Agenda

- PERS-41 Mission
- What’s new in the Fleet?
- Career Progression and Milestones
- Career Management
PERS-41 Mission

- Career Management
- Match talent to task
- Provide capable officers for all milestones
- Respond to Fleet needs

Building Strong Careers is our Job
PERS-41 Organization

PERS-41 Director Surface Officer Distribution Division

- Deputy Director/Asst. O-6 (CDR Angelinas)
- Asst. O-6 Detailer (LCDR Nikitin)
- Executive Assistant (LCDR L. Johnson)
- Metrics (LCDR Yuhas)

PERS-410/411 CDR/LCDR Assignments (CDR Huljack)
PERS-412 Junior Officer Assignments (CDR LaBenz)
PERS-413 Surface Officer Placement (CDR Horning)
PERS-414 LDO/CWO Assignments (CDR Allison)
PERS-415 SPECWAR Assignments/Placement (CDR Allman)
PERS-416 EOD Assignments/Placement (CDR Lavery)
PERS-46B Full Time Support Assignments (CDR Dumlao)

PCC
CO-Afloat
CO-SM
Post-DH
XO-Afloat
XO-SM

Accessions
DIVO – DH
(Conventional & Nuclear)

CRUDES
LANTFLT
PACFLT
AMPHIB
LCS/PC/MCM

Admin
Security
OPSTEC
Deck
Electronics
Ordnance
Engineering

CWO2 – CDR Placement for SEAL Commands
CWO2 - CDR Placement for EOD, Salvage, & DIVE/EOD Training Commands
ENS – CAPT Sr. FTS rep
What’s going on in Surface Warfare

- New Division Officer Sequencing Plan
  - 30 / 18
  - No MCM / LCS / CVN 1st Tour DIVOs
  - Maximize Fleet-up tours → No shortened tours
- No Staff Tours as milestones → Post DIVO / DH
- MK VI Early Command → O3 and O4 level
- DH Sequencing Plan Update
  - PTO Standardization
- Increased selectivity to serve as a DH
- First “Reward for Performance” bonus in DOD (DHRB)
- Midshipman Early Ship Selection Initiative option for COs
- 15 of 17 USNA & 5 of 9 NROTC Midshipmen activated their “Blue Chip” offer in Spring 2019
Career Progression and Milestones
SWO Career Path

Maximizing Our Time On Ships
☆ = Go/No Go assessment
10 Milestones checks to ensure standardization and quality (7 conducted by SWOS):

**3 x Go / No Go Assessments**
(3, 6, & 9)

**and**

**4 x Comp Checks**
(1, 4, 7, & 10)

“We must become more skilled at our jobs as we grow.”

(ADM John Richardson, Navy Leader Development Framework)
When ANY officer completes their afloat tour, the Mariner Skills Logbook Data Summary is signed by the CO, must be sent to PERS-41.

- Follow the template
- Break out night and day evolutions
- Capture evolutions which pre-date logbook implementation.

Your data facilitates:
- Metrics for Community trends
- Experience thresholds for key billets (NAV, ASWO)
- Consideration of experience across all milestone tours (DIVO -> CO)
- Consideration for Bridge and evolution experience prior to

Your data DOES NOT:
- Inform any selection boards (unless you put it in your FITREP)
DIVO Slating Process

- 5 sea / shore slates per year
- 6 months from PRD for sea and shore – **OOD Letter** required
- Slate input includes:
  - Qualifications (OOD, SWO, EOOW)
  - FITREP performance (Latest FITREP / Individual TA vs. RSCA)
  - Preferences / CO input & assessment
- DIVO Tour lengths are 30 / 18 mos
  - SWO-N DIVO tours remain 21 months and 28 months (nuclear tour)
- COs can still fleet up to 2nd Tour jobs (SLT)…including WTI
- If you do not earn your EOOW letter on your 1st tour, slating to an engineering billet on your 2nd DIVO tour is likely
- Again, DESRON/PHIBRON are now post-DIVO tours
Expanded Shore Opportunities…
for our MOST Talented JOs

- **FSEP (Fleet Scholar Education Program)**
  - Pursue advanced education at America’s most prestigious institutions of THEIR choosing (in CONUS). Degree must have a Navy subspecialty associated with it; up to 24 months.

- **GET (Graduate Education and Teaching)**
  - Apply to a university in the National Capital Region, pursue a one year Master’s Degree in ANY concentration desired, and then teach that subject area at USNA for two years.

- **LEAD (Leadership Education and Development)**
  - Pursue a Master’s Degree from the University of Maryland or George Washington University, followed by a two year tour as a Company Officer at USNA.

- **TWI (Tours with Industry)**
  - The opportunity to work at Amazon, Google, LinkedIn, Apple, La Quinta, Walmart, UPS, Memphis Grizzlies, etc.

- **GEV (Graduate Education Voucher)**
  - The education voucher pays up to $20,000 per year for a maximum of two years for graduate school education, books and most fees. This pairs nicely with the 24/12 program!

- **PMRI (Purdue University Military Research Initiative)**
  - Pursue a Master’s Degree or PhD (preferred). This program is 36 months and requires Aegis experience and Dahlgren training.

- **MIT-WHOI (Massachusetts Institute for Technology - Woods Hole Institute)**
  - Obtain a Master’s Degree in an Oceanography based curricula. Practical / theater ASW experience preferred.

- **Professional Initiatives Abroad**
  - Portsmouth, England - Esquimalt, Canada - Marin, Spain - Canberra, Australia - La Spezia, Italy - Mons, Belgium - Lisbon, Portugal - Toulon, France! Expand your maritime portfolio via Instructor duty, BMD planner, Future Ops Maritime, and Maritime Lab Experimenter assignments.

- **NROTC (Naval Reserve Officer Training Corps)**
  - Two to three year programs to lead, mentor, and train future Naval Officers. Master’s Degree opportunities exist.

DHRB required… Attracting Top 10% of key YGs
Talent Management Board meets in August
Naval Postgraduate School (NPS)

- Operations Analysis
- Computer Science
- Cyber Systems & Operations
- Network Ops and Tech
- Systems Engineering Analysis
- Systems Engineering
- Undersea Warfare
- Combat Systems (Physics)
- Naval/Mechanical Engineering
- Electrical/Computer Engineering
- Space Systems Engineering
- Space Systems Operations

- National Security Affairs
  - Homeland Security
  - Strategy
  - Middle East
  - Far East/Asia
  - Western Hemisphere
  - Europe/Russia

- MBA
  - Financial Management
  - Manpower Systems Analysis

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THESE CURRICULA REQUIRE DHRB

Most curricula filled via Talent Management Board
Some billets available throughout the year for competitive slaters
WTI: A Surface Warfare Community Priority

- Expanded WTI Opportunity
  - From 2nd Tour JO to post-DH O-4s… and LDOs
  - CO’s can home-grow DIVO WTIs…must be WTI-selects; engage PERS early

- Variety of Productions Tours
  - Expect to complete a post-DIVO production tour
  - Full range of commands and homeports are identified and billets properly coded that will capitalize on the tactical investment

- Graduate Education Options
  - GEV (to include 24/12), NWC (including Fleet Seminar), NPS Distance Learning, FSEP, and service War Colleges

- Selection Process – NSMWDC led
  - Seeking our most promising tactical athletes… w/ strong CO support
  - Executing a rolling application process and screening applicants into an approved “WTI Bank”… identifying, selecting and slating as early as possible

Targeting 110 Officers per year to complete WTI training
A community investment in our tactical prowess… and growth
FY 19 DH Selection Board

- **1st Look (YG 15)**
  - 57% selection (450/788)
  - w/ EOOW: 91.7% (122/133)
- **2nd Look (YG 14)**
  - 48% selection (156/322)
- **3rd Look (YG 13)**
  - 44% (36/82)

- Superior performance at sea was primary selection factor.
- Ship/Platform/Command, ship employment and billet assignment not factored.
- Advanced qualifications favorably viewed.
- No SWO = No Selection
- Board did not have a “Zero Defect” mentality.

Continuing to be the **most selective** DH Board process in a generation
**Critical Skills Retention Bonuses**

**DHRB - $75-105K**
- Up to additional $30K for screening first look and signing DH contract
  - Working to remove the time limit

**LRB - $46K**
- $22K on 2\textsuperscript{nd} anniversary of promotion to LCDR
- $12K on 3\textsuperscript{rd} and 4\textsuperscript{th} anniversary of promotion to LCDR
- Must apply between 11-12 YCS

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**Up to $151K to Serve DH + 4 Years as LCDR**
DH Billet Structure Changes

• Improved Ship Readiness Initiatives
  – Standardized PTO and shifting the billets to a 2nd Tour DH
    • CG, DDG, LSD, LPD, LHA/D, LCS Test
  – LCS OIC billets integrated into core crew 2nd tour DIVO billets
  – CSO Fleet-Up open to all CRUDES
  – Shifted LSD CHENG billets back to the LDOs

• COs may select any DH to fleet-up to CSO or PTO, as applicable
  – Submit a written request to PERS-41; otherwise WEPS will fleet up
  – TYCOM standardized the PTO billet and BST

• Single longer tour CHENGs for Flight I/II DDGs
• All DESRON/PHIBRON DH billets are now post-DH tours.

Driving Improved Readiness
Early Command

- **Forward Deployed**
  - 10 PCs, 4 MCMs in Bahrain
  - 4 MCMs in Sasebo
- **CONUS**
  - 3 PCs in Mayport
  - 3 MCMs, 4 MK VI Companies in San Diego
  - 2 MK VI Companies in Little Creek
- MK VI Companies each have 3 MK VI assigned
  - 18 LT Command Opportunities
- Opportunity to command at 5-10 YCS
- CO tours in lieu of 2DH or Post-DH tour
- High screen rate for CDR CMD
- Challenging and Rewarding

Screening done with Department Head and Major Command Boards
Post-DH Detailing

- Goal: Prepare Officers for **Milestone Screening (CO, XO/XO-SM)**
  - Competition is intense
  - DH performance alone may not be enough
  - Milestone screening drives statutory promotions

- Detailers review record focusing on DH performance and beyond
  - EOOW & TAO Letters, CMD Qual, JPME, Masters Degree
  - FITREP Breakouts (Hard and Soft against peer group)
  - FITREP Trait Avg vs RSCA & Summary Avg
  - Command Afloat Recommendations

- Detailers provide guidance on where officers need to go next to improve screening opportunity
  - Post-DH Sea/Operational Duty (30% of billet base and highest priority to fill)
  - Waterfront/Production Tours
  - DC or other high vis community tour

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**Post-DH assignments are your last opportunity to maximize your chances of screening**
Post-DH Assignments

• Reconciliation is the monthly competitive process we use to assign officers to post-DH billets
  – Different than slating
    • Billet quantity outstrips roller supply
    • Downstream fill (DSF) list is the comprehensive list of billets matching roller PRDs
    • Not all billets will be filled each month
  – Shortfalls drive prioritized distribution
    • Current SWO community health: short 400+ O4 and O5 control grade officers
    • Operational assignments are the highest priority to fill
  – Detailer counsel will focus on career progression

• Notional timeline (7 months prior to PRD)
  – 1st week of month: DSF list posted, rollers notified
  – 3rd week of month: Preferences due/Detailer counseling
  – 4th week of month: Reconciliation held, assignments approved by PERS-41, rollers notified

Final assignments determined based upon career impact, fill priority, timing, and personal preferences
CDR CMD/XO Screening/Slating

- Surface CDR CMD Board convenes annually in December
  - 1st look LCDR PYG + 2
    - LCDR PYG 17 1st Look in Dec 2019 (CO-Afloat only)
  - 2nd look PYG + 3
    - LCDR PYG 16 2nd Look in Dec 2019 (CO-Afloat, XO-Afloat, or XO-SM)
  - 3rd look PYG + 5
    - LCDR PYG 14 3rd Look in Dec 2019 (CO-Afloat or CO-SM)
    - Only XO-Afloat or XO-SM screen officers w/ CMD qual eligible

- Slating/Tour Length
  - CO: Slate in seniority order (quarterly by FY)
    - Goal: out of command before O6 and MAJCMD boards
    - 18-1-18 is notional fleet up tour timing
    - Slate ~18m before reporting as XO/CO fleet up, ~12m prior for direct input CO
  - XO/XO-SM: Officers can expect to start pipeline within 6 months of screening
    - Maximize chances of screening on 3rd look via observed XO Fitreps
    - 18m is notional tour length (some 12m unaccompanied)

Milestone screening drives selection to O-5
Post-CDR Command Detailing

• One on one executive detailing based on experience & record
  – 6 to 8 months prior to PRD
  – More PCC Billets than PCCs
  – Will match talent to task; preferences matter
  – Man the Fleet - Will fill sea billets ahead of shore billets

• Three career goals in mind (in priority order)
  – Select for CAPT
  – Screen for Major Command
  – Building your portfolio/future potential

• Break-outs in command determine follow-on tour
  – Hard break-out (EP) – Build skillset, Joint, WC... or Sea Duty/Operational Tour
  – MP or soft break-out – Sea, overseas, community job

• Timing also important
  – Major Command 1st Look/O-6 In-zone is O5 PYG + 5 yrs
  – 2 tours between CDR CMD and MAJ CMD (~4 yr window)
Career Management
Key FITREP Points

Block 40: Milestone Rec

Clearly state Officer’s potential for next career milestone screening

Examples:
- DEPT HEAD: Pre-DH until reporting onboard for 1DH
- CDR CMD AFLOAT: 1DH until reporting onboard as CO
- MAJ CMD AFLOAT: CO thru reporting onboard for Maj Cmd

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<th>Significant Problems</th>
<th>Progressing</th>
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**44. Reporting Senior Address**
COMMANDING OFFICER

**45. Signature of Individual evaluated. “I have seen this report, been apprised of my performance, and understand my right to submit a statement.”**

I intend to submit a statement: [ ]
I do not intend to submit a statement: [ ]

**Member Trait Average: 5.0  Summary Group Average: 4.71**
Key FITREP Points

BLK 41: Comments on Performance

Clear, concise statements above and below narrative

Examples:
- 1 of 5 DEPT HEADs
- 1 of 10 SQDN DHs
- 1 of 5 DHs across all designators

2 lines of bearing:
BLK 40 - CDR CMD Afloat
Correlates to
BLK 41 - SBO language and CAS recommendation
Key FITREP Points

BLK 41: Comments on Performance

Narrative should speak to what we value for Command at Sea

Specifically, proficiency in:
- Leadership
- Tactical watch standing
- Shiphandling

OUTSTANDING SURFACE WARFARE LEADER - unquestioned Wardroom leader. An inspirational mentor and dedicated professional it would be impossible to find a more positive influence for JO development fleet wide. Her drive, mission focus, and command presence are unparalleled - performance on par with two XOs!

- MY NUMBER ONE WARFIGHTER. Hands down my best TAO and Special Evolutions OOD! The one I trust to train and qualify my four newest DH TAOs. Developed comprehensive Strike Group Air Defense Training Plan establishing innovative lines of effort to increase CSG integration — set the standard for all warfare commanders to follow. Finalist for SURFOR SWO of the Year!

- LEADS ENTIRE COMMAND TO SUCCESS! Led us to CNO/SECMON Safety Awards, authored Enlisted Women’s Leadership Award Winner, and garnered "best CIC team on the waterfront in three years" during ATG Warfare Assessment. Everything she leads turns to gold!

The most accomplished Department Head I've worked for in two Command Tours!

** FIRST LOOK SCREEN FOR COMMAND and DETAIL TO OUR MOST VISIBLE COMMUNITY BILLETs!**
Key FITREP Points

BLK 42/43/45: Trait Average

Clear, concise, and consistent message

3 lines of bearing:
BLK 40 - CDR CMD Afloat
Correlates to
BLK 41 - SBO language and CAS recommendation
BLK 42-45 – HBO with numbers to match
Statutory Board Considerations

• Ensure promotion recommendation included in blk 41

• Screening status is not part of record – need to tell the board what the Community has decided

• Lead FITREP bullets should read:
  – MAJOR COMMAND: Screened Major Command
  – CO-Afloat screened officers: Screened Commander Command Afloat
  – CO-SM screened officers: Screened Commander Command
  – XO-Afloat screened officers: Screened for Executive Officer Afloat
  – XO-SM screened officers: Screened for Executive Officer
  – DH screened officers: Screened for Department Head
  – DH screened officers w/contract: Screened for Department Head/DH Contract Signed

Document success at-sea to support promotion
How Your Record is Briefed

Officer Summary Record (OSR)

Performance Summary Report (PSR)

Tale of 2 CO’s
1) HBO in 1st tour, then...
2) ?? 2nd CO

SWO Heavy-lift jobs post-DH

“Think of Halsey, Nimitz, and Spruance embodied in one SWO LT... Flag potential” -CO

“...potential is limitless” –CO

VERY vanilla.

Official photos are required

“...Only limited by FR system to a P. My BEST DH, even as a JG” - CO
Bottom Line

- Recent career path changes are facilitating more at-sea/operational time – which will lead to more experienced SWO cadre manning the fleet.

- Performance in milestone tours remains the primary consideration in next milestone screening.

- Selection to and subsequent superior performance at key post-milestone assignments is increasingly significant to follow on milestone screening.

Contact your detailer!