

SWO(N) Community Brief



CDR Craig Trent
LCDR Nate Mitich

Revised 30 August 2020

Career Management Team



- **CDR Craig Trent, Head SWO(N) Assignments, PERS 424 / 41N**
 - CO/XO, USS PORTER (DDG 78)
 - RTA, USS ABRAHAM LINCOLN (CVN 72); OPS, USS CHUNG HOON (DDG 93)
 - SWO(N) detailing and placement – Post PA and senior
 - Coordinates with PERS 43 on CVN XO/CO placement
- **LCDR Nathan Mitich, SWO(N) Detailer**
 - RTA, USS ABRAHAM LINCOLN (CVN 72); OPS, USS SPRUANCE (DDG 111)
 - SWO(N) detailing and placement – PA and junior
- **LCDR Cory Hardy, SWO(N) Community Manager, PERS 42D1**
 - MPA, USS HARRY S TRUMAN (CVN 75); OPS, USS MCFAUL (DDG 74)
 - Community tracking and monitoring, nominations, pay, AQD Mgmt, NR liaison
- **LCDR Michelle Matthews, SWO(N) Program Manager**
 - CRA, USS CARL VINSON (CVN 70); OPS, USS PREBLE (DDG 88)
 - Policy/Instruction issues, Diversity Coordination, Lateral Transfer

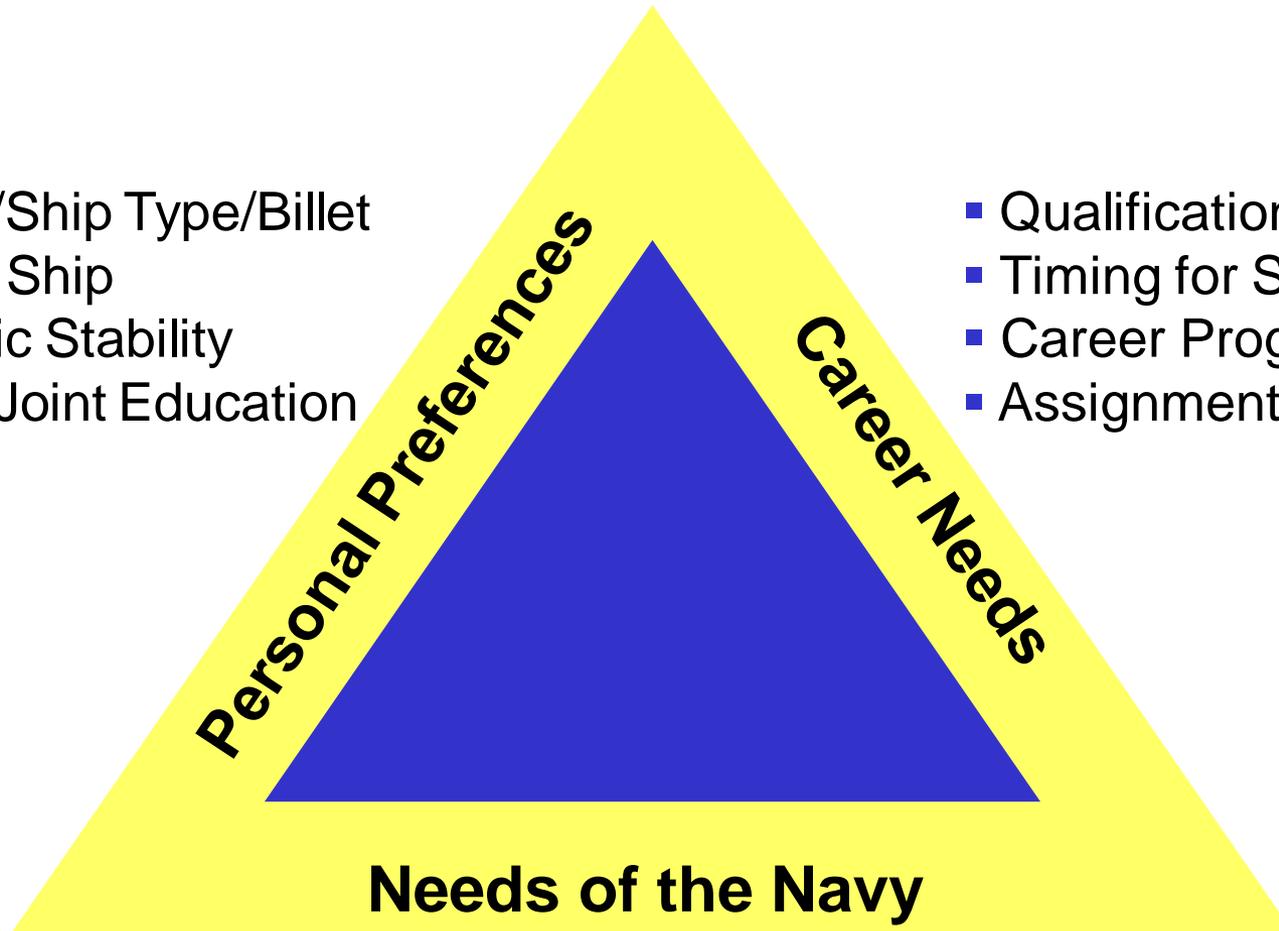
Your SWO(N) Career Advocates!

Detailing Triad



- Homeport/Ship Type/Billet
- Deploying Ship
- Geographic Stability
- Graduate/Joint Education

- Qualifications
- Timing for Screening
- Career Progression
- Assignment Diversity



Deliver the Right Skills, at the Right Time, for the Right Job

SWO(N) Career Path Goals



- ✓ **Skilled Ship Drivers**
- ✓ **Knowledgeable Ship System Operators**
- ✓ **Expert Warfighters**
- ✓ **Successful COs**
- ✓ **Technically Proficient ROs**

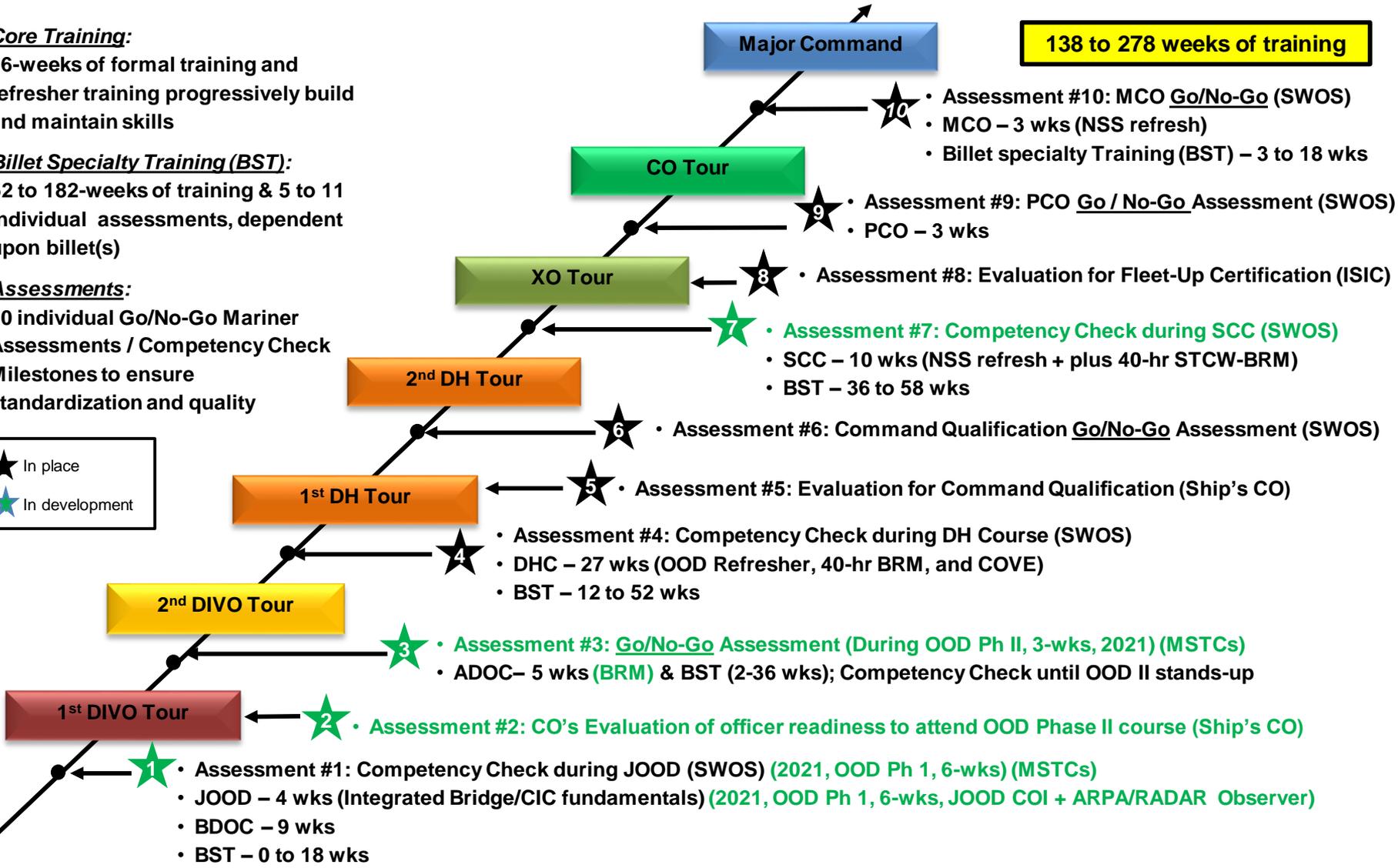
- Operational detailing for 1st DIVO and 1st DH tours
- No longer be detailed to MCM / LCS / CVN for 1st DIVO Tour
- No change to DIVO tour lengths → consistent with 48 months at sea for SWOs
- Assigned to the first available BDOC class upon graduation
- Continued exemption from ADOC
- All DESRON/PHIBRON Staff DH Officer billets will be transitioned to post-DH

Training and Assessment Continuum

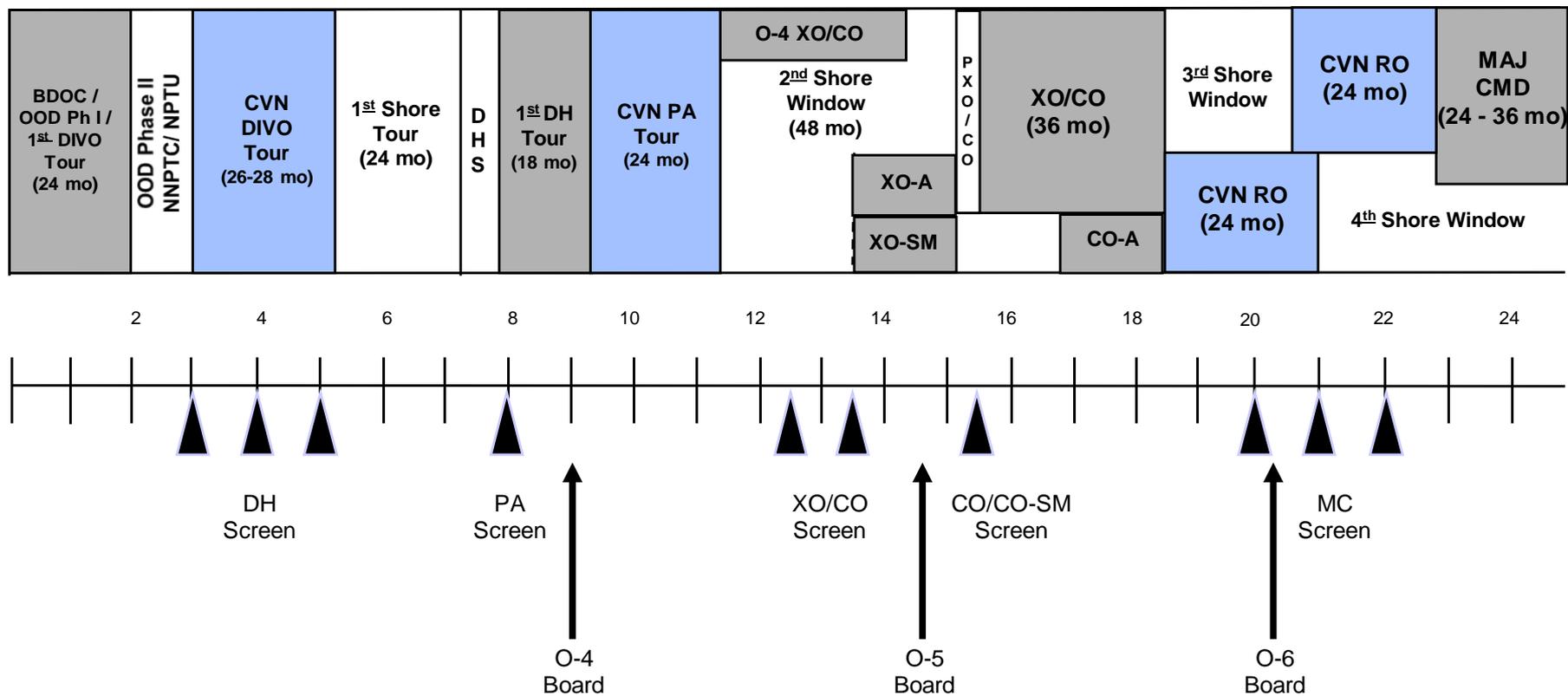


- **Core Training:**
86-weeks of formal training and refresher training progressively build and maintain skills
- **Billet Specialty Training (BST):**
52 to 182-weeks of training & 5 to 11 individual assessments, dependent upon billet(s)
- **Assessments:**
10 individual Go/No-Go Mariner Assessments / Competency Check Milestones to ensure standardization and quality

★ In place
★ In development



SWO(N) Career Path



First Division Officer Tour



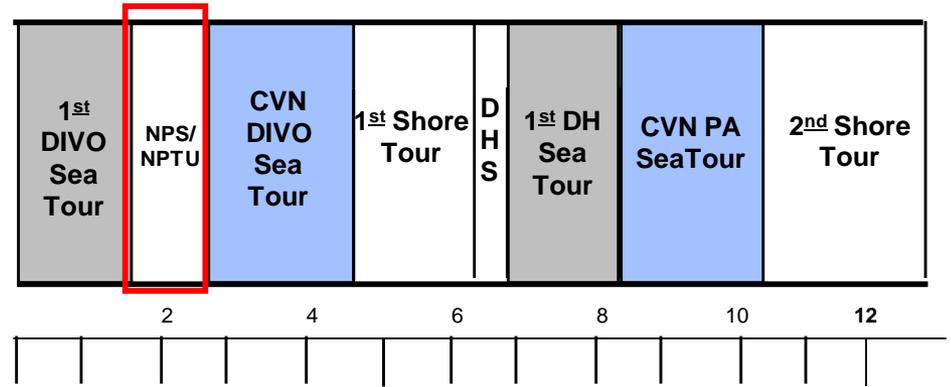
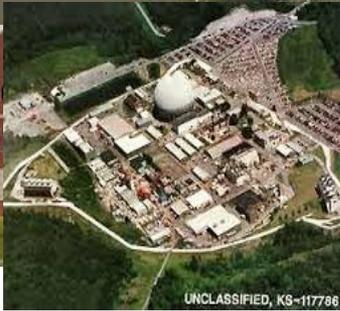
1 st DIVO Sea Tour	NPS/ NPTU	CVN DIVO Sea Tour	1 st Shore Tour	D H S	1 st DH Sea Tour	CVN PA SeaTour	2 nd Shore Tour
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- **BDOC + OOD Phase I + 21 Month Conventional DIVO Tour**
 - Detailed to operational tour to earn OOD/SWO quals:
 - Gain shiphandling/navigation experience
 - Build maritime warfare/tactical skillset
 - Earn DH Afloat recommendation
- SWO(N)s shall not serve in an Engineering tour IAW MPM 1301-223

Email detailer a PDF copy of OOD letter to coordinate transfer!

Leading Sailors, Developing SWO Skills

Nuclear Training Pipeline



- 7 months at Nuclear Power School in Charleston, SC
 - Includes a 3 week pre-school, mandatory for all SWO(N)s
- 6 months at Prototype in Charleston, SC or Ballston Spa, NY
- Same nuclear training as submarine community and CVN Executive Officers

Challenging and Rewarding Graduate Level Training Pipeline

Nuclear Power School



- Navy Nuclear Power Training Command in Charleston, SC
- Six month curriculum
 - Take three courses at a time (Math, Physics, Water Chemistry, Engineering, Power Plant Operations)

WEEK

01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
Mathematics				Electrical Engineering										Core Character				Comprehensive Exam					
R P S	Heat Transfer & Fluid Flow						Reactor Dynamics			Materials		Radiological Fundamentals											
Physics						Chemistry			Aspects of Reactor Plant Operations														

The Surface Nuclear Fleet



RONALD REAGAN (CVN 76)

YOKOSUKA
←

NIMITZ (CVN 68)

NPTU
Ballston Spa, NY

- G. WASHINGTON (CVN 73)
 - Conducting refueling overhaul
- JOHN C STENNIS (CVN 74)
 - Conducting refueling overhaul
- JOHN F. KENNEDY (PCU 79)
 - New construction, manning CY19

BREMERTON

NEWPORT NEWS, VA

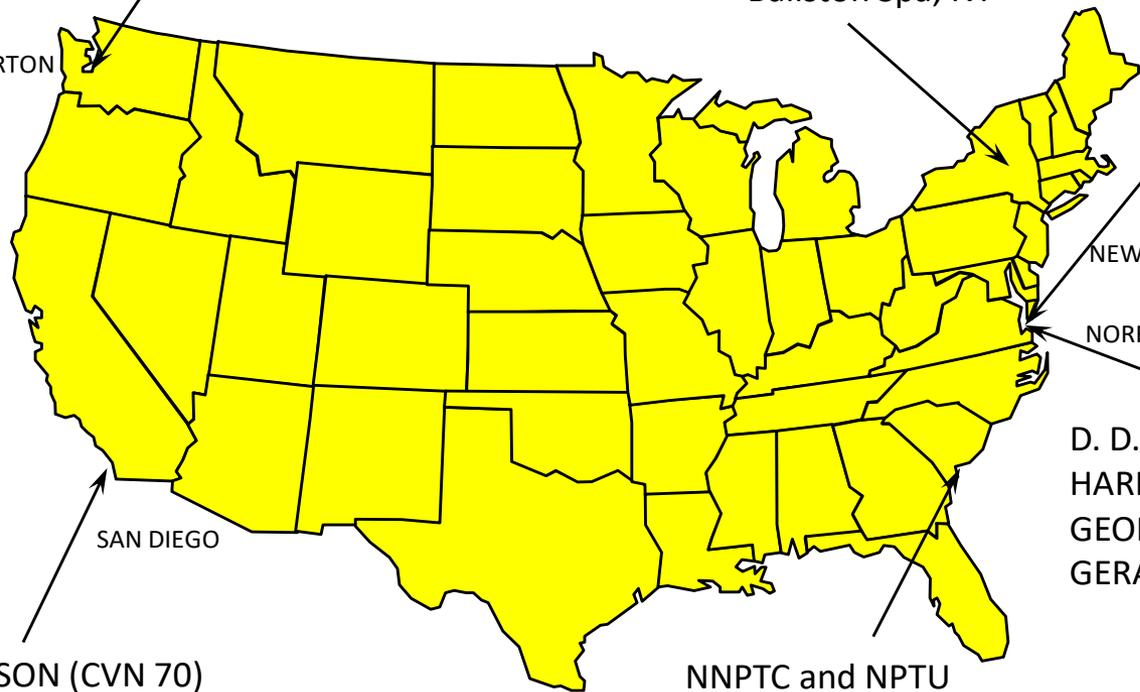
NORFOLK, VA

SAN DIEGO

- D. D. EISENHOWER (CVN 69)
- HARRY S TRUMAN (CVN 75)
- GEORGE H BUSH (CVN 77)
- GERALD R FORD (CVN 78)

- CARL VINSON (CVN 70)
- THEODORE ROOSEVELT (CVN 71)
- ABRAHAM LINCOLN (CVN 72)

NNPTC and NPTU
Charleston, SC

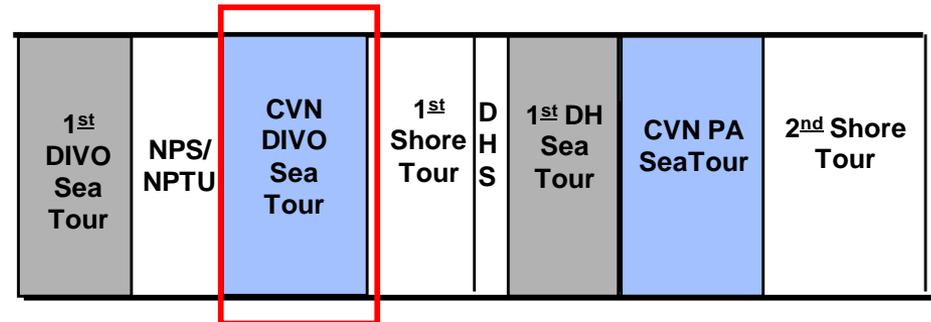


Second Division Officer Tour



- Qualify PPWO
- Qualify NEO
- **28 Month CVN DIVO Tour**

- May be reduced to 26 months if:
 - NEO Qualified
 - Accrue a minimum of 4 months onboard post-PNEO
 - Qualify EOOW or RDO
 - Take follow-on orders to a shore tour
- May be reduced to 22 months if:
 - Complete PNEO and take orders as Shift Engineer

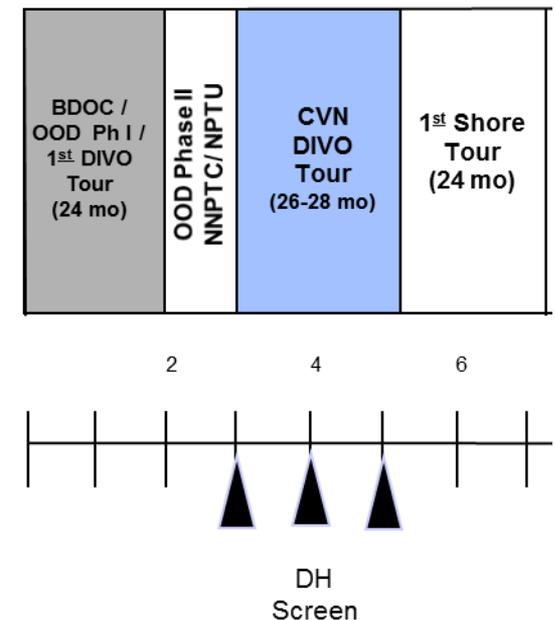


Lead Sailors, Operate and Maintain the Plant

Department Head Screening



- Department Head Screening Board - YCS 3, 4, 5
- Factors that contribute to screening:
 - SWO Pin (**required**)
 - DH Recommendation in Block 40 (**required**)
 - At or Above CO's RSCA / Summary Group AVG
 - Soft Breakouts in Block 41
 - No Declining Performance
 - No PFA Failures
 - No legal trouble / pending investigations



First Shore Tour



Shore Duty Options:

- Nuclear Shore Duty
- Warfare Tactics Instructor
- Conventional Shore Duty
- Nominative Shore/Staffs
- Full Time Grad Ed
- Talent Management Programs

- Bi-monthly cycle
- Detailed at least ~6-7 months from PRD
- Provide prioritized list to the detailer
- Ranked by performance at sea

- FITREP performance (Trait average vs. RSCA)
- Advanced Qualification (PPWO = EOOW credit, CVN EOOW = TAO credit)

1 st DIVO Sea Tour	NPS/ NPTU	CVN DIVO Sea Tour	1 st Shore Tour	D H S	1 st DH Sea Tour	CVN PA SeaTour	2 nd Shore Tour
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Nominally 24 months:

- Target DH School at 7.5 YCS
- Exact timing is based upon ability to receive an observed DH FITREP before O-4 promotion board

Career Needs:

Nuclear Shore, Masters, JPME, SWO Skills, Joint

Why JO Nuclear Shore Duty?



- Creates opportunity for broadening tours post-PA
 - SWO Community Jobs, Early Command, DC, War College, Joint
- NNPTC and NPTU
 - Boards recognize important community tours (includes PASB)
 - Both offer **silver bullet** for first DH tour (Homeport, Billet, or Ship Type)
- Unmatched leadership and technical experience
 - ➔ success as DH/PA

Nuclear Shore Early = Flexibility Later

SWO(N) Shore Requirements



Post Division Officer, O-3 (36)

NR A4W/A1B Fleet LT (5)
NPTU Ballston Spa (1-2)
NPTU Charleston (4-5)
NNPTC Charleston (7)
MTT Lant MTT LT (1), PNEO (2)
MTT Pac MTT LT (1), PNEO (1)
MTT PNW PNEO Coord (1)
OPNAV N133 Nuclear Programs (1)
CNRC NTO (6) – Millington, TN
NSTC ROTC Coord. – Great Lakes (1)
MTS Conversions – Norfolk, VA (5)

Post-PA, O-4 (19)

CNAP CVN N43 Maint. Desk (1)
CNAL CVN N43 Maint. Desk (1)
CNAL/CNAP FRTA (2)
MTT Deputy Lant (1) and Pac (1)
NPEB Lant (2) and Pac (2)
NPTU BSPA MTS XO (1-2)
NPTU Charleston MTS XO (1-2)
NNPTC DOD (1)
NR Exec Asst./Tech Asst. (2)
OPNAV N133, Program Mgr (1)
PERS 412N, JO Detailer (1)
PERS 42D1, Community Mgr (1)

Post-PA, O-5 (4)

MTG Det Yoko OIC (1)
MTG Det Bremerton OIC (1)
CNAL N9 MTG OIC (1)
NPTU Charleston Site XO (1)

Post Commanding Officer, O-5 (4)

MTT Lant/Pac OIC (2)
NPTU Ballston Spa CO (1)
PERS 424 (1)

Post Reactor Officer, O-6 (4)

CNAL/CNAF N9 (2)
NR Line Locker (1)
CNAP N9 Det Bremerton (1)

Numerous and Diverse Options for Nuclear Shore!

NPTU Follow-on Program



- 18 months as a Shift Engineer (vice normal 24 months)
- **Up to** 12 months of dedicated study time (sabbatical)
 - Masters Degree and/or JPME for up to 12 months prior to Department Head School
 - Most SWO(N)s will have 6 to 12 months
 - Study plan submitted to NPTU XO
- Commit to Shift Engineer early (~9 months)
 - Allows detailer enough time to identify a relief
 - **Reduces CVN DIVO tour to as short as 22 months**
- Shift Engineer Incentive Pay (SEIP)
 - **\$500 per month bonus for the length of assignment**
- Silver Bullet for DH slating (homeport, billet, or platform)

Graduate Education



Full time:

- Naval Post-graduate School (typically post-DIVO, includes JPME)
- Naval War College (typically post-PA)
- Talent Management Programs

Part time:

- Grad Ed Voucher (GEV) – reach out early to get a quota!
 - Offer up to \$20K per year for 2 years; 3:1 commitment
- Low Residency Graduate Education
- Distance Learning Programs (ODU, NPS)
- NROTC – Subsidization for faculty
- Tuition Assistance / GI Bill
- Special Programs – Pol/Mil Masters, Federal Executive Fellowship, Olmsted Scholar, Office of Legislative Affairs (OLA)

Personal and Professional Development

Talent Management Programs



- Board conducted **annually** in the summer/fall. Contact your detailer for specific timing.
- Applications require:
 - willingness to sign DHRB (required if selected)
 - a letter indicating the programs you wish to apply for
 - a letter of endorsement from your Chain of Command
 - any other special reqs...GPA, GRE

Programs include:

- FSEP (Fleet Scholar Education Program)
- USNA GE+T (Graduate Education and Teaching)
- USNA Company Officer
- SECNAV TWI (Tours with Industry)
- PMRI (Purdue Military Research Initiative)
- MIT-WHOI (Massachusetts Institute for Technology/Woods Hole)
- Professional Exchange Program (PEP) (England, Canada, Spain, France, Australia, Italy, Belgium, Portugal, etc)
- NROTC (Naval Reserve Officer Training Corps)

*****Retaining our MOST TALENTED*****

Other Recent Changes



- COBO increase
- NOBIP eligibility change for NEO qualified officers
- Spot Promotion updates
- In-Residence Graduate Education prior to assuming Major Command (YG 15 and junior)
- Expansion of grad-ed opportunities

Resignations



- MPM 1920-190, 1920-200
- Should be submitted **9-12 months** prior to the desired separation date
- See PERS-451 website for more info

<http://www.public.navy.mil/bupers-npc/career/personnelconductandseparations/Pages/OfficerResignations.aspx>

- *****NEW!***** All resignations/retirements will be submitted, routed and adjudicated **via NSIPS**
- Detailer has the ultimate responsibility for determining obligated service and dates concerning resignation...

Communicate with Detailer beforehand!

Lateral Transfer



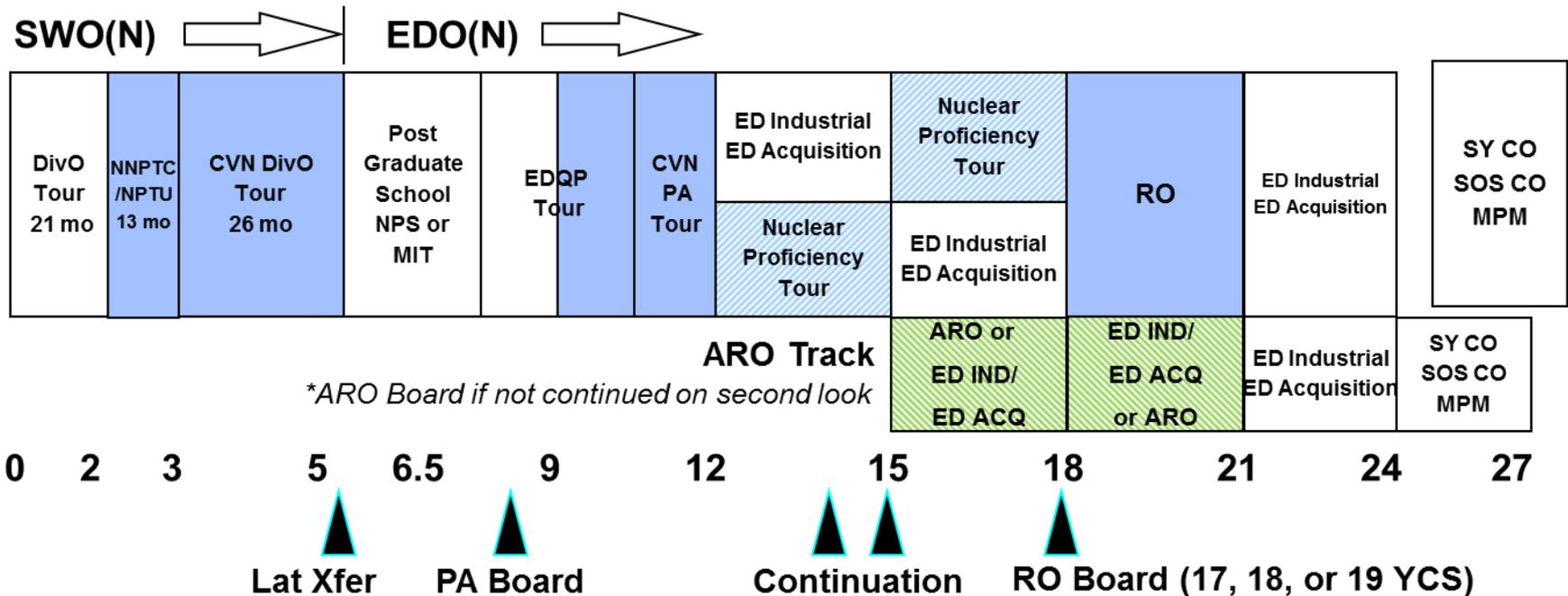
- Lateral Transfer to another designator generally not authorized until post-PA
 - EDO(N) is an exception and should be pursued on CVN or on post-divo shore assignment
 - Case-by-case exceptions for other communities:
 - Following PNEO qualification
 - When YG on track to meet PA requirements
- Managed by **Year Group**
- Examples include: EDO, IP, HR, FAO, INTEL, IW

**Balancing Requirements and Desires
with the Needs of the Navy**

EDO(N) Program Career Path

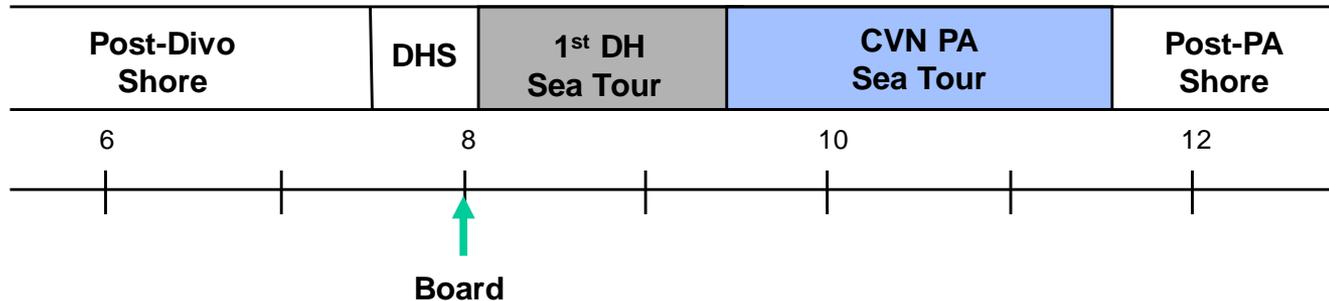


Goal: Produce officers competitive for selection as Reactor Officer on a CVN in RCOH, Inactivation or New Construction



- PA tour preferentially detailed to CVN in RCOH / NEWCON / extended avail (DPIA)
- EDO(N)s are eligible for COBO (\$35k(\$40k if >12YCS) / year)
- EDO(N)s alternate between nuclear and non-nuclear tours

PA Screening Board



- Administrative Screening Board held in Millington
- YG13 Board: April 2021
- Keys to screening: Sustained superior performance during CVN DIVO tour, nuclear shore duty, 1st Tour DH, and shipyard tour (EDO(N))

Improving Readiness through Selectivity

Department Head/Principal Assistant Tours



- 1st DH: 18 month tour
 - CSO (LPD/LHA/LHD)
 - 1st LT (LSD)
 - OPS (DDG/LSD/MCM)
 - WEPS (CG/DDG)



- CVN PA: 24 month tour
 - Billets: RTA, REA, MPA (all are spot promote)
 - SWO(N)s also fill some CRA (also spot promote!)
- Performance in these tours is vital for future selection boards

Superior DH Performance Remains Path to Command

Command Qualification



- Governing instruction - CNSFINST 1412.7 (**Updated Dec 2019**)
 - CQE Bibliography (8A) on <https://mnp.navy.mil> website (Updated May 2020)
- Requirements:
 - Minimum shipboard experience
 - SWO, TAO & EOOW qualifications
 - Shiphandling Examination (SWOS)
 - Recommendation from an Afloat CO while serving afloat
 - Command Qualification Exam (SWOS)
 - Command Oral board
- SWO(N)s should complete before or during PA tour

Best Practices:

- Ensure Qualification Card line items a-f are signed by your 1st DH CO prior to detaching for 1st DH tour
- Utilize local shiphandling simulators prior to CQA

Prerequisite for Command Screening

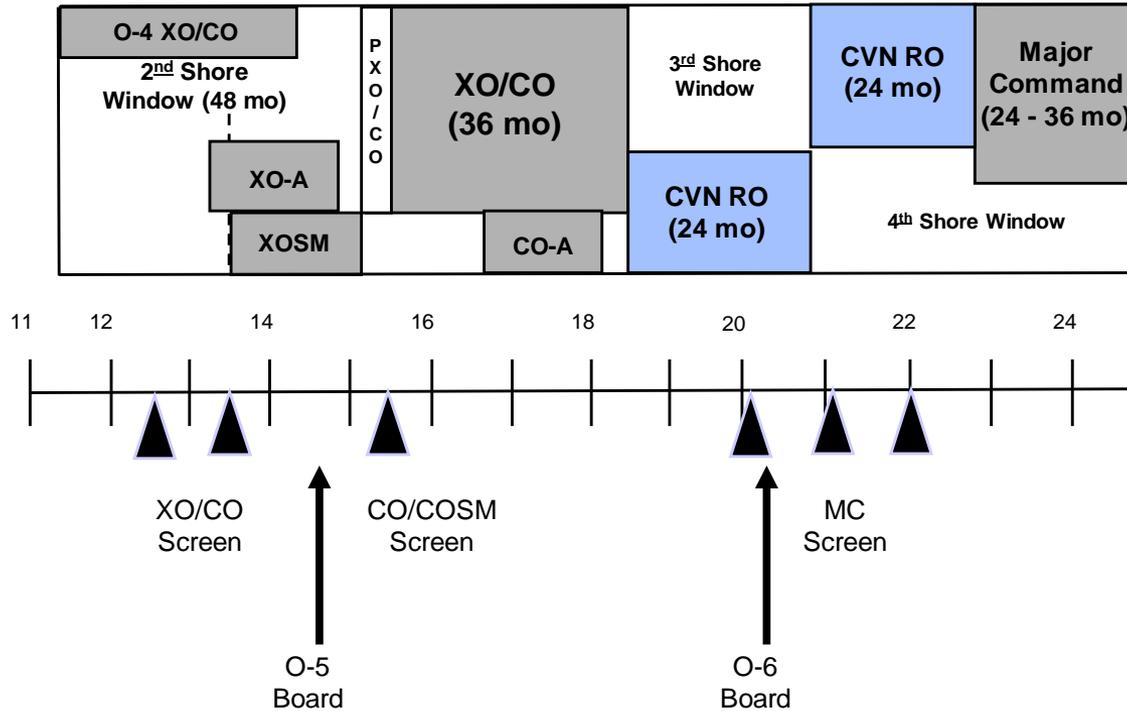
Post-Principal Assistant Shore Tour



- Excellent opportunities for career broadening experience (to include **Early Command**)
 - **Major Staffs/Community jobs in PD1** to support CMD screening, or
 - **Nuclear shore duty in PD1** for those who still need it
- First two looks for CDR CMD typically occur in PD1
- War College, Joint billets in PD2 if screened for XO/CO Fleet-up
- JPME I, if not already complete (prerequisite for CDR Command)

Opportunities to build nuclear, joint and staff experience

Post-Principal Assistant Career Path



- Reactor Officer tour length is 24 months
- Officers have flexibility to execute a shore tour pre/post-RO
- Allow timing to complete in-residence graduate education
- XO-SM, XO Afloat and CO SM screened officers eligible to serve as ARO

Commander Command Board



- Beginning in Dec 2020, CDR CMD Board timing will be anchored to YCS 12
 - 1st look YCS 12, 2nd look YCS 13, 3rd look YCS 15
- Dec 2020 CDR CMD Board Composition
 - 1st look: Mix
 - YG08 Officers (commissioned between 01Oct07 – 30Sep08)
 - Remainder of YG07 and senior officers who promoted to LCDR in FY18
 - 2nd look: LCDR PYG +3
 - LCDR PYG 17 officers who remain eligible for XO/CO, XO afloat, or XO/SM milestones
 - 3rd look PYG +5
 - LCDR PYG 15 3rd Look in Dec 2020 (CO-Afloat or CO-SM)
 - Only XO-Afloat or XO-SM screen officers w/ CMD qual eligible

SWO Bonuses and NOBIP



- Compensation For Two Skillsets
 - SWO: Warfighting Skills (DHRB/LRB)
 - NOBIP: Nuclear Talent (AIP/COBO/SEIP)

Bonuses: Over \$1,260,000 during a 30 year career!

New DHRB Payment Schemes



- New scheme allows screeners up to 3 years to commit without sacrificing total payout
- Legal restraints to DHRB:
 - Yearly payments cannot exceed \$25k
 - No payments past YCS10
- 1st look screeners
 - Commit before YCS6 – \$105k
 - Commit before YCS7 – \$100k
 - Commit before YCS8 – \$75k
- 2nd look screeners
 - Commit before YCS7 – \$95k
 - Commit before YCS8 – \$75k
- 3rd look screeners
 - Commit before YCS8 – \$75k

1st Look Screened Payment Scheme						
Contract received before	YCS4	20				
	YCS5	10	10			
	YCS6	15	25	25		
	YCS7	15	25	25	25	
	YCS8	15	15	25	25	25
	YCS9	15	15	15	25	25
	YCS10	15	15	15	25	25
	Total	105	105	105	100	75

2nd Look Screened Payment Scheme						
Contract received before	YCS4	10				
	YCS5	10	10			
	YCS6	15	25	25		
	YCS7	15	15	25	20	
	YCS8	15	15	15	25	25
	YCS9	15	15	15	25	25
	YCS10	15	15	15	25	25
	Total	95	95	95	95	75

3rd Look Screened Payment Scheme						
Contract rovd before	YCS6	15				
	YCS7	15	15			
	YCS8	15	20	25		
	YCS9	15	20	25		
	YCS10	15	20	25		
	Total	75	75	75		

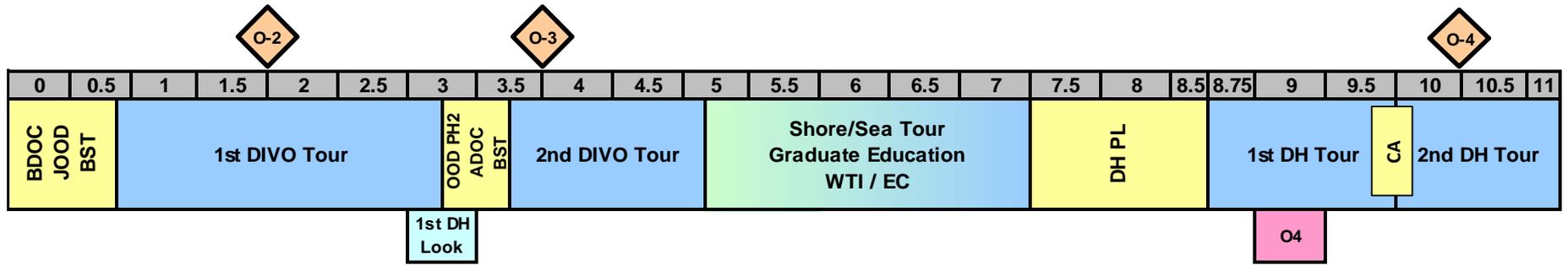
Up to \$385,000 Total Bonus for 2 DH Tours!

When Should I Sign DHRB?



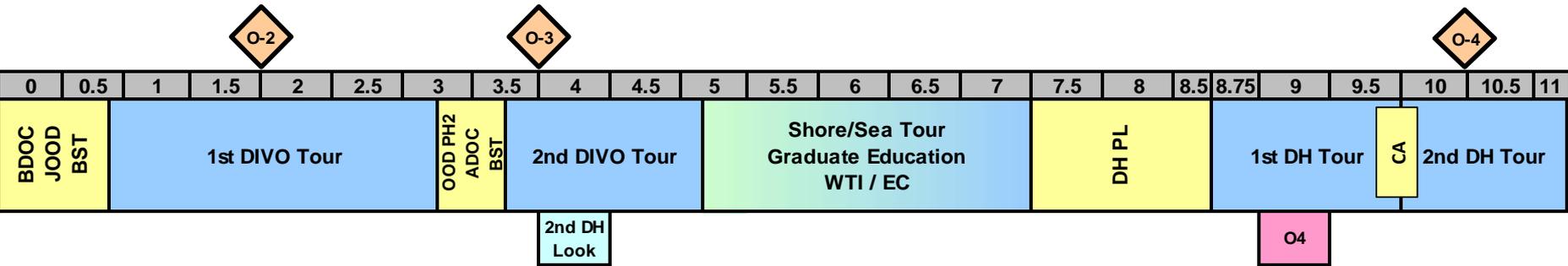
- Signing DHRB early provides benefits:
 - Executive detailing
 - Ability to slate to DHRB-required billets
 - DHRB signers send a strong signal to the Talent Management Board
- The new payment scheme is retroactive!
 - YG12-15
 - Contact your detailer to determine if you are eligible for additional bonus money

1st Look Screener Schemes



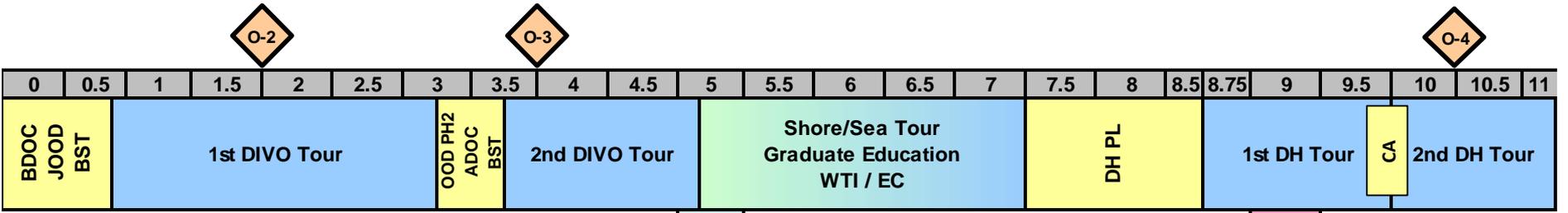
Contract Received before	YCS4	YCS5	YCS6	YCS7	YCS8	YCS9	YCS10	YCS11
Contract Received before YCS4	\$20k	\$10k	\$15k	\$15k	\$15k	\$15k	\$15k	\$105k
Contract Received before YCS5		\$10k	\$25k	\$25k	\$15k	\$15k	\$15k	\$105k
Contract Received before YCS6			\$25k	\$25k	\$25k	\$15k	\$15k	\$105k
Contract Received before YCS7				\$25k	\$25k	\$25k	\$25k	\$100k
Contract Received before YCS8					\$25k	\$25k	\$25k	\$75k

2nd Look Screener Schemes



Contract Received before	4	5	6	7	8	9	10	Total
YCS4	\$10k	\$10k	\$15k	\$15k	\$15k	\$15k	\$15k	\$95k
YCS5		\$10k	\$25k	\$15k	\$15k	\$15k	\$15k	\$95k
YCS6			\$25k	\$25k	\$15k	\$15k	\$15k	\$95k
YCS7				\$20k	\$25k	\$25k	\$25k	\$95k
YCS8					\$25k	\$25k	\$25k	\$75k

3rd Look Screener Schemes



3rd DH
Look

O4



Nuclear Officer Bonus & Incentive Pay (NOBIP)



- Continuation Bonus (COBO): up to \$50,000 Annually
 - Initial 4- or 5-Year Contracts - \$35k/year
 - Initial 6- or 7-Year Contracts - \$40k/year (for payments before 12 YCS)
 - Renegotiated / Follow on Contracts - \$40k/year before 12 YCS, \$45k/year after 12 YCS (rate based on YCS on the *date of payment*)
 - Serving/Served Major Commanders w/ >26YCS - \$50k/year for 2- to 4-Year Contracts (obligates to statutory retirement or follow on tour); 1-Year at \$45k
- Annual Incentive Pay (AIP): \$12,500 Annually
 - Paid every 30 SEP for the previous fiscal year (\$22K for MC serving/served or O-6 w \geq 26 YCS)
 - Pro-rated from date of PNEO qual or 5 yr MSR (whichever is the later)
- Timing Considerations
 - **Renegotiate** if the rate goes up prior to your final COBO payment
 - **Contact LCDR Hardy prior to submitting your contracts!!**

Compensation reflects the value of your job

The Surface Warfare Family of Funds



- SWO LRB (up to \$46,000 over 3 payments)
 - Apply between 11 and 12 YCS
 - Must successfully complete 2 DH Tours
 - Payment starts 2 years after **permanent** promotion to O-4 (not spot) or completion of 2nd DH / PA tour
 - First payment \$22,000, then \$12,000 annually
 - OBLISERVE is through completion of 15 YCS
 - You can align a new 3-year COBO (\$45k starting at 12 YCS) to match the SWO LRB obligation if you have less than 3 years remaining on your current COBO contract (**not permitted in FY21** due to NAVADMIN changes for COBO; can only renegotiate in FY21 to your commissioning or contract anniversary dates)

**LCDRs: YOU MUST SUBMIT AN APPLICATION
PRIOR TO 12 YCS!!**

\$181,000 Total Bonus for 2 LCDR Shore Tours!

Your Service Record



- **Qualifications**

- Detailers can update quals/AQDs, ex:
 - OOD (LB2)
 - SWO (LA9)
 - PPWO/PNEO (KD1/2)
 - CVN EOOW (LC5)
 - TAO (LF6/7)
 - ECO (BS1/BS2)
 - ASWE (BA1/BA2)
 - BMDO (BM1)

- **Picture** – Get it done each time you promote and ensure the photo is submitted attached to the NAVPERS 1070/884 Form. Required for boards and your record.

- **PFA – PRIMS**

- **Awards - NDAWS**

- Command Award Authority updates (YN/PS)
- OSR pulls from NDAWS

- **FITREPS – sent to PERS-3**

- **1 of 1** – resubmit, or email detailer if missing
- **Competitive** – must be submitted by command

- **Web Enabled Record Review**

(WERR); view your record at Bupers Online:
(ODC/OSR/PSR)

Statutory Board Considerations



- Ensure promotion recommendation included in Block 41
- Screening status is not part of record – the FITREP must 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



Key FITREP Points

XO/CO AFLOAT PC COMMAND

FITREPS:

Know the reference!
(BUPERSINST 1610.10D)

What's the message:

- Hard break out?
- Soft break out?
- Caught in traffic?
- Boss's RSCA?
- Recommendation?
- Progression?
- Air gap?

Block 41 must tell a clear story – can you lead at the next level?

White space GOOD!

40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: SCP, Dept Head, XO, OIC, CO, Major Command, War College, PG School.

41. COMMENTS ON PERFORMANCE. * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 Point) only. Use upper and lower case.

** LT [REDACTED] is my #1 DH by a mile, and I'd stack him against any CHENG in the Fleet! **
 *** READY NOW FOR COMMAND AT SEA, A CLEAR COMMUNITY FRONT-RUNNER!! ***
 RARELY HAVE I OBSERVED AN OFFICER WITH SUCH A COMBINATION OF TECHNICAL/TACTICAL ACUMEN AND CHARISMATIC LEADERSHIP. THINK OF HALSEY, NIMITZ, AND SPRUANCE EMBODIED IN ONE SWG LT!

IT IS CRITICAL that your most recent community screening be clearly articulated in block 41 of **every** FITREP until you **actually serve in that milestone billet.**

- BATTLE CHENG. [REDACTED] drilled masterfully led them in combat. In [REDACTED]
 - UNPARALLELLED PERFORMANCE. Makes [REDACTED] Never misses a bell. 90+ days in the Persian Gulf with a cold CIC and plenty of water.
 - SHIPHANDLER EXTRAORDINAIRE. [REDACTED] coaches my conning officers at sea and anchor detail and man overboard drills. Holds the record onboard for MOB shipboard recovery time.
 - LEADER AND MENTOR. Trusted by Wardroom and CPO Mess due to his insight and decisiveness. Every one of his JOs signed for the DH Bonus, and re-enlistment rates in his department are the best in the Squadron... I checked.

[REDACTED] EXCELS IN ONE OF THE TOUGHEST DEPT HEAD BILLETS AFLOAT. HE MET EVERY MISSION BECAUSE HIS PLANT SUSTAINS FULL POWER FOR DAYS ON END DUE TO HIS PERSONAL LEADERSHIP AND DETERMINATION. PUT HIM IN COMMAND! FLAG POTENTIAL!!

Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address COMMANDING OFFICER
42. INDIVIDUAL						X	[REDACTED]
43. SUMMARY	X	0	0	0	2	1	
45. Signature of Reporting Senior [REDACTED] Date: [REDACTED]					46. 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. [REDACTED] I do not intend to submit a statement. [REDACTED] Date: [REDACTED]		
Member Trait Average: 5.00		Summary Group Average: 4.86				Date: [REDACTED]	

Takeaways



- Maximize shiphandling experience in 1st DIVO tour
- Nuclear shore duty early adds flexibility later
- Communicate your preferences
- Track your bonus timing
- **Performance at sea** is the bedrock of your record!
 - DIVO FITREPs → DH Screening → O4
 - DH FITREPs → CDR Command Screening → O5
 - CDR CMD FITREPs → Major Command Screening
- NEVER HESITATE TO CONTACT US!!!

Know Your Career Path! We are here to Help!

Get Smart and Stay Smart about your Career Path



- Annual Newsletter – transitioned to website
 - Look for the latest edition to be sent out soon!
- SWO(N) Grams (stay in the loop on shore duty – send us your e-mail address)
- SWO(N) Facebook Page
- Mentors
- Peers
- Web Sites
- Detailer Visits

- www.npc.navy.mil
- www.facebook.com/NukeSWO
- www.facebook.com/PERS41
- twitter.com/PERS41
- www.staynavy.mil
- **Call Customer Service 1-866-U-ASK-NPC**

Career Management: A Dynamic Process

Points of Contact



PERS 41N/424
CDR Craig Trent

SWO(N) Placement/Program Manager
craig.m.trent1@navy.mil

PERS 412N
LCDR Nathan Mitich

SWO(N) Detailer
Nathan.W.Mitich1@navy.mil

PERS 42D1
LCDR Cory Hardy

SWO(N) Community Manager
corwin.hardy@navy.mil

N133C2
LCDR Michelle Matthews

SWO(N) Program Manager
Michelle.A.Matthews@navy.mil

Questions?

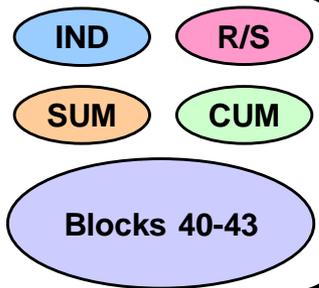




Backup Slides

Performance Summary Report

PERFORMANCE SUMMARY REPORT																						
NAME (LAST, FIRST MIDDLE) JONES, JOHN PAUL					DESIG/RATE 1110					SSN 000-00-0000					PAGE 3 OF 3							
PG	STATION	DUTY	DATES	M O S	REPORTING SENIOR			TRAITS					AVERAGE		PROMOTION REC					PHY READ	RPT TYPE	
					NAME	PG	TITLE	1	2	3	4	5	IND SUM	R/S CUM	SP	PR	P	M P	EP			
03	ATG MAYPORT	TLO	010201 020131	11	WILLIAMS L M	05	CO					2	4	4.50	54				X		N/XX	RG
03	ATG MAYPORT	TLO	020201 020915	8	WILLIAMS L M	05	CO					4	2	4.33	60				X		P/WS	RG
03	SWOSCOLCO M	STUDENT	020916 020525	8	COOL I M	06	DIR DEPT HEAD							0.00	0				0	0		RG
03	DD967 ELLIOT	OPS	020912 030131	4	NIMITZ C W	05	CO					5	2	4.29	4				X		P/WS	RG
03	DD967 ELLIOT	OPS	030201 040131	12	NIMITZ C W	05	CO					2	5	4.71	7					X	P/WS	RG
03	DD967 ELLIOT	OPS	040201 050408	2	NIMITZ C W	05	CO					1	6	4.86	10					X	P/WS	RG
03	CG68 ANZIO	OPS	050409 050612	2	HALSEY W	06	CO					2	5	4.71	60					X	P/WS	RG
04	CG68 ANZIO	OPS	050613 051031	5	SPRUANCE	06	CO					2	5	4.71	27				X		P/WS	RG
04	CG68 ANZIO	OPS	051101 060930	11	SPRUANCE	06	CO					3	4	4.57	60					X	P/WS	RG



What's the Story to the briefer

- A** Bad: Ind Avg below RSCA; 1 of 1 MP (this is an air gap – clear signal)
- B** Greater than 90 day FITREP gap; pay attention to dates
- C** Ok: New DH; in traffic; Ind below RSCA not an issue
- D** Ok: 1st FITREP as O-4; stuck behind XO? – Block 41 must indicate
- E** Bad: Ind Avg below RSCA on a 1 of 1 EP; Is the CO sending a message? – What story does block 40 and 41 tell?

Career Intermission Program (CIP)



- Up to 2 Naval Nuclear Propulsion Program Officers per year (20 throughout USN)
- 1 to 3 years in IRR to pursue personal/professional growth
- Retain family health care benefits
- Obligated to sign SWOCP/SWO CSRB upon re-entry into AC
- Rolled back into successive YGs (adj lineal number)
- Stipend: $2 \times (1/30)$ of basic pay
- No Education Benefits
- Navy paid PCS to/from any CONUS location

Old Dominion University

Credit for Nuclear Training



- SWO(N)s validate 12 of 33 credit hours (4 of 11 courses)
 - **Easy access for those stationed in Norfolk area**
- Distance Learning programs available in DC and Bremerton
 - **University is pursuing additional distance learning sites at other fleet concentration areas**
- CD-ROM based program also available
 - **Tuition funded through PACE program for those on sea duty**
 - **Tuition Assistance pays majority of tuition (in-state rates)**

“Best Bang for the Buck out there”

Grad Ed Voucher (GEV)



- Eligible to compete for quotas in conjunction with taking orders to important SWO community jobs: NPTU, SWOS, ATG, ATRC
- Up to \$20K per year for two years
- 18/12 is an option but...
- Ask about GEV if going to nuclear shore

Reflects commitment to get Grad Ed for all SWOs

Joint Professional Military Education



- JPME I must complete prior to CDR command
 - Remains a discriminator at selection boards
- ****NEW!**** YG 15 and junior officers must complete In-Residence Graduate Education prior to assuming Major Command
- To be eligible for selection to Flag, Unrestricted Line Officers must complete JPME Phase I, Phase II, and a joint tour
- JPME I and II offered by DoD and service war colleges
 - JPME I has in-resident, seminar, and distance learning options

Professionalizing the Force

Assistant Reactor Officer (ARO)



- Eligibility:
 - Screened CO-SM / XO-Afloat / XO-SM
 - Post XO & not selected for CDR CMD afloat
 - XO/CO Afloat screened officers not certified for fleet-up
 - EDO(N)s not selected for continuation/to RO
- Selected by administrative board
- Incentive:
 - AROs maintain their nuclear AQD (and COBO eligibility) during ARO/CO-SM tour and for 3 years following
 - Potential to keep nuclear AQD (and COBO eligibility) for longer if filling nuclear shore assignment post-ARO

Leadership opportunity with \$210K NOBIP incentive!

Post-9/11 GI Bill Highlights



Eligibility:

- Full benefits available after 36 months of qualifying service
- USNA / NROTC graduates: qualifying start date follows completion of MSR
- Honorable discharge

Active Duty Benefits:

- Up to 100% of tuition & fees, not to exceed the nationwide cap (set at \$17,500)
- Up to 36 months of benefits, living stipend
- Monthly tutoring funds available for qualifying officers, \$1K for books

Transferability to spouse or children:

- Over 16 years of service – No longer allowed per NAVADMIN 020/19 (effective 12 JAN 2020)
- Between 6 and 16 years of service – Obligate for an additional 4 years
- No conflict with Nuclear COBO eligibility
- Must have signed Page 13 in your record to start the obligated service

- **Dept of Veteran's Affairs administers / manages the Post-9/11 GI Bill**
- **DOD manages the transferability provision**

Post-9/11 GI Bill transferability – an unequalled benefit of your service



How Your Record is Briefed

Officer Summary Record (OSR)

Performance Summary Report (PSR)

FOR OFFICIAL USE ONLY - PRIVACY SENSITIVE

NAVPERS 079010 (REV 3-2009) OFFICER SUMMARY RECORD

NAME: [REDACTED] YG 00 DATE PROC: 140308

SSN: 100901 GRADE: 040601 DESIG: 020524 000524

PRESENT BTL DESIGN: [REDACTED] PROMOT BELLET: [REDACTED]

CNAVPERSCOM MLL: [REDACTED] PERS DIST OFF: [REDACTED]

COLLEGE: MONTEREY USNA

DEGREE: MECH ENG NAV ARCH

MAJOR: FRA 3616

MINOR: 5002P 62055

SWOS DEPT HD: SWOS DEPT HD 0709 24

ADV OFF LDRESHP: ADV OFF LDRESHP 0211 01

PERSONAL RECOGNITIONS:

- NAV COM 03
- NAV ACHV 03

SPECIAL DESIGNATIONS:

- 1 PERS DIST OFF
- 2 FLAG LT
- 3 CMBT SYS
- 4 SHIP NAVY GEN
- 5 ASW WEP
- 6 SURF WAR 03
- 7 EOODGASTURE
- 8 SMS AGEN 03
- 9 OOD FLEET 03
- 10 NTDS SMO 03
- 11 JPMC PHASE1
- 12 ASWNTOWOP
- 13 ASWNTOWOP
- 14
- 15
- 16
- 17
- 18

PERFORMANCE SUMMARY REPORT										PAGE 1 OF 2													
NAME(LAST, FIRST, MIDDLE)			DESIG/RATE		SSN		TRAITS		AVERAGES		PROMOTION REC			RPT TYPE									
PG	STATION	DUTY	DATES	M O S	REPORTING NAME	SENIOR PG	TITLE	1	2	3	4	5	IND SUM	R/S CUM	SP	PR	P	MP	EP	PRT	RPT TYPE		
01	SOURCE SCHOOL	SAIL INSTR	052400 062600	1	[REDACTED]	06	CO						0.00	0	0	0	0	0	0	P/W	RG		
01	SOURCE SCHOOL	SAIL INSTR	062700 083000	2	[REDACTED]	06	CO						0.00	0	0	0	0	0	0	P/W	RG		
01	SWOS NEWPORT RI	STUDENT	083100 031601	7	[REDACTED]	06	DIRECTOR						0.00	0	0	0	0	0	0	P/W	RG		
01	USS SHIP	ASWO	031601 101802	14	[REDACTED]	05	CO	0	0	0	4	3	4.43	22	0	0	X	4	0	0	P/W	RG	
02	USS SHIP	ASWO	052402 101802	5	[REDACTED]	05	CO	0	0	0	2	5	4.71	12	0	0	X	1	0	0	P/W	RG	
02	USS NEXT SHIP	NAVIGATOR	101902 020703	4	[REDACTED]	05	CO	0	0	0	4	3	4.43	16	0	0	X	7	0	0	P/W	RG	
02	USS NEXT SHIP	NAVIGATOR	020803 050304	15	[REDACTED]	05	CO	0	0	0	7	8	4.00	17	1	0	X	4	0	0	P/W	RG CO	
03	NAVPGSCOL MONTEREY	STUDENT	050404 013105	9	[REDACTED]	06	DEAN OF STU						0.00	0	0	0	0	0	0	P/W	RG		
03	NAVPGSCOL MONTEREY	STUDENT	020105 013106	12	[REDACTED]	04	DEPUTY DEAN						0.00	0	0	0	0	0	0	P/W	RG		
03	NAVPGSCOL MONTEREY	STUDENT	020106 121506	11	[REDACTED]	05	DEAN OF STU						0.00	0	0	0	0	0	0	P/W	RG		
03	SWOSCOLOM	STUDENT	121606 090707	9	[REDACTED]	05	DIR MAR WAR						0.00	0	0	0	0	0	0	P/W	RG		
03	USS 3rd SHIP	CHENG	090807 013108	5	[REDACTED]	06	CO	0	0	0	0	6	5.00	22	0	0	0	0	1	X	1	P/W	RG CO
03	USS 3rd SHIP	CHENG	020108 062208	6	[REDACTED]	06	CO	0	0	0	0	7	5.00	22	0	0	0	0	3	X	1	P/W	RG
04	USS 4th SHIP	CHENG	020109 123109	9	[REDACTED]	06	CO	0	0	0	2	5	4.43	11	0	0	0	0	0	X	1	P/W	RG
04	USS 4th SHIP	CHENG	043010 043010	9	[REDACTED]	06	CO	0	0	0	2	5	4.71	11	0	0	0	0	0	X	1	P/W	RG
04	PD1 SHORE	AO	050110 103110	6	[REDACTED]	08	COMMANDER	0	0	0	0	7	5.00	22	0	0	0	3	2	X	3	P	RG
04	PD1 SHORE	AO	110110 040011	5	[REDACTED]	08	COMMANDER	0	0	0	0	6	5.00	22	0	0	0	0	2	X	1	P	RG
04	PD2 SHORE	AO	040913 103113	7	[REDACTED]	06	DIRECTOR	0	0	0	4	2	4.23	08	0	0	0	0	0	X	3	PP	RG MC
04	PD2 SHORE	AO	110113 103112	12	[REDACTED]	06	DIRECTOR	0	0	0	1	5	4.82	11	0	0	0	0	0	X	3	PP	RG MC

Wicked Smaah!t!

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

- SWO Heavy-lift jobs post-DH

Fully Qual'd

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

"...potential is limitless" -CO VERY vanilla.

"...Only limited by FR system to a P. My BEST DH, even as a JG" - CO