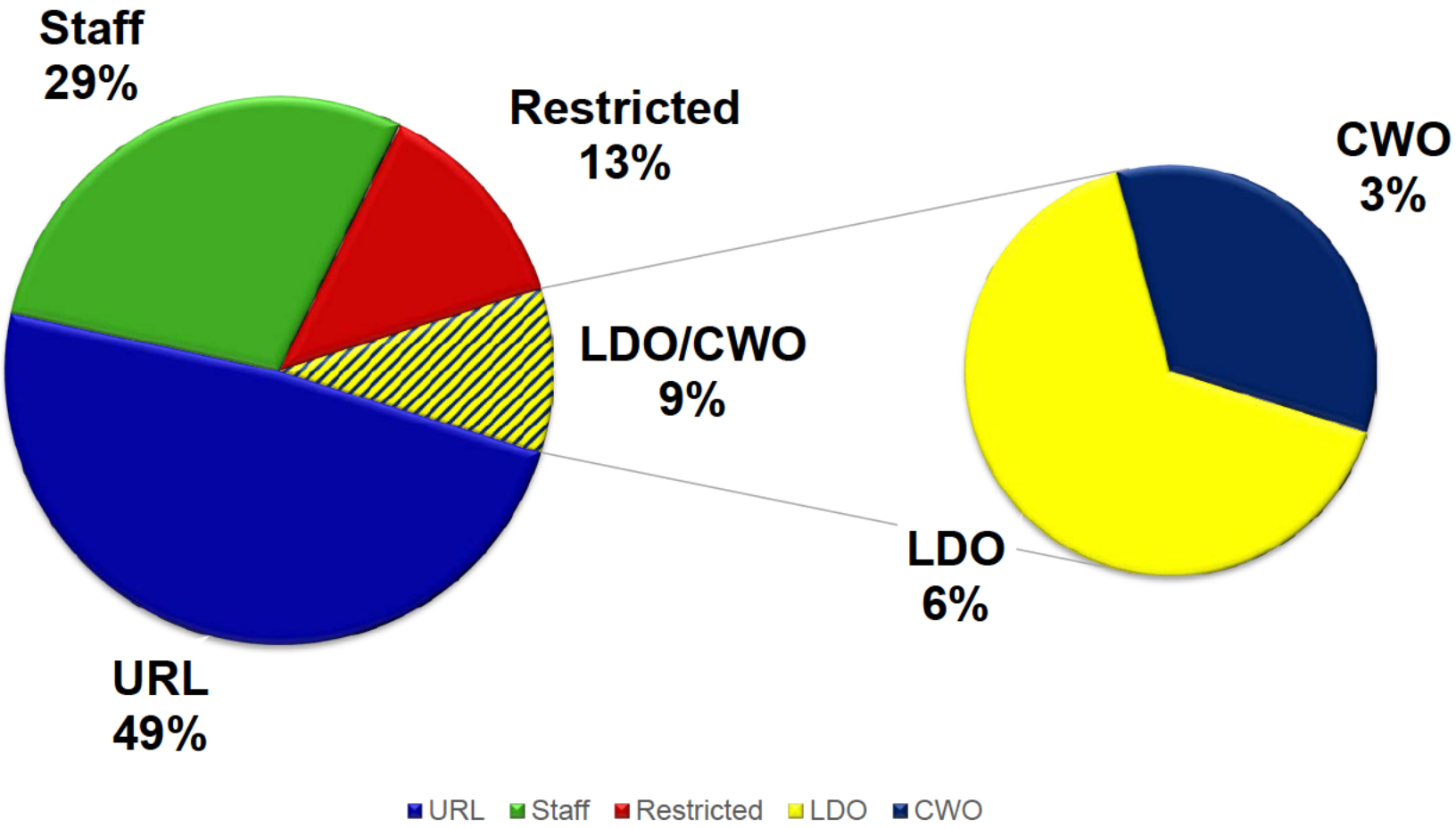
LCDR Phil Davis

Nuclear LDO/CWO Community Manager
OPNAV N133E

Community Brief
Agenda

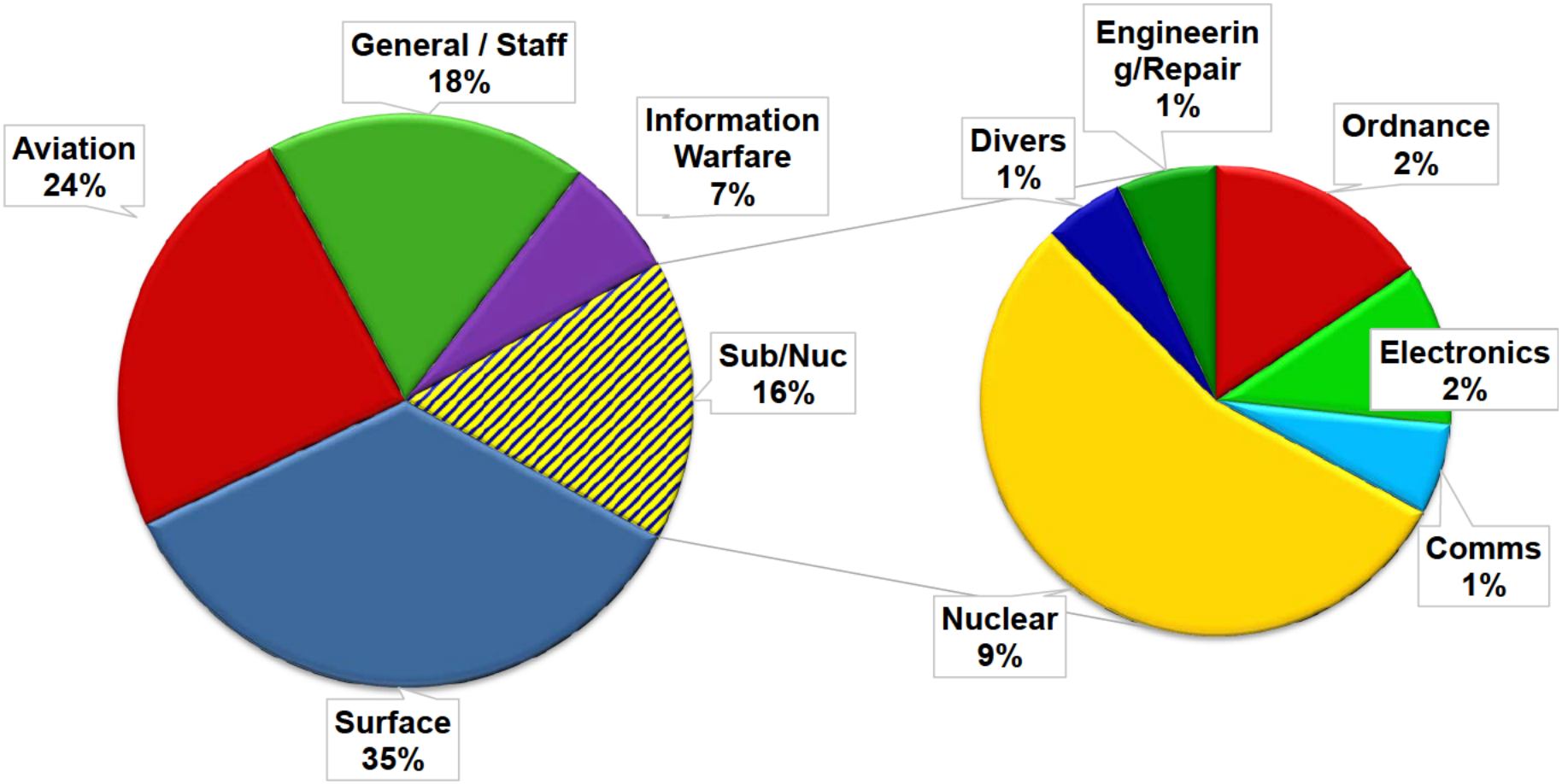
- State of the Competitive Category
- Career Planning
- Promotion Boards
- Initiatives
- Feedback

Community Brief
Officer Composition



LDOs & CWOs 9% of USN Officers

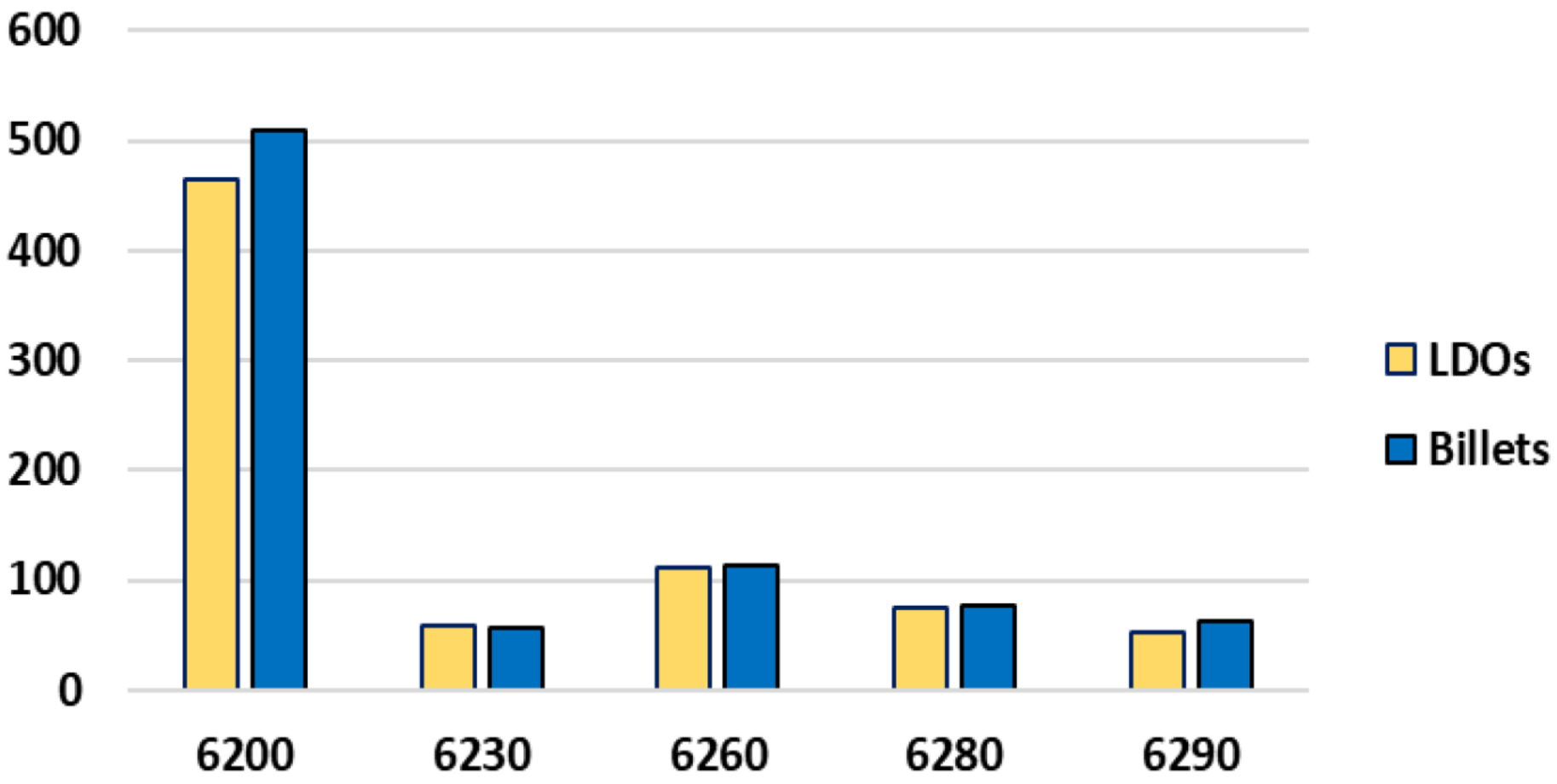
Community Brief
Competitive Category



Nuclear/Submarine comprises 16% of LDO/CWO

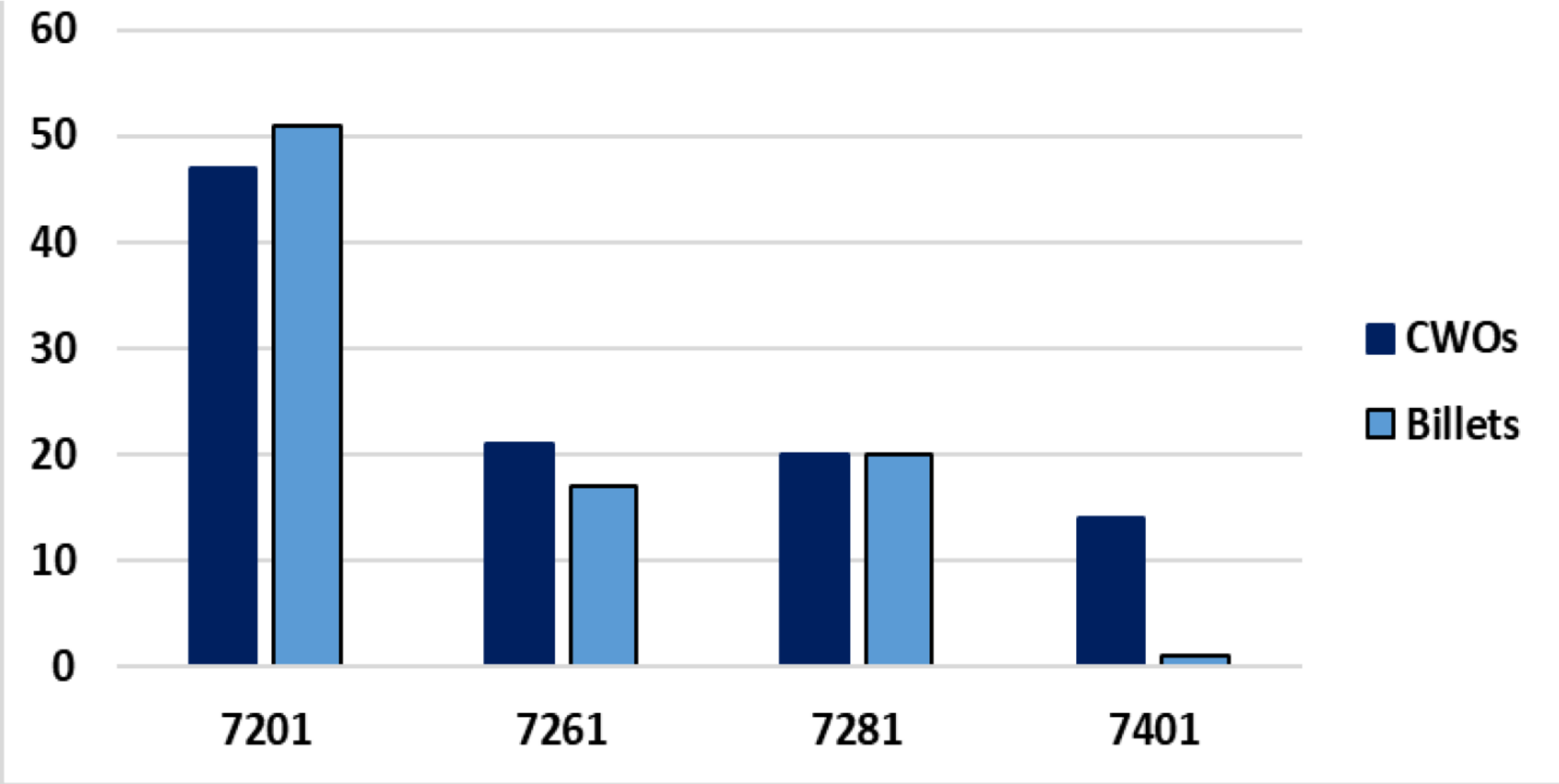
Community Brief

62xx LDOs vs Billets



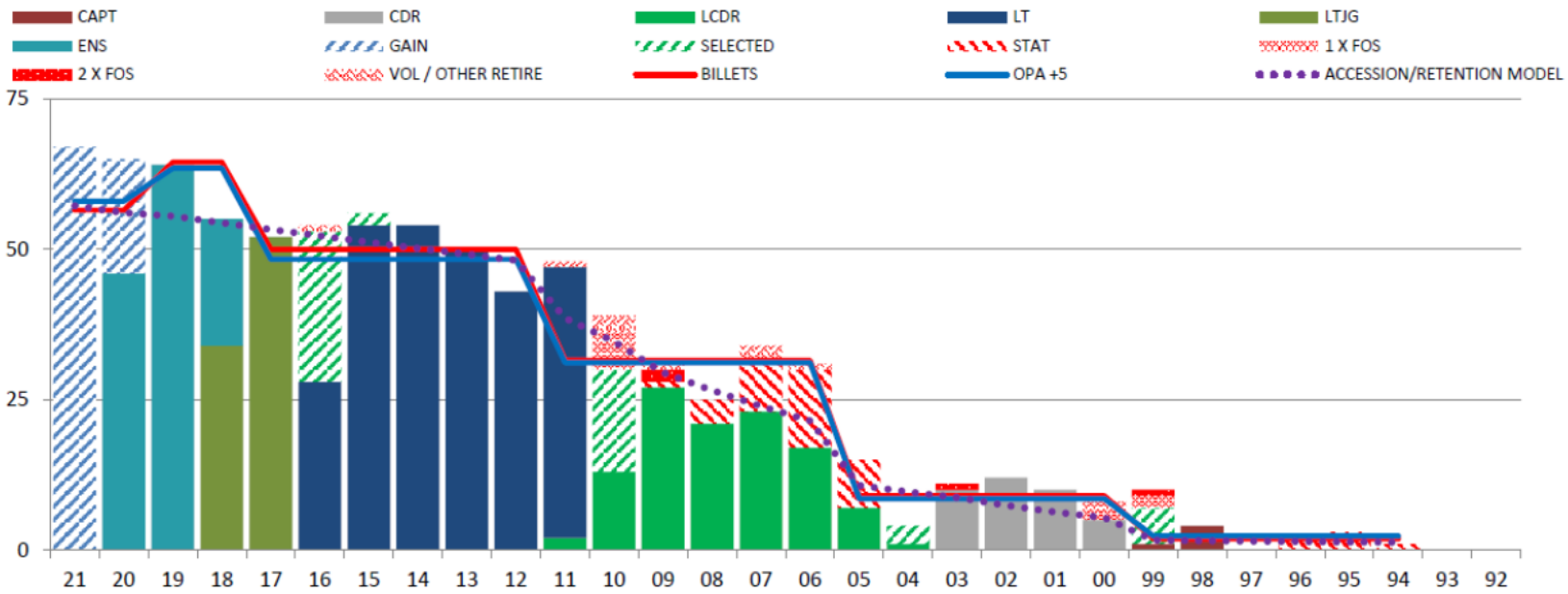
Community Brief

72xx CWOs vs Billets



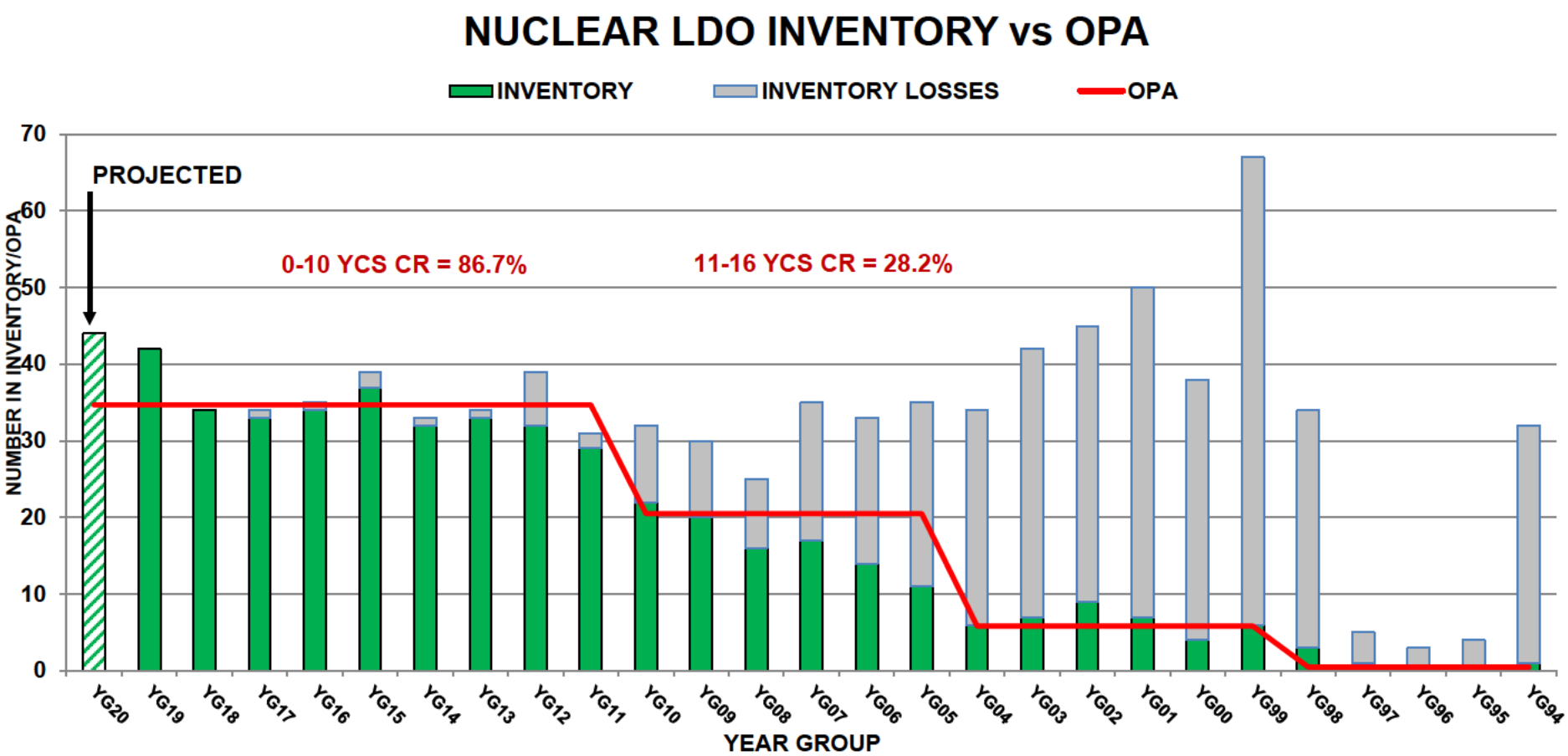
Community Brief
RCC Length of Service

Nuclear / Subsurface (62XX)
Inventory to Billets



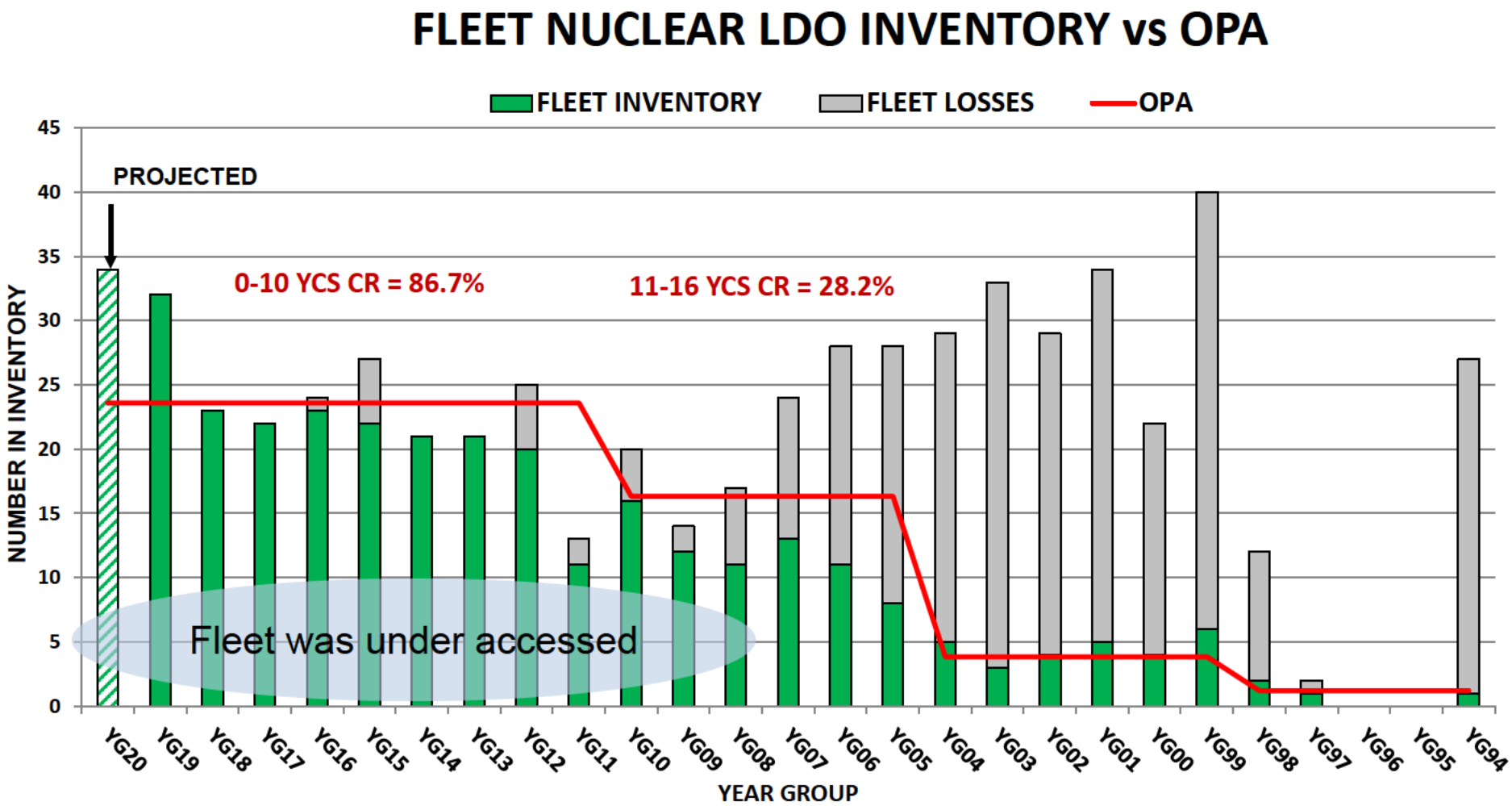
62XX	ENS	LTJG	LT	LCDR	CDR	CAPT	TOTAL
BILLETS	113	129	300	189	54	11	796
INVENTORY	131	113	266	186	50	7	753
MANNING %	116%	88%	89%	98%	93%	64%	95%
GAINS	5	0	0	0	0	0	5
LOSSES	0	0	1	2	0	1	4

Community Brief
Nuclear LDO Length of Service



Community Brief

Fleet Nuclear LDO Length of Service



Community Brief

NUC/SUB Career Progression

SUB/NUC (6200, 6230, 6280, 6260, 6290)	ENS / LTJG DIVO tours Shore or Sea	LT DH/PA Shore or Sea ANRR	LCDR DH/PA at Sea or Shore ANRR/DNRR CO / XO / OIC	CDR Sea or Major Staff DNRR/NRR CO / XO / OIC	Community Assignments

0 2 4 6 8 10 12 14 16 18 20 22 24 26 28

Basic / Technical Qualifications

Valued Career Credentials

Increasingly challenging technical and tactical leadership and management assignments.
Life-long learning (Technical certifications and/or degree completion)
Manpower, Personnel, Training, and Education Tours (MPT&E).

Milestone assignments

6200 Fleet:
O-3 CVN Technical Assistant
O-4 CVN Principal Assistant
O-5 CVN CHENG/Major PMA

6200 NR:
O-3 Assistant Naval Reactor Representative (NRR)/Lead Position
O-4 Deputy NRR/Projects Lead
O-5 NRR

6280:
O-3 DH Sea/Shore, ONI, NOTU, SUBSPEC Proj, AS, NRL, MATOFF
O-4 AOIC/XO/OIC***, ISIC Staff MATOFF or equivalent
O-5 XO/OIC***, MAJ Staff Off or equivalent

6230:
O-3 SUBSPEC Proj, Sea/Shore Repair, NSW, ISIC Staff
O-4 MAJ Staff Off, AOIC/XO***
O-5 XO*** / MAJ STAFF or equivalent

6260:
O-3 DH Shore/Sea, SWF/SSBN/AS, CSS, NMC, Insp.
O-4 DH Shore/Sea, XO/AOIC/OIC, MAJ Staff Off
O-5 XO/OIC***, Major Staff, NW Insp or equivalent 1820

6290:
O-3 Staff COMMS/IT, STRATCOM, NSW, Wing
No control grade billets
Off-ramp available starting at 4-6 YCS

*** few opportunities available

Administrative Screenings

Commander Command: selected CDRs/CDRs
Major Command: selected CAPTs/CAPTs

Community Brief
NUC/SUB Community Values

- **For Non-NUC designators, any combination of in-designator jobs performed (within provided paygrades) is considered career enhancing (i.e. for 6230 O-3: SUBSPEC Projects, repair, or NSW)**

- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Demonstrate superior TECHNICAL performance and leadership within their designator specialty (all designators)
  - Sustained superior performance while serving as Division Officer at sea or ashore (all designators), CVN Technical Assistant (Fleet 6200) or Naval Reactors (NR) Project Assistant roles (NR 6200)
  - CVN EOOW AQD LC5 (Fleet 6200) or Assistant Naval Reactors Representative (NRR) (NR 6200)

- **Valued achievements prior to COMMANDER**
  - Sustained superior performance while serving in a Department Head at sea or ashore (all designators), CVN Principal Assistant (Fleet 6200), Deputy NRR/Assistant NRR (NR 6200)
  - Sustained superior performance in XO/AOIC/OIC/CO
  - Command ashore AQD (2D1) eligible
  - Sustained superior performance while serving in community assignments

- **Valued achievements prior to CAPTAIN**
  - Sustained superior performance in major staff and community assignments
  - Sustained superior performance while serving in a PMA and CVN CHENG (Fleet 6200), or NRR (NR 6200) assignments
  - Sustained superior performance in major command level positions (XO/OIC, etc.)

Community Brief

CWO Subsurface Career Progression

SUB/NUC 720X, 723X, 726X, 728X, 740X	DIVO at Sea/Ashore	DH/PA or OIC Ashore (as afforded by opportunity)	Community Assignments

YCS: 0 2 4 6 8 10 12 14 16 18 20

Basic/ Intermediate Technical Qualifications

Valued Career Credentials

Assignments are repetitive in nature. Increasingly technical assignments.
Instructor, Inspector/Assessor, Repair/Production, or Technical Specialist
Life-long learning (Technical certifications and/or degree completion)

CWO2	CWO3	CWO4	CWO5

Community Brief

CWO Subsurface Community Values

- **Valued achievements prior to CWO4**
  - Completed successful Division Officer assignments
  - Sustained superior performance while serving in a highly technical Division Officer or equivalent assignment
- **Valued achievements prior to CWO5**
  - Sustained superior performance in a CWO4 assignment or community assignment
  - Sustained superior performance in a highly technical Department Head ashore or an Officer-in-Charge assignment

Community Brief

Fleet Nuclear LDO Career Path

	Assignments
23 YCS	Maintenance Facility Command
21 YCS	DEPUTY SY CMDR
18 YCS	CVN CHIEF ENGINEER
15 YCS	MAJOR PMA, OCM, IMA XO, SUB Base XO, NFAS DIRECTOR
12 YCS	PMA, TYCOM STAFF, IMA PA, MISC REPAIR, *DRYDOCK CO*, FORCE RADCON ASST
9 YCS	CVN PRINCIPAL ASSISTANT (CRA,RMA,RAA,RMO,SMM)
6 YCS	IMA DIVO, CVN ELECTRO, TYCOM, SY PROJ SUPT, *DRYDOCK XO*, PCU SSN, SSN AVAIL COORD
3 YCS	Tender/IMA DIVO, NPTU MAINT, PMT
0 YCS	CVN TECHNICAL ASSISTANT**

36 Month Tour Lengths

CAPT	Major Command	
	Maintenance Leadership	
	Milestone Position: CVN CHENG	Must do CVN PA to be CVN CHENG
CDR	Senior LCDRs/junior CDRs have opportunity for PMA or equivalent maintenance leadership positions	
LCDR	4th Tour for most LDOs: CVN PA	
LT	3rd Tour for all LDOs: Elective Tour	Must do CVN TA to be CVN PA
	2nd Tour for all LDOs: Repair/Maint	
LTJG		
ENS	1st Tour for all LDOs: CVN TA	

Community Brief

NR Field Office LDO Career Path

	Assignments	
21 YCS	Senior Leadership (Upper Half) •Deputy NRR, NR HQ Staff •Overall Projects Lead	CAPT
15 YCS	Senior Leadership (Lower half) •CVN Overhaul Lead •Reactor Servicing Lead •CVN Projects Lead •Submarine Projects Lead •ANNR Kings Bay/San Diego	CDR
10 YCS	Lead Position • Radcon Lead • JTG/Testing Lead • JRG/Refueling Lead • QA Lead	LCDR
4 YCS	Large Project Lead (ERO, EOH, RCOH, PIA, DPIA, etc)	LT
2 YCS	Small Project Lead (SRA, CMA)	LTJG
0 YCS	Qualification Tour	ENS

60 Month Tour Lengths (Nominally)

Senior Leadership Positions

Milestone Position: ANRR

4th Assignment: Senior Leadership Positions (Lower Half)

Senior LCDRs/junior CDRs have opportunity for leadership positions as ANRR

3rd Assignment: Lead Positions

2nd Assignment: Large Project Lead

1st Assignment: Qualification Tour, followed by Small Project Lead

MyNAVYHR

Community Brief
Career Planning

Goals / Priorities / Concerns

	Assignments
23 YCS	Maintenance Facility Command
21 YCS	DEPUTY SY CMDR
18 YCS	CVN CHIEF ENGINEER
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	2nd Tour for all LDOs: Repair/Maint
LTJG	
ENS	1st Tour for all LDOs: CVN TA

Community Brief
Career Planning

Goals / Priorities / Concerns
Elevator or **minimal stairs**
Government paid trip to Hawai'i
East coast
EFM & No geobach, PMP cert & degree?
I should have said something
Any coast – SMM->RMA->RMO->CRA
Government paid trip to Hawai'i
Sub gates + VA orders -Thing 1 & 2 Graduate HS
Need VA orders -Thing 1 & 2 in HS

	Assignments
23 YCS	Maintenance Facility Command
21 YCS	DEPUTY SY CMDR
18 YCS	CVN CHIEF ENGINEER
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	2nd Tour for all LDOs: Repair/Maint
LTJG	
ENS	1st Tour for all LDOs: CVN TA

Community Brief

Selectee -> Commissioning

- NAVADMIN is your source document
- Transition Mentor (Your designator with 2-3 YCS)
- (Nukes) NR Headquarters Interview
- Commissioning Physical
- BCA/PRT
- Officer Training Command, Newport, RI

Be your own advocate

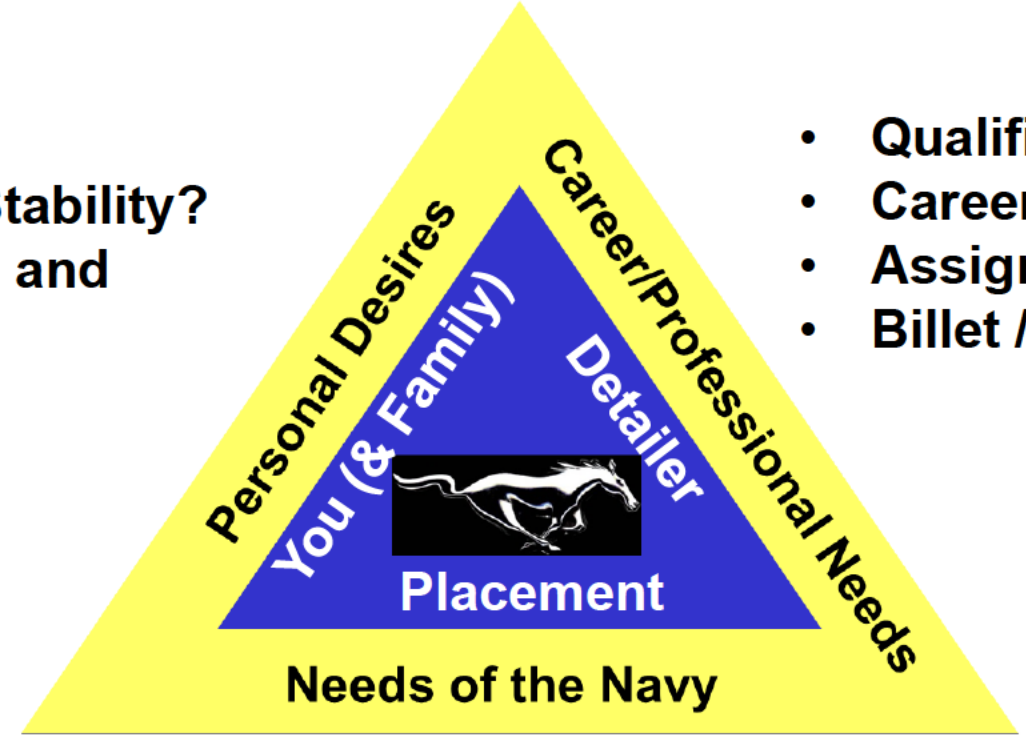
Community Brief
Career CWO2 -> CWO3 & ENS -> LTJG

- **Learn to "Officer"**
  - **CVN TA, Division Officer, Small Projects**
  - **1st two years qualifications and proficiency**
  - **Interact with seniors**
  - All-Star Transition
  - Mentee – Find Mentor Onboard or Locally
  - Instructions / requirements
  - Incentive Pays & Special Duty Pays
  - Skills
  - Learn the business
  - All Fully Qualified Promotion
  - Fitness Reports (FITREPs)
  - Transfer

Learning a new business

Community Brief
Detailing Triad

- Homeport?
- Geographic Stability?
- Family Needs and Detailing
  - MIL-MIL
  - EFM
  - LIMDU



- Qualifications
- Career Progression
- Assignment Diversity
- Billet / Ship Type

- Man the Fleet

Community Brief
Transfer

- **NPC Website**
- **Support & Services**

Officer ▾ Enlisted ▾ Support & Services ▾ Organization ▾ Reference Librar

Enlisted Links

Reserve

Support & Services

Community Brief
Transfer

Boards ▾ Career Info ▾ Officer ▾ Enlisted ▾ Support & Services ▾ Organizatic

- 21st Century Sailor
- Casualty Assistance
- Corrections & Programs
- Distribution Mgmt
  - Basic Allowance For Housing
  - Code 3 to 6 Changes
  - Cost of Living
  - Dependent Entry Approval
  - Distribution Operations Management
  - Family Member CO-LO
  - First Term Assignments
  - Flag Level Reviews
  - Foreign Leave Travel
  - Mgmt & Procedures
  - Overseas Housing
- Exceptional Family Member

Distribution Management (PERS-45) develops and in
conducts quality assurance and manages informatior

PERS-450 Joint Matters / Subspecialty Management

PERS-451 Distribution Policy and Procedures Branch

PERS-452 Allocation and Statistics/Space Cadre Branch

PERS-454 Deployability Assessment Branch

PERS-455 Distribution Operations Management Branch

PERS-456 Exceptional Family Member Branch

Learn Instructions & Policy

Community Brief

CWO3 -> CWO4 & LT -> LCDR

- **Learn to "Lead"**
  - **CVN PA, Department Head, OIC, Project Lead, Staff**
  - **Communicate off-hull**
  - Mentor / Mentee / Network
  - RCC Promotion / FITREPs
  - Support Board
  - Navy Skills
  - Command Qualifications
  - Retire – Voluntary / Statutory

Lead and Mentor

Community Brief
Nominations

- **Placement Officer Nominations**
  - Coordination between applicable placement desk and the ship's chain of command (XO)
- **Strategic Systems Program (SSP) Nominations**
  - Vetted through SSP prior to writing orders.
  - Package consists of OSR and PSR
- **Naval Reactors (NR) Nominations**
  - NR concurrence is required prior to issuing orders
    - CVN PA/CHENG, NNPTC/NPTU Billets, SSN SOC/New Construction, etc.
  - Package Consists of OSR and PSR, Official Photograph, Last 5 FITREPs

Maintaining your Record up to date = Faster Order Routing

Community Brief
Spot Promotion

Navy Personnel Command > Boards > Spot Promotions

Boards | Career Info | Officer | Enlisted | Support & Services | Organization | Reference Library

- Active Duty Enlisted
- Active Duty Officer
- Administrative
- Apply Board
- Enlisted Continuation
- Flag
- General Board Info
- Officer Continuation/SERB
- Reserve Enlisted
- Reserve Officer
- Screen Boards
- Selection Board Support
- Special Boards
- Spot Promotions

Temporary (Spot) Promotion to Lieutenant Commander

(Not to be confused with "Frocking". For frocking questions call (901) 874-4127)

10 U.S. Code § 5721 authorizes the temporary (spot) promotion of certain line LTs to LCDR under regulations prescribed by SECNAV, when they possess a skill in which the Navy is critically short and are serving in a billet designated to be held by a LCDR and require such a skill. SECNAVINST 1421.3K sets policy and procedures.

Spot promotion boards are held quarterly. To be eligible for consideration an officer must:
(a) possess a critical skill, as determined by SECNAV (Specified Designators)
(b) have a minimum of two years in grade, computed from their date of rank as LT, **when the board convenes**
(c) be serving in, or ordered to, one of the engineering or NSW billets specifically listed on the FY18 Spot Billet List
(d) have at least one year remaining to serve in the qualifying billet (may request extension of PRD or on active-duty) unless already on a select list for promotion to LCDR
(e) be recommended for spot promotion by their CO **(Ensure CO's endorsement is received by your detailer 4 weeks prior to board convening date.)** Sample Letter

Review your OMPF, OSR, and PSR at least three months prior to the convening of the board.
Mailing address for letters to the board president (LTB): Spot Board Address

Board notifications and results will be released on this page. **Officers cannot be promoted until either they report to the billet or the Spot Promotion list has been Senate confirmed whichever is later.** Promotion documentation will be provided when you contact your detailer to provide check-in/arrival date at Spot billet.

NOTE: Board membership will no longer be published until after a board has adjourned.

FY-18 2nd Quarter Spot Board will convene on 18 Jan 2018.

FY-18 1st Quarter Spot Board has adjourned. Waiting on results to be Senate confirmed.

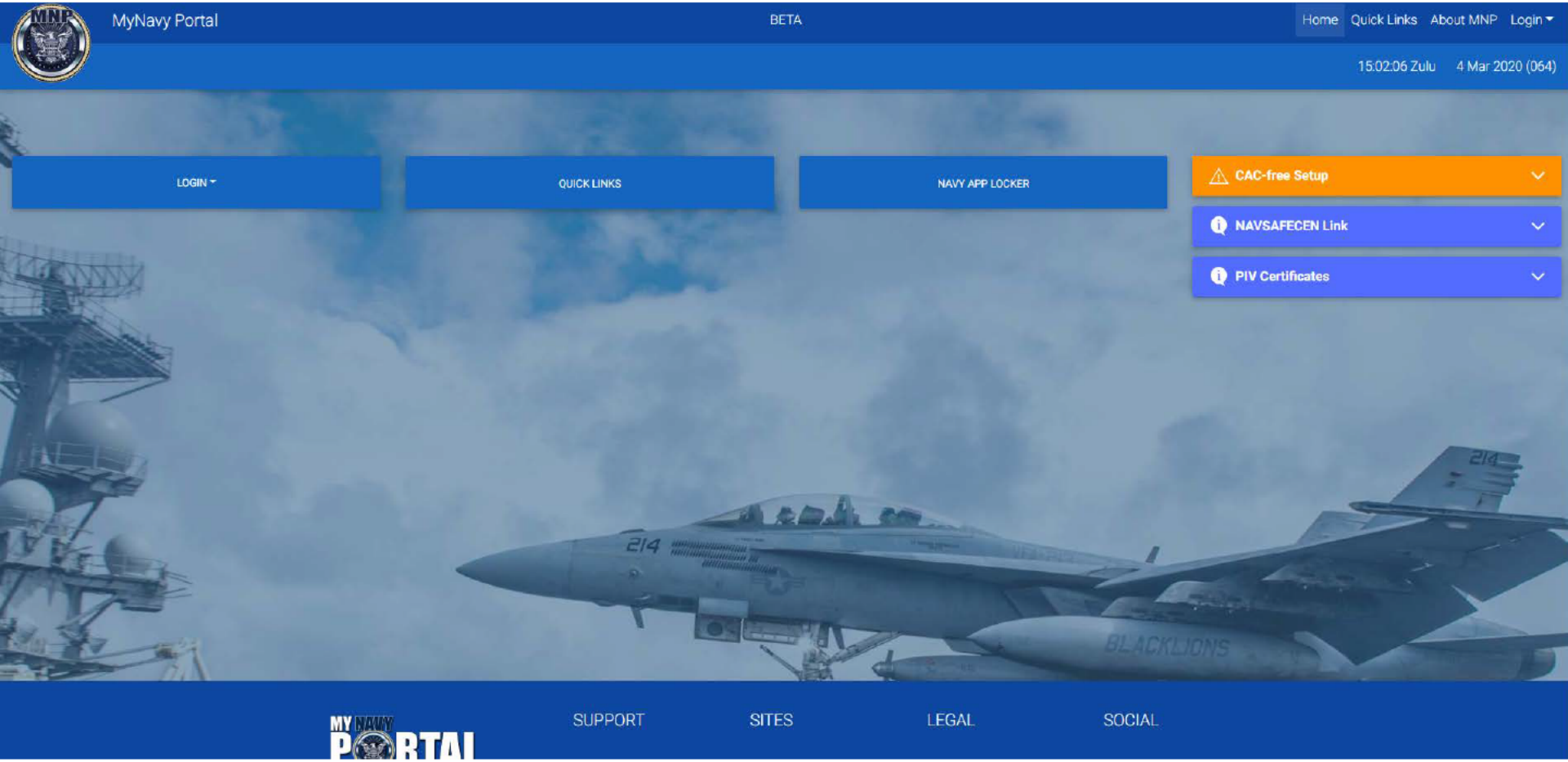
FY-17 4th Quarter Spot Board has adjourned. Waiting on results to be Senate confirmed.

FY-17 3rd Quarter Spot Board has adjourned. The Senate has confirmed the results. FY17 3rd Qtr Scroll.

FY-17 2nd Quarter Spot Board has adjourned. The Senate has confirmed the results. FY17 2nd Qtr Scroll.

FY-17 1st Quarter Spot Board has adjourned. The Senate has confirmed the results. FY17 1st Qtr Scroll.

Community Brief
MyNavy Portal



INFORMATIONAL

Community Brief
MyNavy Portal

MyNAVYHR

MyRecord BETA MyRecord Career & Life Events Professional Resources Help & Info Feedback Quick Links Phillip E Davis

Contact information for the MNCC Call Center is provided on the right, under Help Desk.

Other Record Sites of Interest

OMPF
Official Military Personnel File
CONTINUE

ESR
Electronic Service Record
CONTINUE

ETJ
Electronic Training Jacket
CONTINUE

IMR
Individual Medical Readiness
CONTINUE

JST
Joint Service Transcript
CONTINUE

PRIMS
Physical Readiness Information Management System
CONTINUE

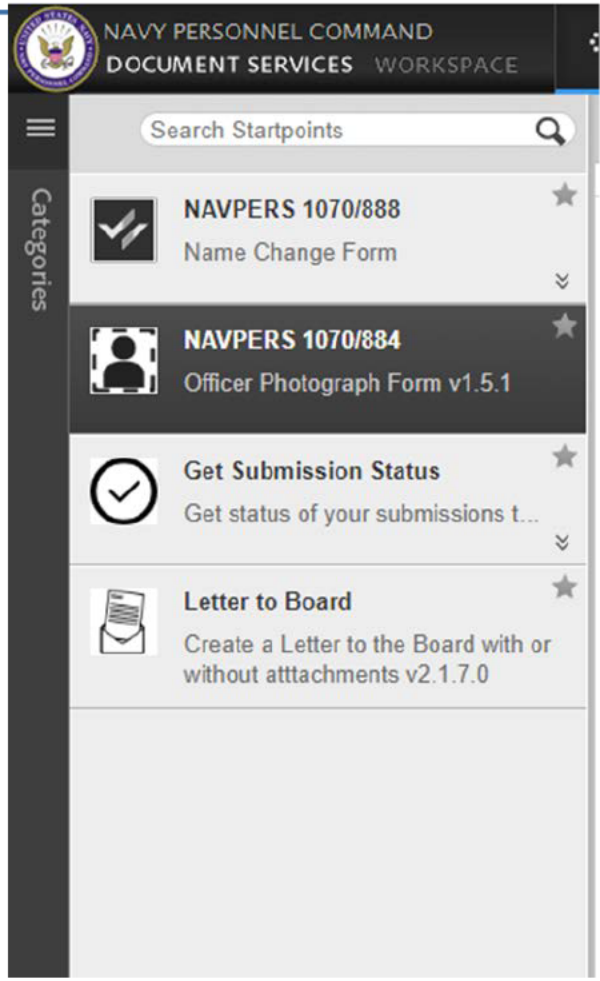
ODC, OSR, PSR, ESR
Officer Data Card (ODC), Officer Summary Record (OSR), Performance Summary Record (PSR), Enlisted Summary Record (ESR)
CONTINUE

Officer Photograph
Click CONTINUE to self-service update your NAVPERS 1070/884. Click HERE for step-by-step instructions.
CONTINUE

Community Brief
Officer Photo

BOL Application Menu

[Advancements/Selection Boards
[Application (FORMAN) Status
[ARPR/ASOSH Online
[CCA/FITREP/Eval Reports
[CO/XO/CMC Advancement/Selection Board Verification
[CWAY - Sailor Self-Service
[ESSBD (Submit letter to SelBoard)
[Individual Medical Readiness (IMR) Status
[JOIN
[Military Locator System
[Name Change
[Naval Register
[NavPers Legacy and PERSTEMPO
[Navy Personnel Command Document Services
[Navy-Marine Corps Mobilization Processing System (NMCMPS) - View IA/ADSW orders
[ODC, OSR, PSR, ISR
[Officer Photo
[Official Military Personnel File (OMPF) - Command View
[Official Military Personnel File (OMPF) - My Record
[Overseas / Remote / GSA
[PARFQ
[PRIMS
[PTDR
[Selective Reenlistment Bonus



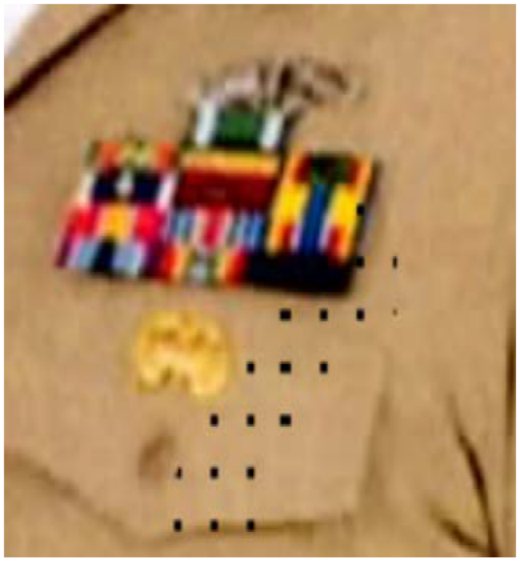
Community Brief
Officer Photo

- **NAVADMIN 265/18 requires ALL officers are required to have a full-length color photograph in their official military file.**
- **Preferred uniform: Service khaki w/o cover.**
  - When service khaki is unavailable, any regulation uniform is acceptable.
- **Photo taken at a Navy or DOD facility.**
  - When official facilities are not available, officers are authorized to use commercial sources. If commercial sources are unavailable, officer may submit any color photograph that complies with the requirements outlined in MILPERSMAN 1070-180.

This blank screen is what the board sees if no photo is available

Living Room?

LT going up for CDR



Not up to date

Community Brief
Promotion Zones

```
UNCLASSIFIED//

ROUTINE

R 101613Z DEC 19 MID510000799058U

FM CNO WASHINGTON DC

TO NAVADMIN

INFO CNO WASHINGTON DC

BT
UNCLAS

NAVADMIN 286/19

PASS TO OFFICE CODES:
FM CNO WASHINGTON DC//N1//
INFO CNO WASHINGTON DC//N1//

MSGID/GENADMIN/CNO WASHINGTON DC/N1/DEC//

SUBJ/NOTICE OF CONVENING FY-21 ACTIVE-DUTY NAVY PROMOTION SELECTION BOARDS
(CORRECTED COPY)//

RMKS/1.  This corrected copy NAVADMIN is due to the addition of paragraph 5.
This NAVADMIN announces the notice of convening FY-21 promotion selection
boards.  The FY-21 promotion selection boards to recommend officers in the
Line and Staff Corps and chief warrant officers on the Active-Duty List for
permanent promotion to the grades of captain, commander, lieutenant
commander, and chief warrant officer will be convened as follows:
     15 JAN 2020 - Unrestricted/Restricted Line Captain
      4 FEB 2020 - Staff Corps Captain
     11 FEB 2020 - Unrestricted/Restricted Line Commander
     24 MAR 2020 - Staff Corps Commander
     12 MAY 2020 - Staff Corps Lieutenant Commander
     18 MAY 2020 - Unrestricted/Restricted Line Lieutenant Commander
     15 JUN 2020 - Chief Warrant Officer 5/4/3
```

- **How do I determine if I am in zone?**
  - Annual NAVADMIN “Notice of Convening FY-XX Active Duty Navy Promotion Selection Boards”
- **How do I predict if I will be in zone?**
  - Good Luck!
  - The only requirement is approximately the same promotion opportunity acroos a five year period.

Community Brief
RCC Promotion Zones

- **FY21 Captain Zone**

Limited Duty Officer (NUC SUB) (62XX)

Senior in-zone -	CDR K. C. Teasley	023617-25	01 SEP 2014
Junior in-zone -	CDR S. H. Pomeroy	024229-75	01 JAN 2016
Junior eligible -	CDR J. M. Catteau	024735-50	01 SEP 2017

- **FY21 Commander Zone**

Limited Duty Officer (NUC SUB) (62XX)

Senior in-zone -	LCDR J. L. Dygert	039665-50	01 SEP 2014
Junior in-zone -	LCDR R. B. Sutter	041441-00	01 SEP 2015
Junior eligible -	LCDR M. M. Newby	042825-50	01 OCT 2016

- **FY21 Lieutenant Commander Zone**

Limited Duty Officer (NUC SUB) (62XX)

Senior in-zone -	LT R. M. Hoagland II	131040-00	01 OCT 2014
Junior in-zone -	LT J. B. Corley	139236-00	01 MAR 2016
Junior eligible -	LT E. I. Beason	158310-00	01 OCT 2018

Community Brief
Lineal Number

BOL Application Menu

[Advancements/Selection Boards
[Application (FORMAN) Status
[ARPR/ASOSH Online
[CCA/FITREP/Eval Reports
[CO/XO/CMC Advancement/Selection Board Verification
[CWAY - Sailor Self-Service
[ESSBD (Submit letter to SelBoard)
[Individual Medical Readiness (IMR) Status
[JOIN
[Military Locator System
[Name Change
[Naval Register
[NavPers Legacy and PERSTEMPO
[Navy Personnel Command Document Services
[Navy-Marine Corps Mobilization Processing System (NMCMPS) - View IA/ADSW orders
[ODC, OSR, PSR, ESR
[Officer Photo
[Official Military Personnel File (OMPF) - Command View
[Official Military Personnel File (OMPF) - My Record
[Overseas / Remote / GSA
[PARFQ
[PRIMS
[PTDR
[Selective Reenlistment Bonus

RCC

You

Community Brief
Lineal Number

NAVAL REGISTER

Return to BOL | BOL Log Out

References

Date of last data upload: 12/16/2019 10:25 AM

Input search criteria:

Officer Type: Active Duty

Pay Grade/Rank: Lieutenant

Competitive Category Code: Limited Duty Officer (Line)

Search | Clear | Print

Select the correct drop-downs

Active Duty

Clear Filters | Clear Groupings

Drag a column header and drop it here to group by that column

Sort by Lineal/Precedence

Filter by RCC

			Lineal/Precedence	Year Group	Designator				Sex	Original Source
					62					
W[redacted]	LT	1183[redacted]	09	6230	LDO(LINE)	11/01/2012			M	231
M[redacted]	LT	1190[redacted]	09	6200	LDO(LINE)	01/01/2013			M	231
LA[redacted]	LT	1190[redacted]	09	6200	LDO(LINE)	01/01/2013			M	231
CH[redacted]	LT	1195[redacted]	09	6230	LDO(LINE)	03/01/2013			M	231
HA[redacted]	LT	1198[redacted]	09	6200	LDO(LINE)	04/01/2013			M	231
D4[redacted]	LT	1198[redacted]	09	6200	LDO(LINE)	04/01/2013		2019	M	231
OT[redacted]	LT	1201[redacted]	09	6200	LDO(LINE)	05/01/2013			M	231
CU[redacted]	LT	1244[redacted]	10	6260	LDO(LINE)	10/01/2013			M	231
PA[redacted]	LT	1244[redacted]	10	6200	LDO(LINE)	10/01/2013			M	231
BA[redacted]	LT	1247[redacted]	10	6260	LDO(LINE)	11/01/2013			M	231
CA[redacted]	LT	1247[redacted]	10	6200	LDO(LINE)	11/01/2013			M	231
PR[redacted]	LT	1248[redacted]	10	6290	LDO(LINE)	11/01/2013			M	231

Export To Excel

Designator Filter 62 &Sort by Lineal/Precedence

Community Brief
In-Zone Yes or No?

PRECEDENCE / LINEAL	Above / In / Below Zone?
13355800	In-Zone
15013700	Below Zone
04587700	Above Zone or already selected

Limited Duty Officer (NUC SUB) (62XX)

Senior in-zone -	LT R. M. Hoagland II	131040-00
Junior in-zone -	LT J. B. Corley	139236-00
Junior eligible -	LT E. I. Beason	158310-00

Community Brief
Boards

Line (SUB / NUCLEAR)

620X NUCLEAR POWER
623X ENGINEERING/REPAIR
626X ORDNANCE
628X ELECTRONICS
629X COMMUNICATIONS

720X DIVING OFFICER
726X ORDNANCE TECHNICIAN
728X ACOUSTIC TECHNICIAN
7400 NUCLEAR POWER TECHNICIAN

Community Brief
Officer Summary Record

A

Briefer's Grade of the Record

FOR OFFICIAL USE ONLY - PRIVACY SENSITIVE NAVPERS 1070/123 (REV 3-2009) OFFICER SUMMARY RECORD

NAME							
LIEUTENANT, IMA REAL			YG 13	DATE PROC: 200425			
SSN	FILE NO	DESIGNATOR	DATE OF BIRTH	AGE	PROF. SERV. DATE	FOR BOARD USE	
******1234		6200	771009	42			
HIGHEST FLAG	CAPT	CDR	LCDR	LT	LTJG	ENS	HIGHEST CWO
				170601	150601	130601	

PRESENT DUTY STATION	PRESENT BILLET
NNSY FMB	QA SUPT/SUBS P

EDUCATION

COLLEGE	DATE/LEVEL	MAJOR	LANG. PROF	SUB-SPEC

No Degree = Not a Negative but if everyone else has a degree may hurt

SERVICE SCHOOLS ATTENDED

COURSE: DATE/WEEKS:

COURSE: DATE/WEEKS:

COURSE: DATE/WEEKS:

Selection Briefers use one color to annotate records.

ACTIVE DUTY BASE DATE	PREVIOUS MILITARY SERVICE	YEAR	MONTHS	HIGHEST RATE/GRADE
001128	N	00	147	MMC

PERSONAL DECORATIONS

NAV COM 04
NAV ACHV 03

Standard Awards

SPECIAL QUALIFICATIONS

1	QA SUPT	7	EOOW CVN	13		19	
2	REP DIV	8	EOOWSTEAM	14		20	
3	SHP ELC REP	9		15		21	
4	LD/WS/NUOP	10		16		22	
5	SURF WAR 03	11		17		23	
6	OOD FLEET 03	12		18		24	

REMARKS

LTB
FC17

Letters to the Board and Field Code 17s must be reviewed by all board members

"#1 of 15 LTs regardless of designator"
"Stennis Leadership Award Winner over LCDRs"

Colors are added for training purposes
Green = Requirement / Positive Attribute
Gray = Neutral / Could Be Improved
Red = Adverse
Blue = FITREP Comments
LTB = Letter to the Board
FC17 = Field Code 17 Privileged Information

Community Brief

Performance Summary Record

PERFORMANCE SUMMARY REPORT FOR OFFICIAL USE ONLY - PRIVACY SENSITIVE DATE OF REPORT: 04-25-20

NAME(LAST,FIRST, MIDDLE)	DESIG/RATE	SSN	PAGE 1 OF 1
LIEUTENANT, IMA REAL	6200	******1234	

PG	STATION	DUTY	DATES	MOS	REPORTING SENIOR NAME	PG	TITLE	TRAITS 1	2	3	4	5	AVERAGES IND SUM	R/S CUM	PROMOTION REC SP	PR	P	MP	EP	PRT	RPT TYPE	
01	NAVNUPWRTRACOM	NOT OBSERVED	060213 060313	0	CAPTAIN IM	06	CO						0.00 0.00	0 0.00	0	0	0	0	0	N	RG	NOB
01	Sub Tender	DIV-O	060413 110113	5	SAILING IR	06	CO	0	0	1	4	1	4.00 4.39	21 4.05	0	0	0	X 4	2	P	RG	New onboard, Detach Rep Senior Trait AVG < Sum Grp & RSCA
01	Sub Tender	DIV O	110213 060614	7	UNDERWAY IM	06	CO	0	0	0	0	6	5.00 4.58	13 4.51	0	0	2	2	X 2	P	RG	Trait AVG >RSCA Strong soft breakout
01	CVN One	AUX TECH	060714 020515	8	JET IM	06	CO	0	0	1	3	2	4.17 4.12	58 4.00	0	0	0	X 5	2	P	RG	New onboard, Detach Rep Senior Trait AVG > Sum Grp & RSCA
01	CVN One	AUX TECH	020615 053115	4	FLY IR	06	CO	0	0	2	2	2	4.00 3.75	43 3.64	1	0	0	X 5	2	F	RG	Failed PRT Trait AVG > Sum Grp & RSCA. Soft breakout
02	CVN One	AUX TECH	060115 022916	9	FLY IR	06	CO	0	0	2	2	2	4.00 4.11	93 3.92	0	0	0	X 7	2	P	RG	Promo LTJG, Trait AVG > Sum Grp & RSCA, No breakout "EP performer"
02	CVN One	ELECTRO	030116 022817 Missing Dates	12	FLY IR	06	CO	0	0	1	2	3	4.33 3.98	113 3.94	0	0	0	6	X 2	MW	RG	PRT med waived & Event waived. Trait AVG > Sum Grp & RSCA
03	Fleet Repair	DEPT HEAD	071517 013118	7	DEPOT MI	06	COMMANDER	0	0	4	2	0	3.33 3.78	88 3.94	0	0	X 2	2	2	W	RG	PRT Event Waived, New onboard , Promo LT Trait AVG < Sum & RSCA
03	Fleet Repair	DEPT HEAD	020118 062918	5	DEPOT MI	06	COMMANDER	0	0	1	5	0	3.83 4.00	109 3.94	0	0	X 2	3	2	B	RG	Validated PRT. Trait AVG < Sum & RSCA, No breakout or explanation
03	Fleet Repair	DEPT HEAD	063018 013119	7	DRYDOCK ED	06	COMMANDER	0	0	2	2	2	4.00 3.87	24 3.72	0	0	2	X 2	1	P	RG	Trait AVG > Sum Grp & RSCA, Strong soft breakout
03	Fleet Repair	DEPT HEAD	020119 013120	12	DRYDOCK ED	06	COMMANDER	0	0	1	3	2	4.17 3.67	0 0.00	0	0	3	3	X 2	BP	RG	Validated PRT Trait AVG > Sum Grp & RSCA, Strong soft breakout

Blue Line = Command Change/ Reporting Senior Change

Black Line = Rank Change

Community Brief
Boards

BRIEFER votes BEFORE the brief begins

"A" or	100	- Absolutely Select
"B" or	75	- Probably Select
"C" or	50	- Unsure
"D" or	25	- Probably Not
"E" or	0	- DO NOT SELECT

May be modified to suit situation

Community Brief
Boards

0 Selects	0 Alternates	0 Fails	20 Non-Select	20 Total	
SelStat	**Score**	**# Eligibles**	**Total #**	**Score**	**SelStat**
Non-Select	100	**3**	**3**	100	Non-Select
Non-Select	95	**3**	**6**	95	Non-Select
Non-Select	90	**1**	**7**	90	Non-Select
Non-Select	85			85	Non-Select
Non-Select	80	**1**	**8**	80	Non-Select
Non-Select	75	**2**	**10**	75	Non-Select
Non-Select	70	**2**	**12**	70	Non-Select
Non-Select	65			65	Non-Select
Non-Select	60	**1**	**13**	60	Non-Select
Non-Select	55			55	Non-Select
Non-Select	50			50	Non-Select
Non-Select	45	**1**	**14**	45	Non-Select
Non-Select	40	**1**	**15**	40	Non-Select
Non-Select	35			35	Non-Select
Non-Select	30	**1**	**16**	30	Non-Select
Non-Select	25	**1**	**17**	25	Non-Select
Non-Select	20			20	Non-Select
Non-Select	15			15	Non-Select
Non-Select	10	**1**	**18**	10	Non-Select
Non-Select	5			5	Non-Select
Non-Select	0	**2**	**20**	0	Non-Select

Community Brief
Boards

Select 90 and above

Remove From Further Consideration 45 and below

7 Selects	0 Alternates	7 Fails	6 Non-Select	20 Total	
SelStat	**Score**	**# Eligibles**	**Total #**	**Score**	**SelStat**
Select	100	**3**	**3**	100	Select
Select	95	**3**	**6**	95	Select
Select	90	**1**	**7**	90	Select
Non-Select	85			85	Non-Select
Non-Select	80	**1**	**1**	80	Non-Select
Non-Select	75	**2**	**3**	75	Non-Select
Non-Select	70	**2**	**5**	70	Non-Select
Non-Select	65			65	Non-Select
Non-Select	60	**1**	**6**	60	Non-Select
Non-Select	55			55	Non-Select
Non-Select	50			50	Non-Select
Fail	45	**1**	**1**	45	Fail
Fail	40	**1**	**2**	40	Fail
Fail	35			35	Fail
Fail	30	**1**	**3**	30	Fail
Fail	25	**1**	**4**	25	Fail
Fail	20			20	Fail
Fail	15			15	Fail
Fail	10	**1**	**5**	10	Fail
Fail	5			5	Fail
Fail	0	**2**	**7**	0	Fail

Crunch 6 to select 3

To select 10

Community Brief
Record Maintenance

- **Common problems**
  - OSR: Education not documented, Awards mismatch, AQDs missing
  - PSR: Missing reports/date gaps, Air Gaps/declining performance not explained, PFA issues
  - Photos are required to be up to date! (NAVADMIN 265/18)
- **Officer Records Management Guide under *Mustang Links* on the Mustang Corral website**

Review Early, Review Often!

Community Brief
Boards – Merit Reorder

- **Valued achievements prior to LIEUTENANT COMMANDER**
  1. Meritorious consideration should be given to those officers who demonstrate superior TECHNICAL performance and leadership within their designator specialty
  2. Submarine (62X0): Division Officer at sea; Nuclear Power (6200): CVN PA, Assistant Naval Reactors Representative (ANRR), sustained superior performance at sea

- **Valued achievements prior to COMMANDER**
  1. Meritorious consideration should be given to those officers who demonstrate superior leadership based on opportunities within their designator
  2. Submarine (62X0) Dry Dock CO or screened, Command ashore AQD 2D1; Nuclear Power (6200): CVN PA, PMA or Deputy NRR/ANRR

- **Valued achievements prior to CAPTAIN**
  1. Meritorious consideration should be given to those officers who demonstrate superior performance and leadership in O5 milestone and command tour in regards to the opportunities of their designator
  2. Submarine (62X0) Served CO or major command XO; Nuclear Power (6200): CVN CHENG or NRR
  3. Superior performance in positions of influence and leadership at operational and strategic staffs

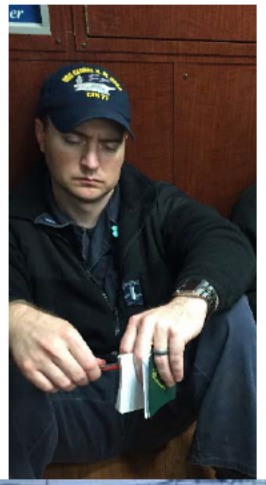
Community Brief

CWO4 -> CWO5 and CDR -> CAPT

- **Develop the Future**
  - **CVN Chief Engineer, Executive Officer, Commanding Officer**
  - Board Member
  - Command Leadership Experience
    - Deputy Shipyard Commander
  - Every record is competitive: Command awards, Base awards / Region awards, Leadership awards - Personal
  - Retire
  - Without Board Action (WOBA)
    - Major Command?

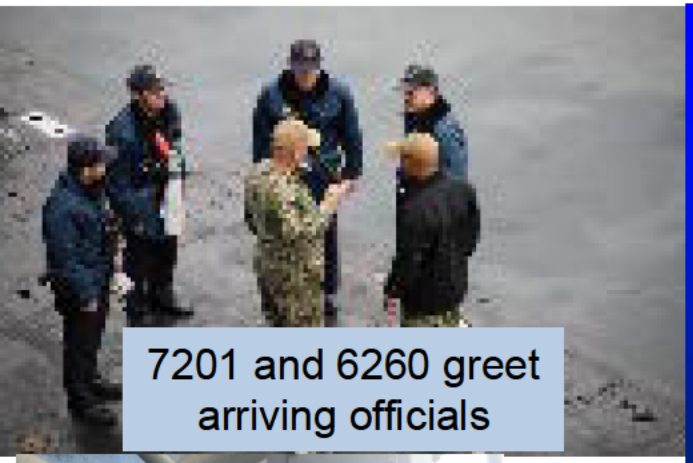
Command Influence / Community Influence

Community Brief
Taking Credit



These pictures are fine for comradery but do not demonstrate the LDO/CWO impact on the Fleet

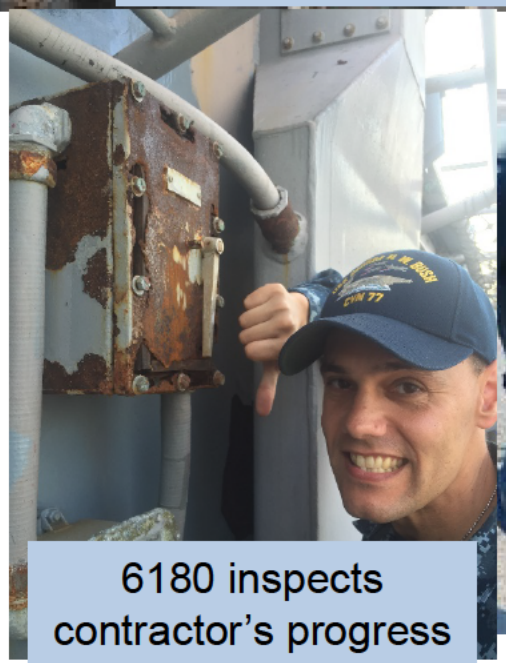
Community Brief
Actual Work - Taking Credit



7201 and 6260 greet arriving officials

Post pictures of LDOs/CWOs actually doing the work and demonstrating technical expertise

6410 reviews electrical panel for INSURV preps



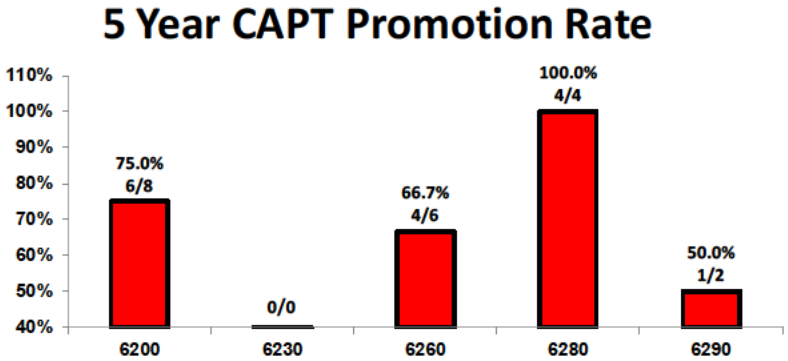
6180 inspects contractor's progress

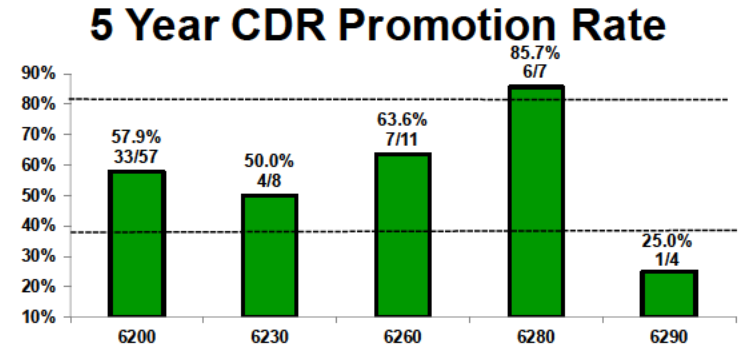
6200 & 6130 inspect emergent repairs on catapult

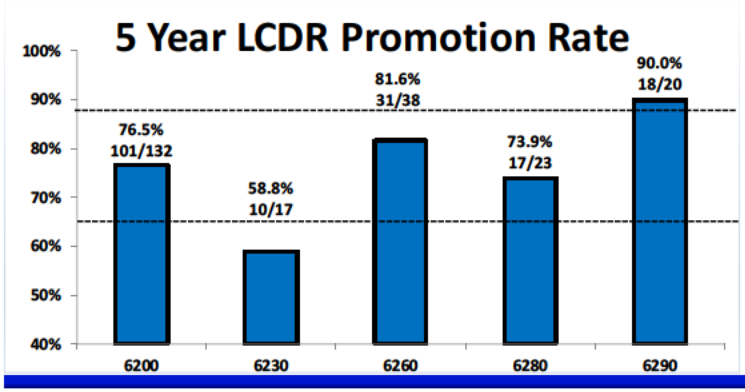
6230 inspects operating mechanism

Community Brief

LDO Promotion Opportunity



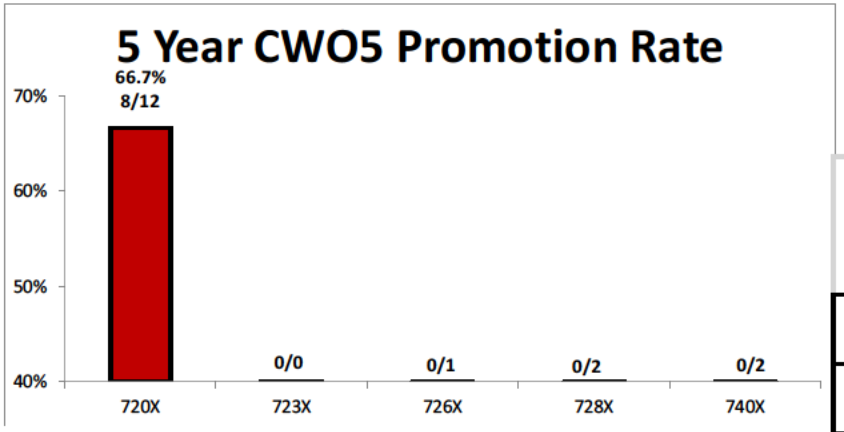


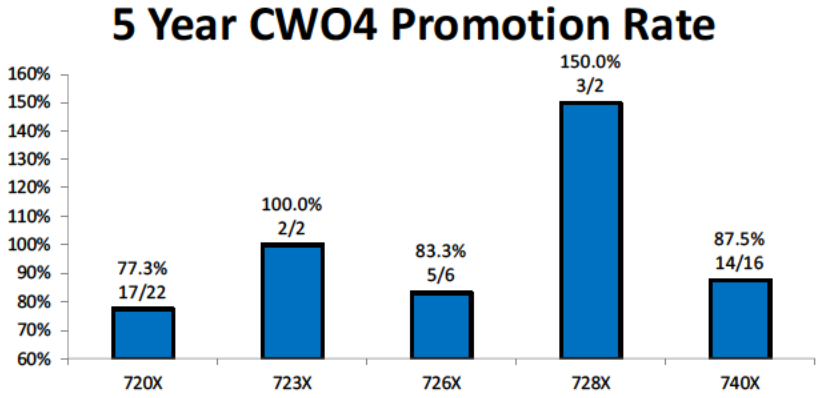


	FLOW POINT (YCS)	OPPORTUNITY (ALL LDO)
CAPT	22	46%
CDR	16	60%
LCDR	11	70%
LT	4	AFQ
LTJG	2	

Community Brief

CWO Promotion Opportunity





	FLOW POINT (YCS)	OPPORTUNITY (ALL LDO)
CWO5	13	47%
CWO4	7	80%
CWO3	3	AFQ

Community Brief
Promotion Phasing

- Typically updated after release of the selection MSG.
- LDO
  - 3% per month from October - August
  - 67% in September
- CWO4
  - 8% per month from October – July
  - 10% per month August and September
- CWO5
  - 5% per month from October – May
  - 15% per month from June - September

Projects when you will actually promote

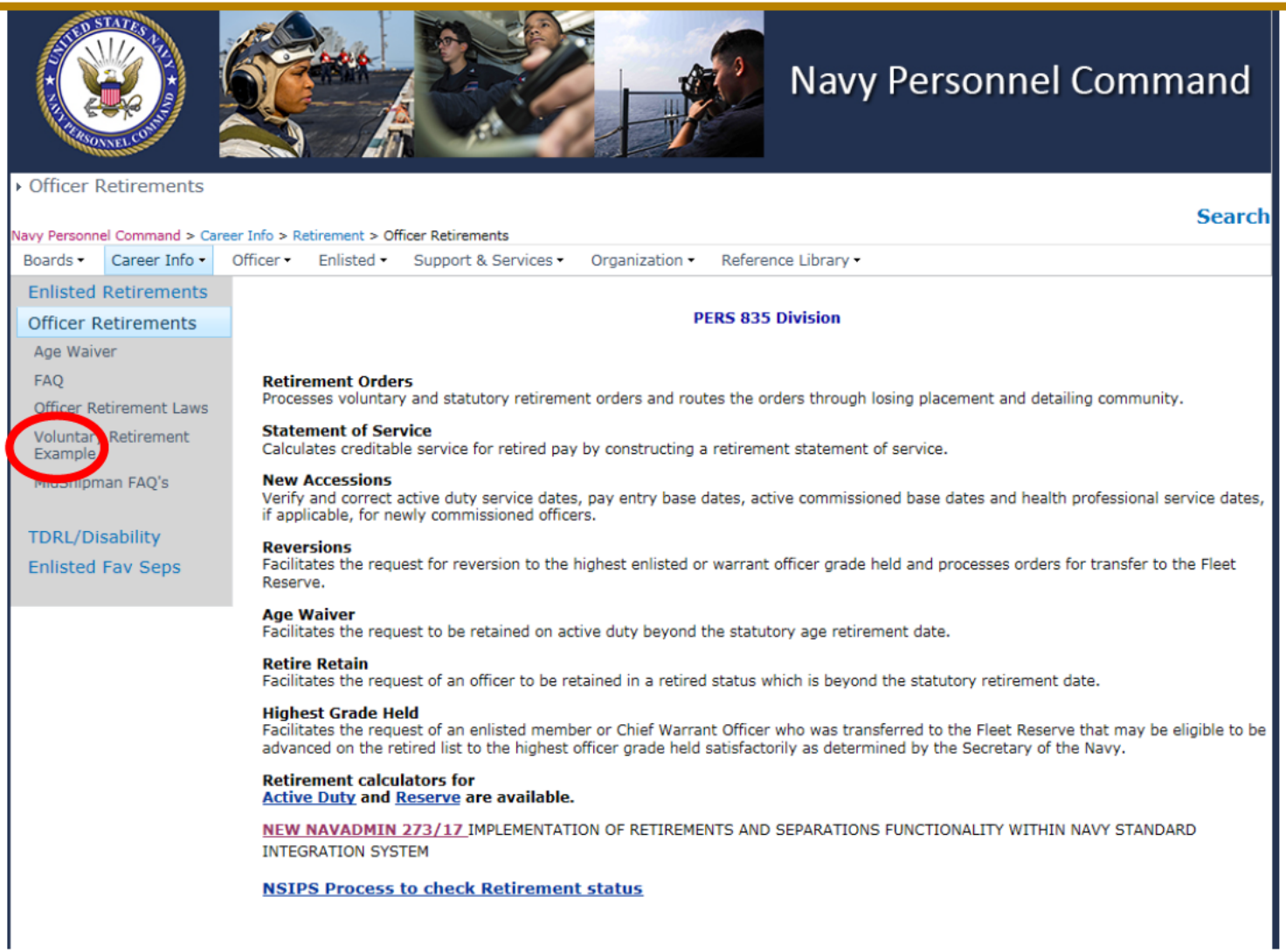
Community Brief
Retirement

- **Statutory Retirement:**
- **First day of 2nd month after…**
  - **CAPT** — **38 years**
  - **CDR** — **35 years**
  - **LCDR / LT** — **30 years**
- **First day of 3rd month after…**
  - **CWO5** — **33 years**
  - **CWO4 / 3** — **30 years**
  - **Twice Failure of Selection (2 X FOS):**
  - **First day of 7th month after release of results**

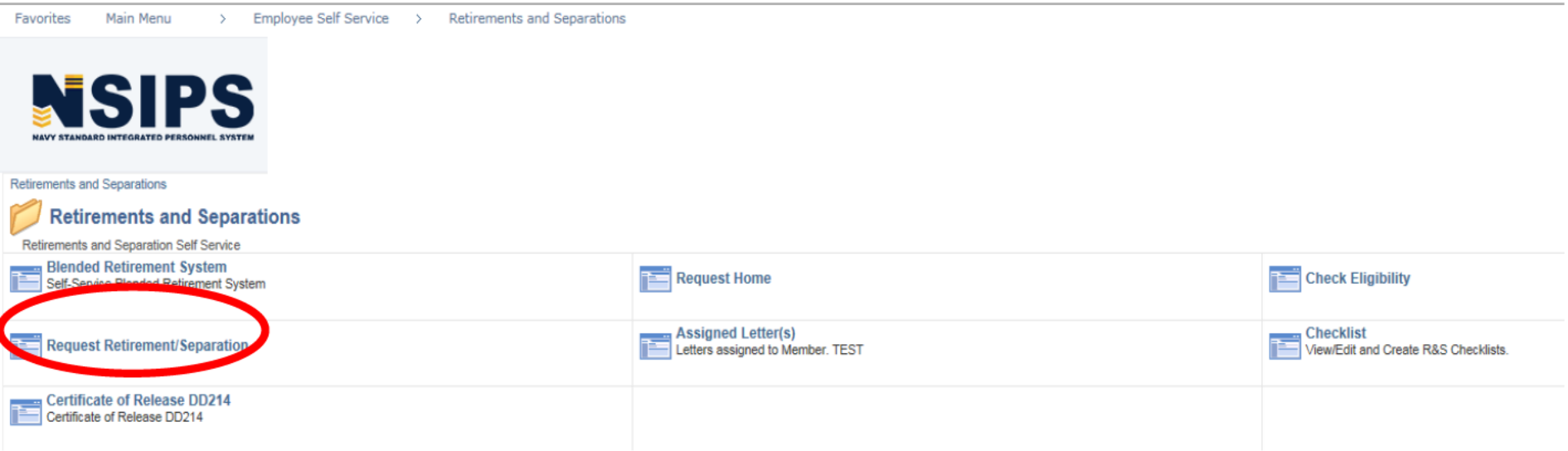
- **Voluntary Retirement Payback Requirements**
  - **CAPT & CDR** — **3 years (Waivers)**
  - **LT & LCDR** — **2 years**
  - **CWO3/4/5** — **2 years**
  - **Tuition Assistance** — **2 years**
  - **Other: MTS, GI Bill Transfer, Designator Change, …**

Community Brief

Retirement Information Resources



Community Brief
NSIPS Process



- As of 1 JAN 18, all retirement requests are routed VIA NSIPS (NAVADMIN 273/17)

Retirement Requests are Now Submitted Via NSIPS

Community Brief
Initiatives

- **6230 Designator to allow Navy Diver applicants in FY20**
- **Drydock CO/XO billets only screened to the following designators. Adjust FITREP recommendations accordingly!**
  - CO: 6230, 6260, 6280, 6290
  - XO: 6200
- **Nuclear LDO/CWO Retention Survey**
- **Retirement Exit Survey**
- **Nuclear Officer Incentive Pay(NOIP) revision**
- **Alternate Selectees**

Community Brief
Fleet Feedback

- If you were in charge, what would you change?
- What do you wish you knew before you applied?

Community Brief

Contacts

PERS 422 Submarine / Nuclear LDO Detailers:

422A: 901-874-3945

422B: 901-874-3938

Placement Officer:

422: 901-874-3935

Officer Community Managers:

Nuclear LDO OCM: 703-604-5489

LDO OCM: 901-874-3042