

MILPERSMAN 1220-400

SPECIAL WARFARE BOAT OPERATOR (SB) RATING

Responsible Office	BUPERS-324	Phone:	DSN COM	882-2858/3552 (901) 874-2858/3552
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References	<ul style="list-style-type: none"> (a) COMNAVCRUITCOMINST 1130.8K, Navy Recruiting Manual - Enlisted (b) NAVPERS 15665J, U.S. Navy Uniform Regulations (c) NAVPERS 18068F, Manual of Navy Enlisted Manpower and Personnel Classifications and Occupational Standards, Volume II (d) NAVMED P-117, Manual of the Medical Department (e) OPNAVINST 1160.8B (f) OPNAVINST 5350.4E (g) SECNAVINST 5300.28F (h) BUPERSINST 1430.16G (i) OPNAVINST 1414.9C
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1. **Purpose.** This article discusses personnel aspects of the special warfare boat operator (SB) rating (special warfare combat crewmen (SWCC)). The following topics are covered:

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2. Rating Description

a. SBs, otherwise known as SWCCs, are specially selected and trained special operations forces (SOF) who operate Naval Special Warfare (NSW) combatant and other craft in maritime, coastal, and riverine environments. They conduct special operations such as over-the-beach and other insertion/extraction of SOF; waterborne guard post; maritime interception operations/visit, board, search and seizure; coastal patrol and interdiction; special reconnaissance; and foreign internal defense, with or without sea-air-land (SEAL) or other SOF.

b. All SWCCs attend Basic Crewman Selection and Basic Crewman Training (BCT) at the NSW Center. Upon completion of BCT, all SWCCs undergo Crewman Qualification Training. Those who graduate are awarded the basic crewman insignia, which signifies a qualified SWCC, and earn the SB Navy rating. After graduation, select members will continue for additional advanced training to become SOF medics, while all other graduates will report to their first operational special boat team.

c. Training and education is continued throughout their careers through a combination of formal and informal processes including on-the-job skills training, attendance at various service or SOF training courses, and civilian courses of instruction. Once qualified, SWCCs can expect to spend the remainder of their career in the Special Operations Community.

3. Suitability for Assignment

a. Accession Prerequisites. The distinct purpose and nature of duties involved in the SB rating require adherence to eligibility criteria, procedures, and policy for conversion and assignment to the rating.

b. Professional Performance. While the highest standards of personal conduct, reliability, and judgment are required of all Service members, it is especially important that Service members assigned to duty involving the performance and

supervision of SB operations exemplify unquestioned personal conduct, reliability, judgment, and observance of military regulations.

c. Obligated Service (OBLISERV). Recruit candidates enlisting in the Navy with the intent to begin the SB training pipeline must satisfy OBLISERV requirements as directed by reference (a).

d. Waiver Considerations. If not specifically stated, all waiver requests will be submitted via the Bureau of Naval Personnel (BUPERS) (NSW) Enlisted Community Manager (BUPERS-324) to the Office of the Chief of Naval Operations (OPNAV) NSW Program Manager (OPNAV N137) for consideration.

4. Rating Designation and Authority to Wear the Insignia

a. Upon completion of the SB "A" School training pipeline, enlisted personnel are awarded Navy enlisted classification (NEC) code O52A and designated as an SB (SWCC). Recruits and fleet conversions are authorized accelerated advancement to E-4 (SB3) per [MILPERSMAN 1510-030](#).

b. Achievement of the SB designation and NEC O52A entitles the member to wear the SWCC warfare insignia per reference (b) and use the SWCC designation. The acronym "SWCC" will be placed in parentheses immediately after the member's rating abbreviation, e.g., SB2(SWCC).

(1) Members whose SB rating NEC(s) is/are removed by administrative action as set forth in this article are no longer authorized to wear the insignia.

(2) Members whose SB rating NEC(s) is/are involuntarily removed as a result of a permanent physical disqualification are authorized to wear the insignia if such action is recommended by member's commanding officers (CO), submitted to BUPERS-324 for review, and approved by OPNAV N137.

5. NEC Codes. Enlisted SB personnel are designated by NEC codes per their qualifications. Reference (c) further describes each of the NEC codes:

NEC	Designation
O52A	Special Warfare Combat Crewman (SWCC)
O91A/O92A	Naval Special Warfare Medic

6. **Navy Veteran (NAVET) and Other Service Veteran (OSVET)**

Accessions. The SB rating is designated as an advanced technical field program. Reference (a) provides entry requirements and policy for recruit, NAVET, and OSVET accessions. All applicants must adhere to all requirements within this article.

7. **Rating Conversion Entry Requirements.** Conversion to the SB rating requires successful completion of SB "A" School. Approval to attend SB "A" School will be based on the needs of the NSW Community as determined by BUPERS-324. Due to the cost of permanent change of station orders, high risk training, high attrition training rates, and to prevent undue delay in training, commands and personnel submitting requests for conversion must strictly adhere to the policy and requirements specified in this article.

a. **Duty.** Must be in the Active Duty Component.

b. **Schools.** Service members who are (voluntarily or involuntarily) disenrolled from previous attendance of Air Rescue, Explosive Ordnance Disposal (EOD), Navy Diver, SB, or Special Warfare Operator (SO) "A" Schools will require a minimum of 2 years prior to reapplying for SB "A" School. Personnel who previously (voluntarily or involuntarily) disenrolled from SB or SO "A" School who request to return to SB "A" School must include a [NAVPERS 1070/613](#) Administrative Remarks statement in their application from the CO of the respective SO or SB "A" School course of instruction from which they were disenrolled, providing the recommendation to return to training.

c. **Age.** Must be less than 31 years of age as of the date that BUPERS-324 receives the member's application.

d. **Rate.** Must be in pay grades E-1 through E-5.

e. **Time in Service.** Must have 6 years or less of active duty service as of the date that BUPERS-324 receives the member's application.

f. **Armed Services Vocational Aptitude Battery (ASVAB).** Service members must meet ASVAB standards as specified in [MILPERSMAN 1306-618](#).

g. Medical Requirements. Service members must meet medical standards as specified in reference (d), article 15-105. If required, an approved medical waiver must be included with applicant's rating conversion application package. Medical waivers must be submitted by the Service member's CO per reference (d).

h. OBLISERV. The OBLISERV requirement for SB "A" School is 48 months from class graduation date or until completion of previous OBLISERV, whichever is greater, unless released earlier by the Chief of Naval Personnel. COs must ensure applicants understand OBLISERV to train options specified in [MILPERSMAN 1160-040](#), [MILPERSMAN 1306-604](#), and reference (e).

i. Performance Standards. Service members must have evaluation trait marks of 3.0 or above in each of their evaluation reports covering the previous 3 years ("not observed" evaluations are to be included, but not used in the calculation of the evaluation average). For Service members with less than 3 years of service, submit all evaluations.

j. Misconduct. Service members must not any have non-judicial punishment, court-martial, or civil court conviction during the previous 12 months prior to application.

k. Drug or Other Substance Abuse. Service members identified as having abused drugs, as defined in reference (f), or who wrongfully used a substance in violation of reference (g) may not apply for conversion to SB.

l. Security Clearance. SB "A" School requires eligibility for a secret clearance based on a tier 3 investigation.

m. Physical Fitness. Must pass the physical screening test (PST) per [MILPERSMAN 1220-410](#).

n. CO's Recommendation. Be recommended for initial training by the Service member's current CO.

8. **Applying for Rating Conversion.** Applicants who are applying for rating conversion must take the following steps:

Step	Action
1	Visit the NSW Assessment Command (NSWAC) Website to schedule an interview and PST. Web site: www.sealswcc.com
2	Assemble a rating conversion package per this MILPERSMAN article. Visit the NSW ECM Web page on the MyNavyHR Web site for specific submission dates and supplemental information.
3	Submit complete package, via encrypted e-mail, to the conversion application inbox: SEALSWCCECM@navy.mil . All packages must be encrypted.

9. **Rating Conversion Screening Requirements.** Applicants will be screened by approved personnel. Screening will normally be conducted by the NSWAC. If NSWAC personnel are not available, screening can be conducted:

- a. By a qualified SEAL or SWCC, E-6 or above, or an NSW officer;
- b. If a SEAL or SWCC is unavailable, by a qualified EOD or ND E-6 and/or above Service member; or
- c. If other than the above, the screener must be approved by the NSWAC.

10. **Rating Conversion Screening Process.** Personnel conducting screening will ensure the following actions are taken:

a. Interview the Applicant. The interview is necessary to examine and evaluate each applicant's character, traits, background, motivation, and potential for successfully completing SB "A" School and subsequent SB career assignments. The interviewer will:

(1) Discuss the nature of the SB rating with the applicant to include training, duty assignments, operational employment, career development, pay, advancement, etc.

(2) Review the applicant's electronic service record (ESR) to fully assess past performance, conversion effect on professional development, potential for successfully completing

SB "A" School, and to identify traits that could be beneficial to the community.

(3) Review entry requirements with the applicant.

(4) Complete exhibit 1, Report of SB Rating Conversion Screening. Completion of exhibit 1 must be coordinated through and signed by the NSWAC.

(a) A negative response to any of the questions or traits identified in the applicant's ESR could indicate unsuitability for the program and should be annotated in exhibit 1.

(b) Provide a positive or negative endorsement in exhibit 1 stating the applicant's suitability to attend SB "A" School.

b. Conduct a Medical Examination. Applicants must meet the physical examination and standards per reference (d), article 15-105.

(1) Medical Reports. Results of the medical examination will be recorded on the following reports:

(a) [DD 2807-1](#) Report of Medical History

(b) [DD 2808](#) Report of Medical Examination

(2) Validity. The initial medical examination will be valid for the time period stated in reference (d), article 15-105. Candidates who have not reported to SB "A" School within the specified time period must re-submit an updated [DD 2807-1](#) and [DD 2808](#) to BUPERS-324.

c. Conduct the PST. The PST is designed to assess the applicant's physical ability to undergo initial and advanced training. Administer the PST per [MILPERSMAN 1220-410](#). The PST will be valid for 6 months.

d. Submit a Rating Conversion Package. Upon satisfactory completion of the screening process, applicants will forward their completed application package to BUPERS-324 through an approved Department of Defense encrypted method. Required enclosures for package include the following documents:

Enclosure 1	NAVPERS 1306/7 Enlisted Personnel Action Request requesting conversion with current CO's signature
Enclosure 2	NAVPERS 1070/613 Administrative Remarks recommendation to return to training from the CO of the respective "A" school from which the Service member was disenrolled (if applicable)
Enclosure 3	Personal statement addressing why applicant wants to be an SB. If previously disenrolled from "A" school, statement must also include background and reasons for disenrollment, and what actions have been taken to correct the deficiencies (limited to one page).
Enclosure 4	MILPERSMAN 1220-400 Exhibit 1, Report of SB Rating Conversion Screening, signed by the NSWAC
Enclosure 5	ASVAB scores as documented on Enlisted Qualifications History or Enlisted Training Education and Qualification History
Enclosure 6	NAVPERS 1616/26 Evaluation Report and Counseling Record for previous 3 years (include all reports for Service members with less than 3 years of service) including any special or transfer evaluations. OSVETs must include respective Service performance evaluation equivalents.
Enclosure 7	Member Data Summary form printed from the Navy Standard Integrated Personnel System (NSIPS) showing proof of qualifications, language proficiency, college transcripts, and any professional accreditations, etc.
Enclosure 8	NSIPS Award Record, Navy Department Awards Web Service, official printed form or awards citations
Enclosure 9	Letters of recommendation pertinent to determining performance, professionalism, and potential
Enclosure 10	DD 2807-1 Report of Medical History
Enclosure 11	DD 2808 Report of Medical Examination

e. [NAVPERS 1306/7](#) Enlisted Personnel Action Request will reference [MILPERSMAN 1220-400](#), be signed by the applicant's current CO, and include the following statement:

<p>Per MILPERSMAN 1220-400, I volunteer for SB duty and agree to remain on active duty for a minimum of 48 months from SB "A" School graduation. If I fail to graduate, I agree to fulfill OBLISERV as required by MILPERSMAN articles 1306-604 and 1160-040.</p>

11. **Transfer to SB "A" School**

a. Physical Condition Verification. The Service member's physical condition must be verified by performing the PST approximately 30 days prior to transfer to SB "A" School per [MILPERSMAN 1220-410](#). The PST will be coordinated through the NSWAC. Personnel who fail the PST 30 days prior to transfer will retest approximately 15 days prior to transferring. If a Service member fails again, Naval Personnel Command (NAVPERSCOM) SEABEE/SEAL/SWCC/EOD/Diver Distribution Branch (PERS-401) will be notified by e-mail within 24 hours of the failure; the Service member's orders will be held in abeyance.

b. Participation in Advancement Exams. Conversion to the SB rating requires successful completion of SB "A" School per reference (h).

(1) Personnel under instruction for conversion on the scheduled date of examination are prohibited from taking any advancement examination.

(2) If otherwise qualified, personnel ordered to SB "A" School for rating conversion may compete for advancement in their present rating until the class convening date; however, personnel selected for advancement to E-6 prior to class convening may lose eligibility to attend SB "A" School.

c. Disqualification Condition. Personnel having received orders to attend SB "A" School who develop any possible disqualifying condition contrary to rating conversion entry requirements outlined in paragraph 7 above, to include physical conditioning, medical standards, advancement to E-6, performance standards, non-judicial punishment, court conviction, or lack of security clearance eligibility are required to notify BUPERS-324.

12. **Disenrollment From SB "A" School**

a. Reassignment and Suitability. Service members who voluntarily or involuntarily disenroll from SB "A" School training will:

(1) Be made available for reassignment based on the needs of the Navy as determined by BUPERS Enlisted Community Management Division (BUPERS-32) or the Naval Education and Training Command Supply Chain Operations Department (N3).

(2) Have [NAVPERS 1070/613](#) entry made in their ESRs stating the reason for disenrollment.

b. OBLISERV. OBLISERV requirements will be met per [MILPERSMAN 1306-604](#) and [MILPERSMAN 1160-040](#).

13. **NEC Revocation and Forced-Conversion**. Forced-conversion is BUPERS directed. Involuntary change of rating is based on Service members' loss of eligibility or suitability to further serve in their present rating as defined in [MILPERSMAN 1440-011](#). Forced-conversions will be conducted per [MILPERSMAN 1440-011](#) and as described in this article.

a. Submission of Recommendation for Forced-Conversion and NEC Revocation. COs may recommend forced-conversion/revocation of the SB rating NEC by submitting [NAVPERS 1221/6](#) NEC Change Request to BUPERS-324. Commands must inform their immediate superior in command of recommended NEC removals in order to ensure awareness and tracking of NSW Community issues and trends.

b. Basis for Revocation. Revocation of the SB rating NEC must not be used as a punitive measure, but based on the CO's determination that the Service member is no longer suitable for assignment in the SB rating. COs should substantiate that determination by providing sufficient background and reasonable justification for removal of a Service member's NEC by submitting supporting documentation along with the [NAVPERS 1221/6](#).

c. Supporting Documentation. If supporting documentation will be submitted along with [NAVPERS 1221/6](#), it should be referenced in the block, "Amplifying Remarks," at the bottom of the form.

d. Ineligibility for NEC Reapplication. Once a Sailor's SB rating NEC has been revoked, the Sailor may not reapply for that NEC.

e. Required Statements for NEC Revocation Recommendations. Recommendations to revoke an NEC must include one or more of the following statements:

"I have lost faith and confidence in the Service member's ability to perform the duties associated with or required by the member's current rating."
--

and

"The Service member is considered suitable for assignment to rate or rating billets not requiring NEC (fill-in)."

or

"The Service member is considered unsuitable for reassignment and will be recommended for administrative separation by separate action. If retained in the Navy, the Service member may not reapply for reinstatement of NEC O52A."

or

"The Service member is unsuitable for duty in Diver/EOD/SEAL/SWCC/UCT commands. The Service member may not reapply for reinstatement of NEC O52A."

The CO's statement should also articulate any other pertinent duty or NEC restrictions deemed applicable by the Service member's performance (e.g., (SOF) medic, joint terminal attack controller, special operations parachute rigger, etc.). Primary reasons for forced-conversion or revocation of NEC include, but are not limited to, the following:

(1) Duties. Failure or unwillingness to perform duties required of the rating.

(2) Failure to Maintain Rating Eligibility

(a) Permanent revocation of the Service member's security clearance by Department of Defense Consolidated Adjudications Facility, and or

(b) Permanent physical disability

(3) Performance

(a) Willful dereliction of duty,

(b) Breaches in ammunition, arms and explosives, parachute, ordnance, or other mission-critical safety procedures or regulations, and or

(c) Loss of CO's faith and confidence in the Service member's ability to exercise sound judgment, reliability, and personnel conduct

(4) SWCC Qualification. Failure to maintain SWCC qualification as specified in this article and reference (i).

(5) Alcohol Abuse. Personnel identified as having abused alcohol will be locally suspended from duty by their CO pending the outcome of screening, disciplinary action, or rehabilitation procedures outlined in reference (f). At any time during or upon completion of those proceedings, COs have the following options:

(a) If **future alcohol abuse is considered likely** or the Service member **fails rehabilitation treatment**, the CO must certify that the Service member has no potential for further useful service and must initiate separation procedures as appropriate. Commands must submit a [NAVPERS 1221/6](#) to BUPERS-324 to seek revocation of the SB rating-related NECs.

(b) Personnel who **voluntarily refer themselves** for treatment in the **absence of either an alcohol-related violation** (of local, State, Federal law, or Uniform Code of Military Justice) or **substandard service** and are found in need of treatment will not be force-converted. Service members will retain NECs and all associated specialty pays, but will be disqualified to supervise any operations until successful completion of treatment.

(6) Drug Abuse. Service members identified as having abused drugs, as defined in reference (f), are not eligible for future reinstatement. Service members will be processed for administrative separation as specified in [MILPERSMAN 1910-146](#). Commands must submit [NAVPERS 1221/6](#) to BUPERS-324 to seek revocation of the SB rating-related NEC.

(7) Other Substance Abuse. Service members who wrongfully used a substance in violation of reference (g) will be processed for administrative separation as specified in [MILPERSMAN 1910-142](#). Commands must submit [NAVPERS 1221/6](#) to BUPERS-324 to seek revocation of the SB rating-related NEC.

f. Timeline to Request Conversion to Undermanned Rating. Service members whose SB rating NECs have been revoked and who have been assigned NEC 0000 have 10 working days to request

conversion to an undermanned rating per [MILPERSMAN 1440-011](#). The command must remove advancement recommendation until Service members successfully convert to a new rating.

Note: Forced-conversion from the SB rating must not be used as a substitute for required disciplinary and or administrative action. Particular consideration must be exercised to ensure that forced-conversion is not used to transfer Service members to other duty when they do not clearly meet the established high standards for continued naval service.

14. **Supervisory Status**. There are a few situations in which personnel are unable to meet the physical standards for special operations duties, through no fault or lack of diligence on their part. In these few cases, personnel whose significant SB experience is of continued value to the NSW may apply for "Supervisory Status" designation and remain in the SB rating.

a. Eligibility. Personnel must be designated as an SB (SWCC).

b. Request Designation. Requests for "Supervisory Status" designation must be included in the physical standards waiver request outlined in reference (d).

c. Designation. BUPERS-32 will designate personnel in "Supervisory Status, Special Operations Duty" based on the following considerations:

(1) Favorable endorsement of the Service member's request by the CO,

(2) Bureau of Medicine and Surgery recommendation concerning waiver of physical standards, and

(3) Number of personnel presently assigned in a "Supervisory Status, Special Operations Duty" at the Service member's activity. Personnel designated "Supervisory Status, Special Operations Duty" will be limited to a maximum of 5 percent of an activity's onboard NEC-related billet allowance or less if the number may be detrimental to operational capability.

d. Disapproval. If disapproved, the Service member will be forced-converted to another rating per [MILPERSMAN 1440-011](#).

e. Tenure. Designation of personnel for "Supervisory Status, Special Operations Duty" will coincide with periodic special operations duty physical examination tenure. Re-designation must be requested in conjunction with required periodic physical examinations. Personnel designated "Supervisory Status, Special Operations Duty" may retain that status, dependent upon the receiving command's requirements, if transferred during the normal tenure of special operations duty physical examination.

f. Assignments. Personnel who are designated "Supervisory Status, Special Operations Duty" are assignable to sea duty, eligible for pay per their current NECs, and are limited to performing non-operational supervisory duties only.

15. **Periodic Requalification**. Periodic requalification of SB personnel is necessary to maintain individual proficiency and unit capability. Personal safety during hazardous operations is directly related to proficiency. COs are directed to afford every opportunity for maintaining individual qualifications without lapse. For policy on specific requalification refer to [MILPERSMAN 7220-114](#).

Exhibit 1

Report of SB Rating Conversion Screening
(Use proper letter format)

1440
Ser XX/
Date

From: Commander, Naval Special Warfare Assessment Command
To: Chief of Naval Personnel (BUPERS-324)

Subj: **REQUEST FOR CONVERSION TO THE SPECIAL WARFARE BOAT
OPERATOR RATING**

Ref: (a) NAVPERS 15560D, Naval Military Personnel Manual
(MILPERSMAN)

1. (Rate First MI last name), currently attached to (Service member's present command), was screened for application for assignment to Special Warfare Combat Crewman (SWCC) training following the procedures specified in reference (a), [MILPERSMAN 1220-400](#).

2. The Service member completed the screening as indicated below:

a. Interview conducted by: (name, rank/rate, position, command, date). (Interviewer should include any significant findings pertinent to selection or non-selection of Service member for requested training.)

(1) Does the applicant totally understand the mission and scope of the program? () Yes () No

Comments:

(2) Does the applicant fully understand the training regimen during initial training and what will be expected of him or her? () Yes () No

Comments:

Subj: **REQUEST FOR CONVERSION TO THE SPECIAL WARFARE BOAT
OPERATOR RATING**

(3) Does the applicant fully understand the historical chances of success in the desired training, as well as obligation service requirements per MILPERSMAN if he or she is unsuccessful? () Yes () No

Comments:

(4) Is the applicant's motivation for entry into the rating a sincere desire for personal growth and achievement and not solely for the money or as a method to escape his or her present circumstances, etc.? () Yes () No

Comments:

(5) Does the applicant have the ability to adapt to the requirements of the desired community? () Yes () No

Comments:

(6) Is the applicant mentally prepared for the arduous training?

(7) Does the applicant have any financial, marital, or other hardships that would impede his or her ability to concentrate on and complete the training? () Yes () No

Comments:

b. Physical screening test (PST) conducted by: (name, rank, position, command, date)

(1) Swim time: _____min _____sec

(2) Run time: _____min _____sec

(3) Sit-ups: _____, Push-ups: _____, Pull-ups: _____

c. A secret clearance investigation has been initiated or successfully completed: () Yes () No

Comments:

Subj: **REQUEST FOR CONVERSION TO THE SPECIAL WARFARE BOAT
OPERATOR RATING**

3. Based on this screening, Service member: () is () is not qualified to apply for special warfare boat operator (SB) training. (Explain positive or negative recommendation)

Comments:

4. Based on subjective assessments, Service member: () is () is not recommended for SB training. (Provide comments explaining positive or negative recommendation)

Comments:

5. The applicant is responsible for including this document as enclosure (4) when applying for SB training.

(Signature)

Copy to:

Service member's present command