## Incentives and Talent Management Board

### JO Slate Schedule

<table>
<thead>
<tr>
<th>PRD and applicable slate</th>
<th>1Q20</th>
<th>2Q20</th>
<th>3Q20</th>
<th>4Q19</th>
</tr>
</thead>
<tbody>
<tr>
<td>Slate Open</td>
<td>2nd week June 19</td>
<td>2nd week September 19</td>
<td>2nd week of December 19</td>
<td>2nd week March 2019</td>
</tr>
<tr>
<td>Slate Closes</td>
<td>1st week August 19</td>
<td>1st week of November 19</td>
<td>1st week of February 20</td>
<td>1st week May 2019</td>
</tr>
<tr>
<td>Talent Management Due Date</td>
<td>1-Aug-19</td>
<td>1-Nov-19</td>
<td>1-Feb-20</td>
<td>1-May-19</td>
</tr>
<tr>
<td>Talent Management Programs</td>
<td>NPS (5)</td>
<td>NPS (5)</td>
<td>NPS (5)</td>
<td>NPS (5)</td>
</tr>
<tr>
<td>(play the slate)</td>
<td></td>
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<td>SNTWI (3)</td>
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</tr>
<tr>
<td>Talent Management Programs</td>
<td>GEV (3)</td>
<td>GEV (3)</td>
<td>GEV (3)</td>
<td>GEV (3)</td>
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<tr>
<td>(don't play the slate)</td>
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<tr>
<td>WAR COLLEGE (1)</td>
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<tr>
<td>FSEP (5)</td>
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<td>MIT/WHOI 31-Oct-19</td>
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<tr>
<td>GE+T (2) / LEAD (2)</td>
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<td>1-Oct-19</td>
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### Incentives and General Descriptions

#### Talent Management Board

#### BUPERS Performance Number (BPN)
Incentives and General Descriptions

1. Prototype and MTS Conversion
   a. All Shift Engineers (regardless of contract) receive $500/month Shift Engineer Incentive Pay (SEIP). Officer on contract continue to receive SEIP while on sabbatical, if attached to an NPTU UIC.

   b. If a traditional Shift Engineer (not 2-2-2) has signed a COBO (DH) Contract, they are eligible to choose from one of the following:
      i. A DH Guarantee
         1. Homeport
         2. DH: NAV, WEPS, ENG (pending NR approval)
         3. Ship type (SSN, SSBN, SSGN)
      ii. Higher Education
         1. Up to a 12 Month Sabbatical to complete Master's Degree and/or JPME prior to attending SOAC. You remain attached to Prototype, or are transferred to Groton in preparation for SOAC. (length of sabbatical is dependent on career timing).
         2. Attend the Naval Post Graduate School (depending career timing)
         3. Attend the Naval War College (pending rank waiver approval)

   c. 2-2-2- Option
      i. JO's may apply at NPTU for or opt into (from their sea tour) for the 2-2-2 (Split Tour) Option.
         1. 24-27 months of Sea Tour
         2. 24 months at NPTU or PCU
         3. 24 month follow-on tour, with a pick off the slate.
      ii. JO's must be warfare and Engineer qualified, with 24 months on board, and the command must agree to release the JO at 24 months.
      iii. 2-2-2s may opt into the Higher Education Option offered to traditional Shift Engineers.

   d. Sabbatical and follow-on tour lengths are dependent on O-4 timing. Discuss timing with PERS-421C during the slating process.

2. High Vis Opportunities
   a. There are 2 separate methods to apply for High Vis opportunities.
      i. 200-Series Jobs (listed at the top of the slate). These jobs are typically USNA, N133, PERS-42, and similar jobs. 200-series jobs on the slate will be played with the slate and are decided during the Talent Management Board, but may require JOs to provide extra materials.

      ii. High Vis Tracker (on Facebook). These jobs are typically flag aides and other flag staff jobs. High Vis jobs on the High Vis tracker are NOT part of the slate. If you are interested in one of these jobs, contact PERS-421C, and check the High Vis Tracker which is updated weekly on the PERS 42 Facebook page.
         1. Materials Required are: an updated photo, an official bio, your contact information, and a Letter of Recommendation on command letterhead.
         2. If you desire to be nominated for a High Vis job off the High Vis Tracker, you cannot play the slate while awaiting the results of the nomination. If the nomination decision is made prior to your slate, you may play the slate. If the slate is solved before the nomination decision is made, you will either be moved to the next slate, nominated for another High Vis job, or may be offered another job between slates, if one becomes available (typically due to resignations, PRD shifts, early transfers to SOAC, or medical issues).
3. NROTC
   a. Submit your transcripts to PERS-421C. Transcripts are required for university approval, which does not occur until after the slate is solved and released. Coordination with the university to be accepted as an instructor occurs through PERS. Most universities require an undergraduate GPA of 3.0 on a 4.0 scale.
      Email and mail your transcripts to PERS-421C (jeanne.vangilder@navy.mil). Email is preferred.
      Navy Personnel Command (PERS 42)
      Attn: PERS 421C
      5720 Integrity Drive
      Millington, TN 38055
   b. After the slate results are released, JOs slated to NROTC billets will be required to complete and interview with a Major Commander or Flag Officer (preferred). Do not conduct this interview prior to the slate closing.

4. Overseas Assignments
   a. Overseas Assignments are 24 or 36 month tours, depending on the minimum tour requirement, as stated in the DoDI 1318.15 and the MPM 1300-308.
   b. In most cases, Junior Officers will be pulled at approximately 24 months to meet career milestones and attend SOAC.
   c. If a JO does not wish to continue to DH, they may be required to serve 36 months on station prior to transferring or separating, depending on location and dependent status.

5. Non-Traditional Shore Tours (NTSD)
   a. There are several different types of NTSDs
      i. Sea Duty: Destroyer Squadron (DESRON), Amphibious Squadron (PHIBRON), Carrier Strike Group (CCSG), or Expeditionary Strike Group (ESG) Staffs
      ii. Unaccompanied Overseas Tours: Bahrain
      iii. Pre-Commissioning Unit (PCU)
      iv. MTS Conversions (when specified)
   b. Upon completion of an NTSD, the individual will be able to pick off the follow-on slate. If multiple NTSD Players choose the same billet, either PERS-421C will select the best individual for the billet (using performance from FITREPs, awards, Letters of Recommendation, and status of DH Contract), or allow the NTSD Players to decide between themselves.
   c. The individual may also elect to forgo a follow on shore tour and proceed directly to SOAC or resign.
   d. Follow On shore tours are normally 18 months in length, however length is dependent on career timing. Contact PERS-421C to verify your timing.
   e. PHIBRONs typically do 2-3 patrols a year, each patrol is 2-3 months.
   f. DESRONs typically have a 6-8 month deployment on a 2-2.5 year cycle.

6. Additional Service Requirement
   a. Some jobs on the slate incur additional obligated service following the completion of your shore tour assignment. Navy-funded graduate education programs and SECNAV Tours With Industry are two examples which incur additional service and require a DH Contract. Contact PERS-421C if you have specific questions.
PERS-42 Talent Management Guidelines

200-Series jobs and those listed on the Talent Management Board Schedule are decided during the quarterly Talent Management Board. JOs interested in these jobs submit them as their top preferences along with the normal JO slate, and submit any additional materials (as required). If not selected for a 200-series jobs, officers are detailed normally off the slate.

Several TMB billets are not on the slate, and officers cannot be detailed on the slate until those selections have been made, either by the TMB (ie: GEV) or a selection board process external to PERS-42 (ie: GE+T).

If a program is not listed on the slate (ie: GEV or other billet not listed as a 200-series billet), officers do not need to play the corresponding slate to apply for that program.

Results of the TMB are announced when the slate is released.

1. SECNAV Tours With Industry (SNTWI)
Approximately 12 months working at Fortune 500 Company followed by a ~12 month shore duty to utilize the skills and best practices from the Company. Follow-on tours are determined by SUBFOR and N97. Recent locations are: Oak Ridge National Laboratory, GE Digital, and SpaceX.
NAVADMIN 029/19 – FY19-20
How to Apply: 200-Series Billet, play the 3Q slate

2. Graduate Education Voucher (GEV)
Up to $20,000.00 per year for two years for master’s program from accredited university. Program must have meet NPS subspecialty code.
NAVADMIN 150/18 – FY19
How to Apply: Send the applicable information (available on the GEV website), including a desired degree and command endorsement, to PERS-421C

3. War College
Available Master’s degree and JPME Phase 1 from Naval War College in Newport.
How to Apply: Email PERS-421C

4. MIT/WHOI
Master’s degree in Applied Ocean Science and Engineering. PERS-42 nominates candidates to the MIT/WHOI selection board, where the final decision is made.
NAVADMIN 162/18 – FY19
How to Apply: Email PERS-421C for a Detailer Impact Statement. Submit other materials IAW the applicable NAVADMIN.

5. Fleet Scholars Education Program
Fully funded Master’s program at University of JOs choice within the US Boarders.
Applications for the September 2019 (or January 2020) semester are due 1 September 2018
How to Apply: Email the following materials to PERS-421C
NAVADMIN 105/18 – Academic Year 2019-2020
Applications are due with the September TMB (which corresponds to the 1Q slate); a JO does not have to be playing the 1Q slate to apply.

Application materials are:
1) Unofficial college transcripts
2) List of 3 schools which you will be applying to (including a safety school)
3) Intended program of study (MBA, engineering, regional studies, etc)
NAVADMIN 105/18
6. USNA

a) **Direct Entry.** Direct entry billets will be on the 200-series of the JO Slate. These positions do not require a DH contract, though may be given preferentially to JOs on contract. If it is an instructor billet, an applicable master's degree is required.

b) **Graduate Education and Teaching (GE+T) / Leadership Education and Development (LEAD).**

a. The GE+T program provides approximately 12 months of graduate education at a selected civilian institution in the Baltimore, MD or Washington, DC area directly followed by a two-academic-year teaching assignment at USNA as an officer-instructor, resulting in a 36-month combined tour. Officers commence education in summer, applications are due the previous October.

   NAVADMIN 204/18 – FY19

b. The LEAD program combines a fully-funded master’s program in leadership education and development from a top-tier DC/Baltimore area university with a required two-year follow-on commitment as a company officer at USNA. Previous cohorts have studied at the University of Maryland College Park and The George Washington University. Officers attend classes at the university and within the Naval Academy at Luce Hall. Officers commence education in summer; applications are due the previous October.

   NAVADMIN 205/18 – FY19

DH contracts and follow-on service are required.

How to Apply: Email PERS-421C for a Detailer Impact Statement. Submit other materials IAW the applicable NAVADMIN.

Nominees from PERS-42 will be selected during the November TMB and forwarded to PERS-44 prior to the selection board. Because GE+T/LEAD results are not released until mid-December, officers applying for GE+T/LEAD will play the 3Q slate, if not selected at the board.

7. Olmsted Foundation

The Olmsted Scholar Program provides two years of graduate study using a foreign language while providing overseas cultural and travel opportunities and often leads to a graduate degree at a foreign university. Applicants should be available to commence language training in Summer/Fall, begin study at a foreign university the follow year, and complete study 2 years later. A Navy selection board will convene in November prior to commencing language training to select up to 12 nominees from which the Olmsted Foundation Board of Directors will consider and select Navy scholars in March prior to commencing language training.

NAVADMIN: 061/19 – FY21 Olmsted Scholar Program

How to Apply: Email PERS-421C for a Detailer Impact Statement. Submit other materials IAW the applicable NAVADMIN.

8. Naval Postgraduate School (NPS)

If you are interested in NPS, apply online early (www.nps.edu). By applying, you will get your Academic Profile Code (APC). This is used to billet you into a curriculum. Applying to NPS does not commit you to a tour at NPS, but will help expedite your orders, if selected. NPS incurs additional service which requires a DH Contract.

If you are an ED option, please inform PERS-421C to discuss program specifics.
BUPERS Performance Number

Your BUPERS Performance Number (BPN) is calculated to assist in the slating process.

\[
BPN = 85 + 3 * \frac{\sum (MOB^2)(RSCA - MITA - O3CF)}{\sum MOB^2} + SBO + NEG
\]

RSCA – Reporting Senior’s Cumulative Average
MITA – Member Individual Trait Average
O3CF – O-3 Correction Factor. An additional factor which accounts for O3s being rated against DHs.
This number varies based on the number of O3s playing the slate.
MOB – Months on Board

SBO – Soft Breakouts
   #1 JO = +2
   #1 LTJG = +1
   #2 JO = +0.6
   #2 LTJG = +0.4

NEG – Negative Factors
   No DH Recommendation = -2
   Lost DH Recommendation = -2
   Failed PFA = -0.5

BPNs typically range from 81 to 88.