



PERS-43
Rotary Detailer Brief
SEP 2025 Update



Agenda



- **PERS-43**
 - Mission
 - Organization
- **Career Path**
 - Overview
 - Detailing Process
 - Grad Ed
 - AVIP/AVB
- **Selection Boards**
 - Promotion v. Milestone
 - Board Process



PERS-43 Mission



- Career Management
- Match talent to task
- Ensure constituents prepared for next milestone assignment
- Respond to fleet needs
- Facilitate Aviation Admin Boards

DETAILING TRIAD



Building Strong Careers is our Job!

PERS-43 Organization



Serving Over 14,000 Officers



Aviation Career Continuum



Warfare Area Focus

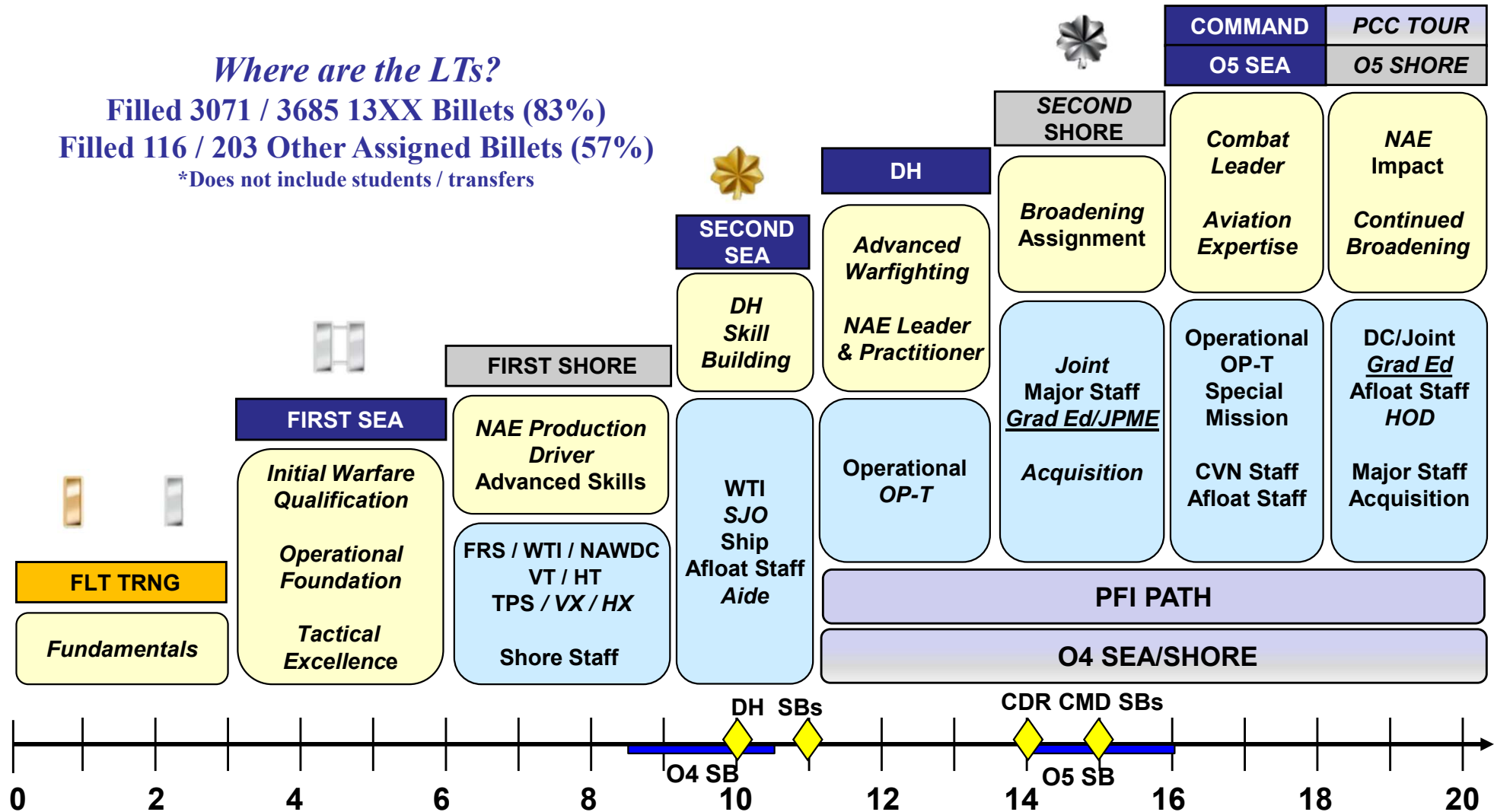
Leadership / Operational Area Focus

Where are the LTs?

Filled 3071 / 3685 13XX Billets (83%)

Filled 116 / 203 Other Assigned Billets (57%)

**Does not include students / transfers*



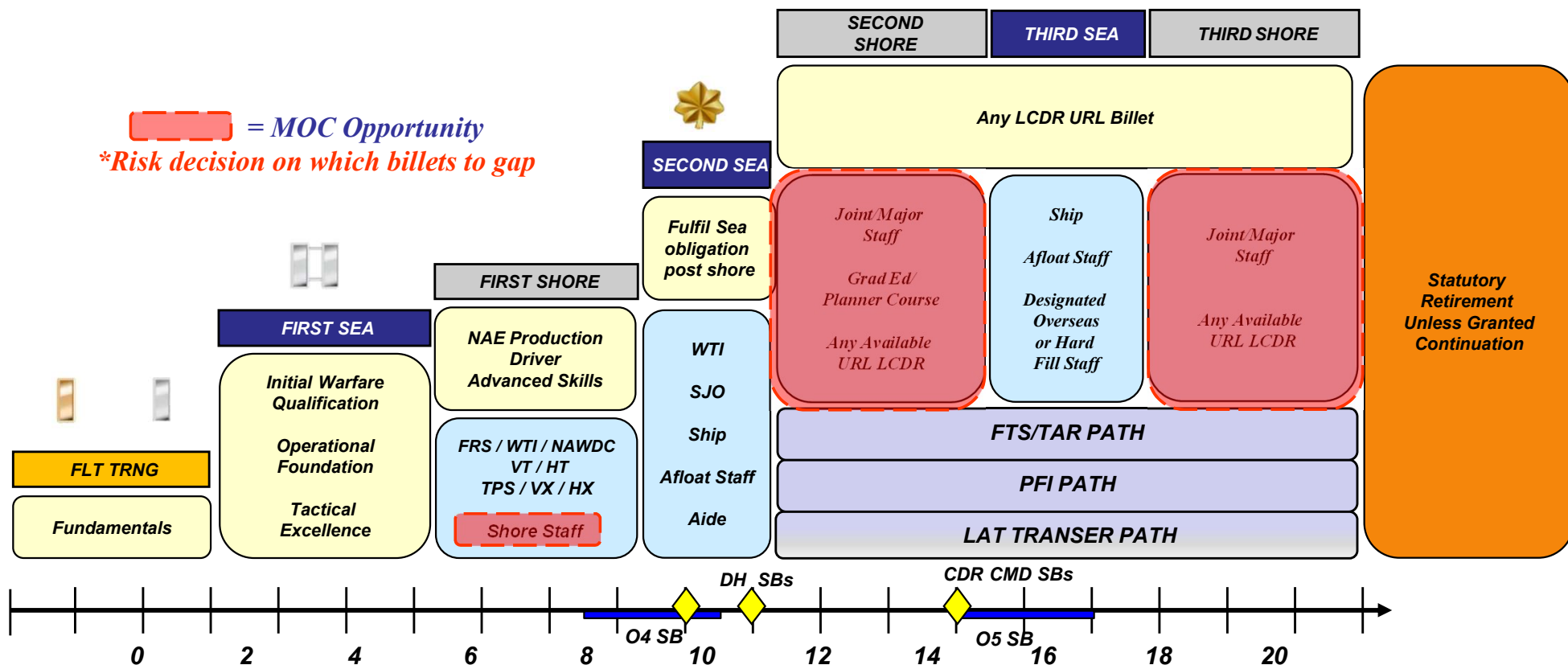
Firm-Fair-Consistent

Aviation Career Non-DH



Warfare Area Focus

Opportunities Post O-4 Selection*





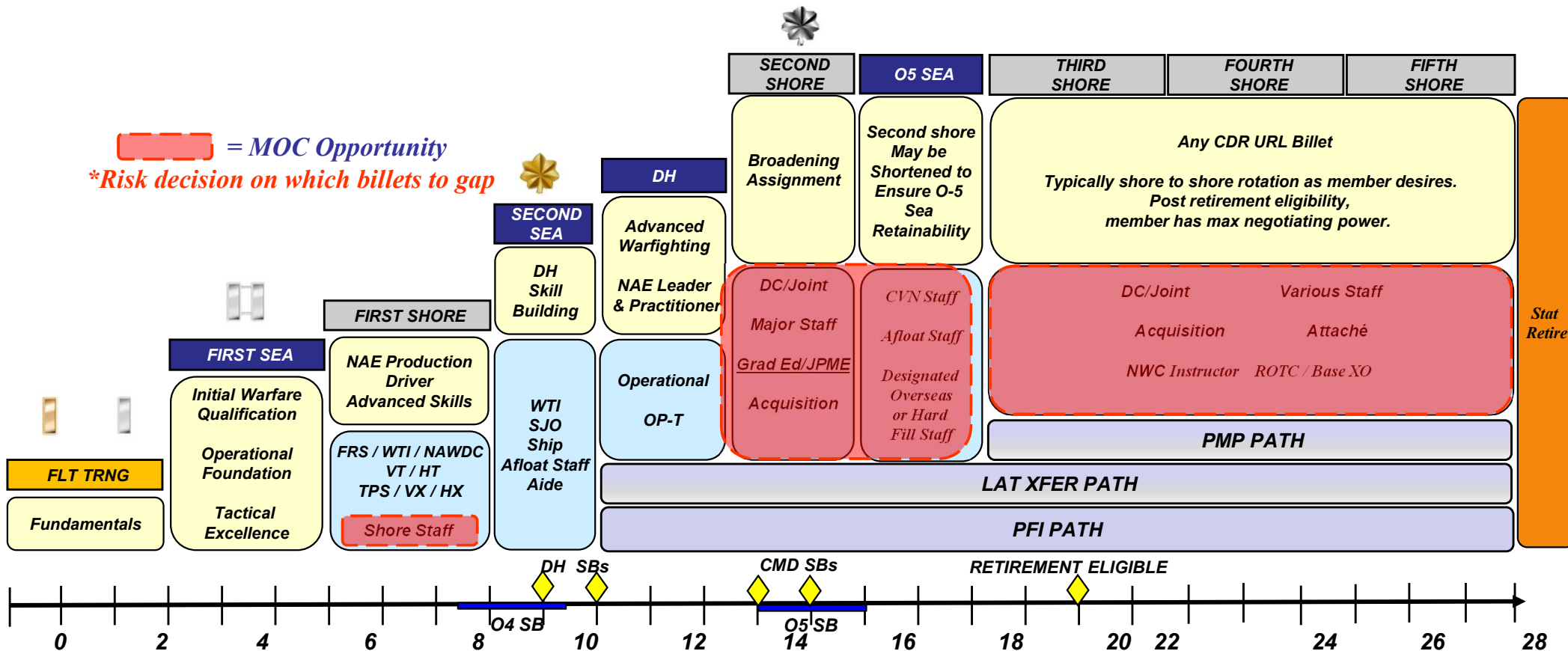
Aviation Career Non-CMD



Warfare Area Focus

Non Command O-5 Opportunities

= MOC Opportunity
*Risk decision on which billets to gap

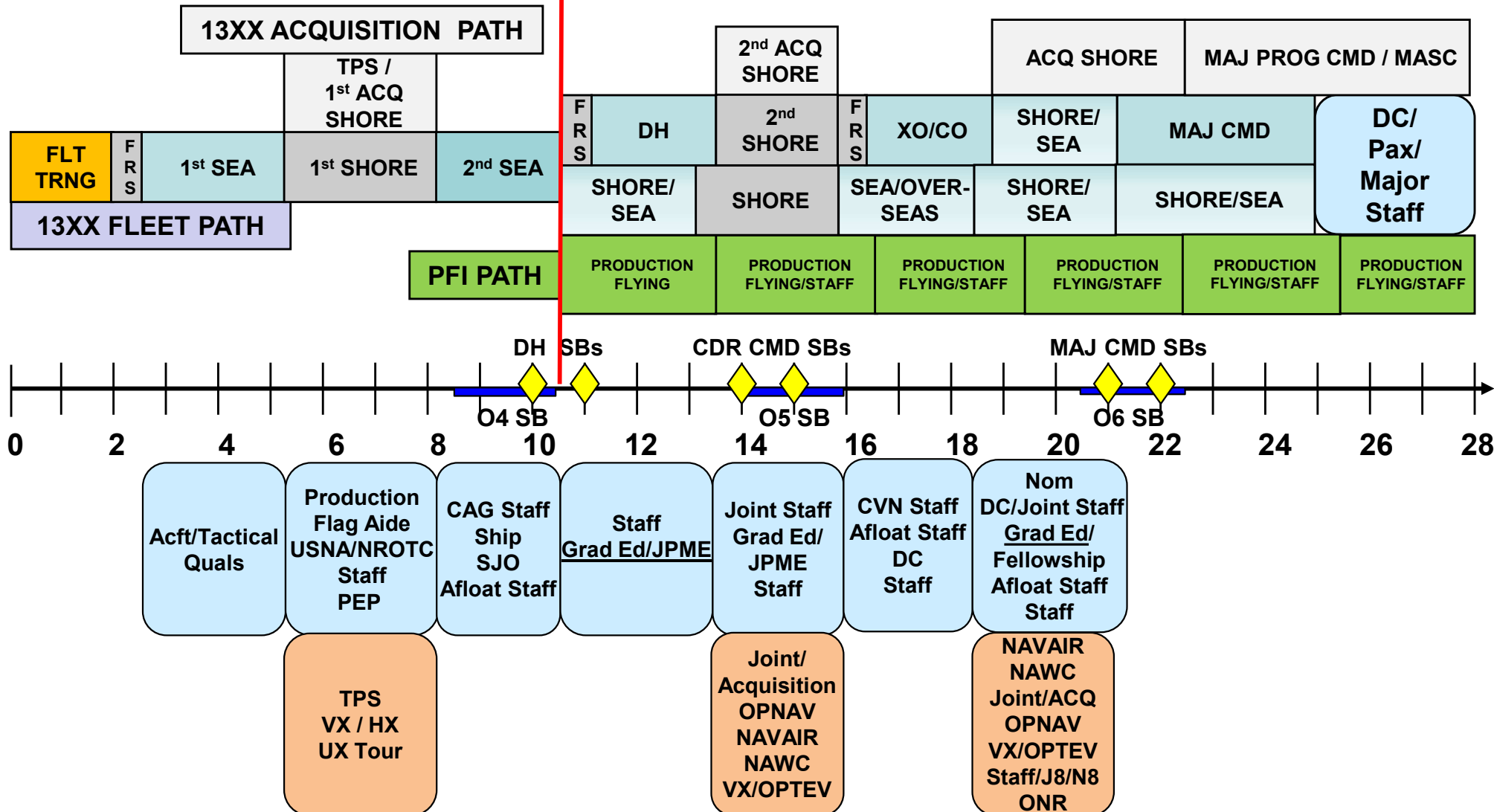


Firm-Fair-Consistent

Aviation Career Paths



Warfare Area Focus





Next: JO Detailing

Detailing 101



Junior Officer Triad of Detailing



Senior Officer Triad of Detailing



- **12 – 13 months out**
 - » *Communicate desires to Detailer*
- **9 – 12 months out**
 - » *Explore available options*
- **6 – 9 months out**
 - » *Make decision, work timing*
- **2 – 6 months out**
 - » *Receive orders*
- *Timelines get shorter as you get more senior*
- *Options/timing change depending on job you seek, promotion potential, family prefs*

Detailing Process



- **JO Detailing / DH Detailing**

- Community Slates
- Individual Orders
- CO inputs via Placement Officer
- Community Jobs

- **CO Detailing**

- Individual Orders
- Community Slates
- ISIC inputs via CDR Detailer / CAG
- Community Jobs





NOM Round



- **4 Selection rounds/year**
 - XX-1 (Oct, Nov, Dec PRDs) – Kicks off in April
 - **XX-2** (Jan, Feb, Mar PRDs) - Kicks off in July
 - XX-3 (Apr, May, Jun PRDs) - Kicks off in October
 - XX-4 (Jul, Aug, Sep PRDs) - Kicks off in January
- **Process**
 - Request jobs to advertise
 - Confirm Rollers (command vs OALS)
 - Preference Sheet
 - Command Input Sheet
 - Inputs from FRS/WWS/NAWDC
 - Board



Preference Sheet



RANK	NAME (LAST FIRST)	CALL SIGN	SQUADRON	PRD (YYMM)	PREFERENCE: PRODUCTION? (Y/N)	FRS (West)	FRS (East)	WWS (West)	WWS (East)	NAWDC (Seahunter)	NAWDC (MISR)	VT (Milton)	VT (Corpus)	VT (Pensacola)	HT	SAR Lemoore	SAR China Lake	SAR Whidbey Island	SAR Key West	HX-21 Pax River (ASO)	HSMWL	NB - Point Mugu, CA	NIFE - Pensacola, FL	CNSG SE - Jacksonville, FL	COMLCSRON ONE - San Diego, CA	NROTC UNIVERSITY OF IDAHO	NROTC ROCHESTER	NROTC UNIV OF SOUTH CAROLINA	Notes



Example Round



RANK	NAME (LAST FIRST)	CALLSIGN	SQUADRON	PRD (YYMM)	FORECASTED HBO	SUMMARY GROUP	HBO PERCENTAGE	FRS (West) x4	FRS (East) x3 (Maybe 4?)	WWS (West) x1	WWS (West) MQ-8 MISR (x1)	WWS (East) x2	NAWDC (Seawolf) x1	NAWDC (MISR) x1+s	VT (Milton) x2s	VT (Corpus) x2s	VT (Vance) x1s	VT (Pensacola) x1s	HT (x12s)	SAR Lemoore (x2s)	SAR Whidbey Island (x1s)	NAS Fallon Staff (x2s)	TW-5 ASO - Milton, FL (x1s)	C-12 - Atsugi, JP (x1s)	NIFE - Pensacola, FL (x1s)	ATG WESTPAC - Yokosuka, JP	SMWDC - San Diego, CA	CTF-34 - Pearl Harbor, HI	SERE East - Kittery, NH	FACSFAC - Jacksonville, FL	NSWC - Panama City, FL	NS Rota ASO - Rota, SP	NETC Site East - VA Beach, VA	Ceremonial Guard - Wash, DC	CNR MIDLANT - Norfolk, VA	NWW - San Diego, CA	NWC Wargaming Dept - Newport, RI	SNA Field Recruiter - Pt Hueneme, CA	NROTC Purdue - West Lafayette, IN	NROTC Oregon State - Corvallis, OR	ROTC Virginia Tech - Blacksburg, VA	NROTC Rensselaer Poly - Troy, NY	NSTC - Great Lakes, IL	RTC - Great Lakes, IL	OTC - Newport, RI	Notes		
					#1EP	37	0.027	3	1	4	8	2	34	35	29	30			28	29	33	10	36	32	6	31	7	17		27	20		5	13	15	12	14	11	23	26	22	25	24	18	19	16	Preference East coast over West but still job dep	
					#1EP	13	0.077	1	3	2	12	11	36	37	13	22			4	14	25	20	38	17	5	15	6	8		31	16		9	18	23	19	7	28	26	35	27	30	32	34	33	29		
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					#1EP	16	0.063	4	3	2	38	1	5	27	8	17			9	6	25	7	33	26	34	37	36	23		10	29		35	30	21	31	24	12	32	11	19	20	28	15	16	13		
					#1EP	13	0.077	10	1	15	21	14	20	22	2	4			3	5	27	7	19	6	9	8	31	32		37	12		18	13	36	29	33	11	30	25	23	24	26	34	38	35		
	COLO				#2EP	44	0.045		1			2			7	8			6	3			4		5								12		13													
					#2EP	11	0.182	9	8	13	16	12	14	15	4	2			3	5	10	7	17	18	1	11	23	24		26	27		29	30	31	32	33	34	35	20	19	21	22	36	37	38		
					#2EP	44	0.045	3	1	4	18	2	19	20	6	10			5	7	23	21	37	8	36	9	38	17		25	13		35	15	12	14	16	26	27	28	29	30	31	33	34	32		
	COLO				#2EP	34	0.059		1			5			3	6			4	2													20	36	21													
	TPS / WTB Applicant				#3EP	37	0.081	1	3	2	5	4	29	30	7	13			6	8	31	10	32	12	36	11	37	9		16	22		35	19	25	20	15	26	17	27	18	21	23	33	34	28		
	TPS / WTB Applicant				#3EP	11	0.273	8	7	11	12	10	14	13	2	3			1	4	18	5	35	9	6	19	26	25		38	22		16	21	17	20	24	28	29	33	30	31	32	36	37	34		
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	COLO				#6EP	44	0.136		1		4																						3		2													
	COLO				#6EP	33	0.182	8		12	18				2	4			3	10	7	6			1		15										16											
					#7EP	37	0.189	4	5	17	22	18	20	21					1	6	3	19	7	2	9	23	8		27	15		24	26	30	25	14	28	29	12	11	10	31	36	37	38			
	EFM				#7EP	44	0.159	3	1	4	14	2			7	9			8	5	11	10		13		12	27			15			16	29	18	28	20	30	19	22	23	24	25	26	21			
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Command Inputs



DOE JOHN				BINGO HAS MY STRONGEST POSSIBLE RECOMMENDATION FOR DETAILING TO WEAPON’S SCHOOL INSTRUCTOR DUTY! HSM-XX 2023 TACTICIAN OF THE YEAR!
CALLSIGN	BINGO			
SQDN	HSM-XX			
COLO	Y			
EFM	N			
Command Remarks:				
HBO / SG	#1EP	30		
GROUND JOB 1 / 2	DET MO	AOPS		
WTI / FRS RECOMMENDATION	Y	Y		
TOTAL HRS / PROJ	1000	1100		
H-60 HRS / PROJ	900	1000		
HAC HRS / PROJ	700	800		
NVD HRS / PROJ	250	300		
2K2 HRS / PROJ	15	20		
SHIP LANDINGS / PROJ	300	325		
QUAL 1 / 2 / 3	HSM L3	ANI	NIE	
QUAL 4 / 5 / 6	NSI	HSM L3	CRM-F	
QUAL 7 / 8 / 9	0	0	0	
EXP 1 TYPE / DESC / DAYS	H2P DEP	WESTPAC 21/22 CVW2/CVN70/DDG90/C7F	300	
EXP 2 TYPE / DESC / DAYS	H2P EXER	SUMMEREX/EXP/CG57/HIOPAREA	45	
EXP 3 TYPE / DESC / DAYS	HAC DEP	WORKUPS & WESTPAC 23/24 CVW2/CVN70/CG59/C3F/C7F	200	
EXP 4 TYPE / DESC / DAYS	HAC EXER	RIMPAC CVW2/CVN70/HIOPAREA	60	



First Shore SEL Round



- **Production jobs take priority over all other jobs**
- **Strength of record and preferences drive slating**
- **No “Alternate Slate”**
- **Orders processing is time consuming**



1st Shore Tour Length



- **Shore Duty Orders**
 - “Shore tour orders are written for 36 months vice 30 to comply with DODI 1315.18. PERS-4 has the authority to detach an officer prior to completion of the 36 month tour for assignment to a career milestone tour or assignment to oversea or sea duty.”
- **PERS-43 policy is for 30-month first shore tours**
 - 33 months for WTIs to account for the WTI course
 - 3 month WTI course + (30 months as IP to include internal LVL V IUT)



Test Pilot School



- 11-month intensive training syllabus to go from tactically and aeronautically accomplished aviator to a Developmental Test Pilot and Project Officer
 - ~120 flight hours, ~530 academic hours
- Opportunity to fly 10+ TMS during course
- Follow-on duty to HX-21 or UX-24
 - VX-1: Operational Test (OT), not DT
- Graduate education partnerships



Test Pilot School



- Apply as senior JO with HW in hand or projected breakout before required EDD for pre-arrival training
- HSM/HSC – VERY COMPETITIVE
 - *Can apply multiple times*
- Career timing is a factor – Test Squadrons/PMAs want ROI >24 months required, ~36 months desired.
 - DH Board timing drives timing backstop





Next: Graduate Education



Graduate Education



- Various opportunities available at different points in your career
- Carry additional obligated service requirements starting at completion of program



First Shore Tour



- **In-Residence**

- Leadership Education and Development (LEAD)
- Graduate Education Plus Teaching (GE+T)

- **Distance Learning**

- Graduate Education Voucher (GEV)
 - \$40K over two FYs, \$20K limit per FY, 10-15 quotas via PERS-432J
 - Must be approved through Talent Management Board
- NPS
 - Apply directly to NPS
 - Taught via VTC
- Naval War College Fleet Seminar Program
 - JPME I, once a week (34) in 19 locations



Second Sea Tour



- **Fleet Scholars Education Program (FSEP) → *DCR***
 - 6 quotas / \$40k/year (1-2 year IRGE)
 - Top performing JOs or DHs with strong career potential, timing
 - PERS-43 facilitated, AIRBOSS and OPNAV N71 selected
 - 3-year concurrent OBLISERV at completion
- **Olmsted Scholar**
 - 5 quotas (any designator)
 - 2 year program at a foreign university
 - Language fluency / DLI
- **POLMIL**
 - 8 quotas, 1 year program
 - Strategy and Poli Sci, O3-O5 min 5 years, 8 colleges



Post DH



- **War College (Navy, Army, Air Force, USMC, IMC)**
 - Masters + JPME I, 11-15 months
- **Naval Postgraduate School (NPS) - Monterey, CA**
 - Quotas normally available, managed by PERS-432J
 - Academic Profile Code (APC) determines eligibility
- **SECNAV Tours With Industry – NPC website**
 - Post-DH timeframe
 - “Internship” with major corporations designed for high-performing sailors to learn from industry and bring best practices to Navy
 - PERS-43 facilitated, CDRE recommended, AIRBOSS selected
- **FSEP/Olmsted/POLMIL**



*Next: Second Sea Duty
Detailing*



Second Sea Duty



- Increasingly important for the DH board
- Limited flying opportunities for DH non-select / DPM
 - Expect to alternate between ship's company sea duty and staff shore duty until retirement
- Ship's company or Flag Aide are the proven path back to a flying job
- Tour Length: 24-months
 - 18-months (Bahrain unaccompanied tour)



Detailing Process



- 12 months out
 - Initial e-mail (update NSIPS & NFAAS / check junk mail)
 - PRD extensions
- Preference sheet
 - Return NLT 9 months prior to PRD
 - Misconception that it is a contract
 - Not being specific with “Notes” column
 - Off “the path” jobs
 - EFM
 - COLO
- 9-6 months out
 - Detailing offer
 - Detailing window
 - Nom lock implications



Second Sea Duty



- Billet Preferences
 - Shooter
 - TAO
 - Air Ops/Strike
 - Amphib (Air Dept / Safety)
 - DESRON / PHIBRON / MCMRON
 - CSG/ESG Staff
 - NAVCENT / 5th Fleet
 - 7th Fleet Staff
 - Flag Aide (NOM lock)
 - Expeditionary Mobile Base (ESB)
 - MISR
- Community fills
 - CVN ANAV/OPS Admin
 - CVW Staff
 - PERS (HSM only)
- Other jobs
 - NSW/Special Recon Team (SRT)
 - TACRON
 - ANGLICO
 - Pilot Exchange Program (PEP)
 - GSA

****Priority is to fill operational billets at sea**



Second Sea FAQ



- Tour Lengths (1st Shore Tour and DH)?
- What if I'm within 12 months PRD to MSR?
- Can I extend my PRD to match MSR?
- Can you send me a list of jobs to pick from?
- Skillbridge (new NAVADMIN 064/23)
- When can I apply for TAR? (NAVADMIN 202/23)
- Can a ship CO deny my separation?
- MyNavyHR
- Career Intermission Program (CIP)
- Targeted Re-Entry Program (TRP)
- Instructors Retained for Excellence (IRE)



Next: O-4/DH Detailing



DH Detailing Timing



- Timing and destination determined by the DH Slate
 - Lots of variables when building DH slate
 1. Your preferences
 2. Your current (i.e. 2nd Sea Tour) Job and backfill availability
 3. Talent/experience distribution



Post DH Detailing



- PERS-43 Goal:
 - Keep Officers competitive for promotion and career milestone
- Post DH expectations
 - #1 EP:
 - Joint Staff
 - Flag Aide Nomination
 - Community Jobs
 - Naval War College
 - #2 EP:
 - Major Staff
 - MOC Staff
- Post DH tour orders are written for 36 per DODI 1315.18
 - Milestone screening will determine ultimate time on station.



Orders Writing Process



- Initiate (“Prop”)
- QA chop chain
- Intermediate stops
 - Training track
 - Completed between detaching and arriving
- Costing
- Release*
 - Based on final QA and FY funding

*Release posture normally 3-4 months out (funding dependent)



ORDMODs



- If unsure you require an ORDMOD ask your detailer
- When can ORDMODs be issued
 - After official Orders release
 - Before gained at Ultimate Duty Station
 - Anytime during training track (Class date changes, completion date shifts, addition of schools)
 - Adding Dependents to Orders (CONUS to OCONUS only)
- Be specific
 - Clearly state what needs to be changed (dates, locations, etc.)
- Once started, it takes time to go through the QA chain before ORDMOD is released, so please reach out if unable to execute your orders as written



Other Detailer Duties



- Write endorsement letters
 - FSEP/OLMSTED/PoIMil/PMP
- Consult with policy
- Get your entitlements arranged
- Update AQDs
 - Please don't ask for photos, FITREPS, awards, or transcripts
- PRD change paperwork
 - Routed through chain of command and Head Detailer
- Retirement/Separation/TAR/SELRES advisor



Next: Flight Pay



Monthly Flight Pay

Aviation Incentive Pay (AvIP)—Flight Pay

Baseline Flight Pay

•YAS	Monthly Rate
•<2	\$125
•>2	\$156
•>3	\$188
•>4	\$206
•>6	\$650
•>14	\$840
•>22	\$585
•>23	\$495
•>24	\$385
•>25	\$250

Payments on the milestone rate start with DH selection

Milestone Flight Pay

•YAS	Monthly Rate
•<2	\$125
•>2	\$156
•>3	\$188
•>4	\$206
•>6	\$650
•>10	\$1000
•>22	\$700
•>24	\$450

*Return to Baseline Flight Pay after
2xFOS for Milestone or DPM*

Based on YAS not YCS

Flight Gates

Years of Aviation Service	Months of Flying	AvIP Eligibility Extended to
12	96	18 Years
18	120	22 Years
18	144	25 Years

- YAS – Starts when you check in to Primary
- MOF – Accrued while on DIFOPS orders
 - Must be assigned to DIFOPS on or before the 15th
 - Must detach from DIFOPS after the 15th of the month
- Check MOF on Officer Data Card (BOL)

You are responsible to verify your MOF

Options After Gate Failure



- Conditional Flight Pay
 - Must be on DIFOPS orders
 - Fly an average of 4 hours/month
 - Start request and annual FY verification through PERS-435

- Gate Waiver (72 MOF min)
 - Submitted to DASN via PERS-435
 - Submission window is one year prior to gate failure to two years after gate failure
 - If approved, waives MOF requirement to pass gate
 - Typically only approved if continuing to fly and screen for the next aviation administrative milestone (DH, ...)



AvIP/AvB



NAVADMINs 065/18 (AViP), 092/24 (ADHRB) and 163/24 (ACRB)

Aviation Incentive Pay (AvIP)—Flight Pay

Legacy Flight Pay

- Rigid scale tied to Years of AVN Service (YAS)
- Max of \$850/month at 14 YAS
- Not merit based—all paid same rates

Aviation Incentive Pay Today

- Pay levels by YAS discretionary
- Max up to \$1,000/month at >10 YAS
- Merit based — Paid more for serving in screened milestone assignment

FY24 and FY25 ADHRB: Location Incentive & Increased Contract Amount w/ NDAA Limit Increase

Aviation Bonus (AvB)

Legacy Dept Head Bonus

- One option (5 year contract)
- Eligibility linked to MSR
- No incentives for early/longer commitment

DH Bonus Today

- Flexible options (3, 5, & 7 year contracts)
- Eligibility linked to O-4 selection
- Incentivized for earlier/longer commitments
- **Location Incentive for Japan, Lemoore, Guam**

Legacy PCC Bonus

- Later commitment, not linked to PCC retention
- Value not competitive with civilian hiring options

PCC Bonus Today

- Requires earlier commitment, improved retention
- Flexible options (2 & 3 year contracts)
- Total value increased to compete for talent

Merit-based, measured approach to retain our top talent



Next: Selection Boards



Bubba List



FY26 CDR								
	2011	LCDR		1310			FEB 2025	CDR CMD / MAR 2025
	2011	LCDR		1320		S5	TBD	CDR CMD / MAR 2025
	2011	LCDR		1310			FEB 2025	FWD CDR CMD / MAR 2025
FY27 CDR								
	2012	LCDR		1310			FEB 2026	CDR CMD / MAR 2026
	2012	LCDR		1310			FEB 2026	CDR CMD / MAR 2026
	2012	LCDR		1320			FEB 2026	FWD CDR CMD / MAR 2026
	2012	LCDR		1310			FEB 2026	FWD CDR CMD / MAR 2026
	2016	LT		1310		S5	TBD	DH / MAY 2026
	2016	LT		1310		S5	TBD	DH / MAY 2026
	2016	LT		1310		S5	TBD	DH / MAY 2026
FY26 LCDR								
	2016	LT		1310			MAY 2025	DH / MAY 2026
	2016	LT		1310			MAY 2025	DH / MAY 2026
	2016	LT		1310			MAY 2025	DH / MAY 2026
	2016	LT		1310			MAY 2025	DH / MAY 2026
	2017	LT		1320			MAY 2025	DH / MAY 2026 (FWD)
	2017	LT		1310			MAY 2025	DH / MAY 2026 (FWD)
FY27 LCDR								
	2017	LT		1310			MAY 2026	BACK DH / MAY 2027
	2017	LT		1310			MAY 2026	BACK DH / MAY 2027
	2017	LT		1310			MAY 2026	BACK DH / MAY 2027



Selection Boards



- **Statutory Boards**
 - **Promotions** to next Rank
 - Board Members from every community
 - You are responsible for your record
- **Administrative Boards**
 - Selection process for **career milestones**
 - Department Head, Command, Major Command
 - *Bonus Command and AV(N) coincide with AMCSB*
 - Membership limited to aviation communities

Select the best and fully qualified!



Aviation Officer Community Values



- **Aviation officers have a long training pipeline, resulting in NOB FITREPs for the first 3-4 years**
 - Aviation requires reinvestment of Aviation skills at flight training units and centers of excellence that could limit options for tour assignment diversity, when compared to other officer communities
 - Min Service Requirement retains most aviators through first O-4 board promotion opportunity
 - NA values **early graduate education opportunities**, but career timing must be closely managed
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - **Superior performance in first sea and shore tours**, attainment of initial warfare qualifications
 - NA values outstanding performance in an array of first shore tour billets...diversity of first shore tour assignments (**especially production** and test) throughout each cohort is vital to aviation community success
 - Due to excessive time to train in initial flight training, TACAIR aviators (VFA, VAQ, VAW) may not have a competitive first shore tour FITREP prior to in zone eligibility for O-4
 - Transitions into undermanned pilot communities are valued (i.e. Warfare Transition, NFO to Pilot, Inter-Service Transfer)
 - These officers may not have a competitive first shore tour assignment due to transition period
 - Due to compressed career path after winging, **graduate education frequently not possible prior to LCDR**
- **Valued achievements prior to COMMANDER**
 - **Superior performance as a DH** – OP, then OP-T sea (i.e. CG AWO, TACRON) followed by OP-T shore
 - Attainment of **advanced warfare qualifications**
 - **Graduate education** post DH is valued for top tier Officers
 - Aviators serving as OP-T DHs develop essential training production skill sets valued by Aviation
- **Valued achievements prior to CAPTAIN**
 - Superior performance as a Commanding Officer—OP, then OP-T followed by SM
 - OP-T COs lead mission essential training squadrons and afloat tactical air control units, and are highly valued. Many OP-T COs are needed as CAPTs to subsequently fill critical NAE O-6 billets as leaders aboard our nuclear Aircraft Carriers
 - SM COs are providing critical leadership vital to operational missions
 - Proven leadership in post-Command, Aviation specific community (sea duty), and/or Joint assignments
 - Graduate education post-Command is highly valued prior to CAPTAIN









Merit Reorder Considerations



- **Aviation is a large and competitive community. Those officers who are consistently recognized as top performers during both sea and shore assignments should receive first priority for merit reordering**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Minimum requirements: Top recognized performer in competitive summary groups during sea and shore assignments (when timing allows); advanced warfare qualifications
 - Secondary criteria: **First shore assignment in production (NAWDC, FRS, Weapons School, VT/HT, test);** officers that excel in the production environment prioritized over others
 - Tertiary criteria: Top recognized performer in three qualifying assignments should receive favorable consideration over their peers; **JPME I, graduate education**
- **Valued achievements prior to COMMANDER**
 - Minimum requirements: Top recognized performer in **operational department head milestone assignment;** TACAIR/ROTARY communities value longer periods of recognized performance; MARITIME communities do not discriminate by milestone duration
 - Secondary criteria: successful completion of **nominative assignments**, top recognized performer across multiple tours / reporting seniors and in community staff assignments
 - Tertiary criteria: **In-residence graduate education; FM/OA experience; IA/GSA**
- **Valued achievements prior to CAPTAIN**
 - Minimum requirements: Top recognized performer **in operational command**
 - Secondary criteria: successful completion of nominative assignments, top recognized performer at major staff assignments both afloat and ashore
 - Tertiary criteria: **In-residence graduate education;** FM/OA experience; Joint Qualified Officers

Promotions

	2022 FY23	2023 FY24	2024 FY25	2025 FY26
  Selected (I/A/B) Rate % OPP %	631 (589/7/35) 89% 90%	591 (550/14/27) 89% 95%	771 (731/23/17) 90% 94%	Board results pending
  Selected (I/A/B) Rate % OPP % OP-T	216 (175/41/0) 84% 85% 2	236 (184/51/1) 86% 89% 4	296 (195/97/4) 106% 94% 49	239 (209/27/3) 86% 95% 20
  Selected (I/A/B) Rate % OPP % OP OP-T SM	81 (57/15/ 9) 44% 60% 81 0 0	92 (67/ 23 /2) 48% 60% 69 16 7	99 (79/16/4) 60% 68% 84 15 0	90 (68/21/1) 48% 65% 64 18 8

BZ selects cost us OP-T CVN HODs (pointing to 0 in 2022 OP-T)
23 OP-T and SM (pointing to 16 in 2023 OP-T)



Merit Reorder



- O-4 (FY25): 771 aviators promoted, 92 reordered (12%)
 - 62% of URL promotions, 49% of URL Merit Reorders
 - FY26 statistics not released
- O-5 (FY26): 239 aviators promoted, 29 reordered (12.1%)
 - 41.6% of URL promotions, 34.1% of URL Merit Reorders
- O-6 (FY26): 90 aviators promoted, 10 reordered (13%)
 - 33.6% of URL promotions, 40% of URL Merit Reorders

Identifying our top talent





JPME 1



- NAVADMIN 247/19 update to NAVADMIN 136/10
 - **JPME Phase 1 prior to assuming CDR Command at-sea**
 - CNP waiver authority, delegated to PERS-4
 - Waiver required **PRIOR** to assuming Command
 - *** ***Waivers should not be the solution*** ***
- Waiver Request Routing
 - Squadron, TYPEWING, TYCOM CoS,
 - PERS-43 (tracking) to PERS-4
- JPME 1
 - USNWC & AWC require on-line interaction
- PCC Detailing
 - Cannot attend IRGE/JPME 2 (no 2 for 1 programs)
- AMCSB eligibility requirement



JPME Update



- NAVADMIN 247/19 update to NAVADMIN 136/10
 - JPME Phase 1 **PRIOR** to assuming CDR Command at-sea
 - CNP waiver authority (delegated to PERS-4)
 - Waiver required **PRIOR** to assuming Command
- Waiver Request (ADCON Routing)
 - Squadron, TYPEWING, TYCOM CoS
 - Via PERS-43 (tracking) to PERS-4
- Deployment Challenges
 - USNWC & AWC require on-line interaction
- PCC Detailing
 - Cannot attend IRGE/JPME 2 (no 2 for 1 programs)
 - Not JPME 1 complete
 - AMCSB eligibility



ACSB Deferrals



- ACSB Exception to Policy “deferral” option
- Officers disadvantaged by zone creep after DH slate
 - Not to be used to keep an officer past the point where they should have “normally” received a high water FITREP
- Career management challenges
- **ACSB Deferral ≠ Promotion Deferral**
 - Officers with a qualifying tour that has affected career timing can request to Opt-out of a promotion board (NAVADMIN 134/23)
 - Primarily graduate education or fellowship





Officer Records



- Record maintenance is an ***individual responsibility***
 - Board Assistant Recorder reviews are a courtesy
- Most common problems with records:
 - ***Missing/gapped/rejected FITREPs***
 - Missing awards, qualifications, and advanced education
 - Officer Photos (SECDEF guidance, not required)
- Incomplete record may highlight lack of attention to detail
- ***Board correspondence is not a permanent record fix***

It's your record. Keep it updated!



VOTE IN PROGRESS FOR:
WEEZER JOE
SSN = 123-11-0001
DESIG = 1185
CONSEC = 1418

3 4 5 6
18 13 14 15 16
18

NAME	SSN	DESIG	CONSEC
WEEZER JOE	123-11-0001	1185	1418
...

NAME	SSN	DESIG	CONSEC
WEEZER JOE	123-11-0001	1185	1418
...

NAME	SSN	DESIG	CONSEC
WEEZER JOE	123-11-0001	1185	1418
...

NAME	SSN	DESIG	CONSEC
WEEZER JOE	123-11-0001	1185	1418
...

NAME	SSN	DESIG	CONSEC
WEEZER JOE	123-11-0001	1185	1418
...



OSR



SAMPLE

NAVPERS 1070/123 (REV 2-77)

OFFICER SUMMARY RECORD

NAME				YG: 97				DATE PROC: 090131 SEQ. NUM:					
SSN		FILE NO		DESIGNATOR		DATE OF BIRTH		AGE		PROF.SERV.DATE		FOR BOARD USE	
000-00-0000				1320									
CAPT		CDR		LCDR		LT		LTJG		ENS		WARRANT	
				071001		020101		991213		971213			
PRESENT DUTY STATION								PRESENT BILLET					
S CC VAW 120								STUDENT					
EDUCATION								SERVICE SCHOOLS ATTENDED					
COLLEGE		DATE/LEVEL		MAJOR		LANG. PROF		SUB-SPEC		COURSE: DATE/WEEKS COURSE: DATE/WEEKS COURSE: DATE/WEEKS			
U of A		07 MASTER		MANAGMNT				3000P					
NSU		97 BACH/1PRO		NONE RPT									
ACTIVE DUTY BASE DATE		PREVIOUS MILITARY SERVICE:		YEAR		MONTHS		HIGHEST RATE/GRADE		REMARKS			
880119		N		88		119		OS1					
				PERSONAL DECORATIONS									
				HIGHEST AWARD AIR MDL S/F 01 NAV COM 04 NAV ACHV 02									
SPECIAL QUALIFICATIONS													
1*CARAEW E2C				7 NFOTRA ATDS									
2AAWOPEREXPT				8 NFOTRA AEW									
3STRKLD GRD				9									
4(WTI)				10									
5INST CICO/C				11									
6TOPGUN GRD				12									



OSR



SAMPLE

NAVPERS 1070/123 (REV 2-77)

OFFICER SUMMARY RECORD

NAME		JONES, JOHN P		“GODFATHER”		YG: 97		DATE PROC: 090131		SEQ. NUM:	
SSN	FILE NO	DESIGNATOR	DATE OF BIRTH	AGE	PROF.SERV.DATE	FOR BOARD USE					
000-00-0000		1320									
	CAPT	CDR	LCDR	LT	LTJG	ENS	WARRANT				
			071001	020101	991213	971213					
PRESENT DUTY STATION					PRESENT BILLET						
S CC VAW 120					STUDENT						
EDUCATION					SERVICE SCHOOLS ATTENDED						
COLLEGE	DATE/LEVEL	MAJOR	LANG. PROF	SUB-SPEC	COURSE: DATE/WEEKS COURSE: DATE/WEEKS COURSE: DATE/WEEKS						
U of A	07 MASTER	MANAGMNT		3000P							
NSU	97 BACH/1PRO	NONE RPT									
ACTIVE DUTY BASE DATE	PREVIOUS MILITARY SERVICE:	YEAR	MONTHS	HIGHEST RATE/GRADE	REMARKS						
880119	N	88	119	OS1							
FDNF JOINT		PERSONAL DECORATIONS									
		HIGHEST AWARD			#1 EVERYWHERE! NFO OF THE YEAR WAR HERO WTI						
		AIR MDL S/F 01									
		NAV COM 04 NAV ACHV 02									
SPECIAL QUALIFICATIONS											
1*CARAEW E2C		7 NFOTRA ATDS									
2AAWOPEREXPT		8 NFOTRA AEW									
3STRKLD GRD		9									
4(WTI)		10									
5INST CICO/C		11									
6TOPGUN GRD		12									



PSR



NAME (LAST, FIRST, MIDDLE) SAMPLE				DESIG/RATE 1320				SSN 000-00-0000					PAGE 1 OF 2							
PG	STATION	DUTY	DATES	M O S	REPORTING SENIOR			TRAITS					AVERAGES		PROMOTION REC					RPT
					NAME	PG	TITLE	1	2	3	4	5	IND SUM	R/S CUM	SP	PR	P	MP	EP	TYPE
01	NAS OCEANA VA	NONE ASS IGNED	010798 021998	1	SKIPPER A	06	CO						0.00 0.00	0 0.00	0	0	0	0	0	RG
01	NAVAVSCOLSOM PENS	STUDENT	031698 052598	2	SKIPPER A	05	DEPT HEA D						0.00 0.00	0 0.00	0	0	0	0	0	RG
01	TRARON TEN	STUDENT	052698 012899	8	SKIPPER A	05	CO						0.00 0.00	0 0.00	0	0	0	0	0	RG
02	VAW 120	STUNFO	012899 031600	14	SKIPPER A	06	CO						0.00 0.00	0 0.00	0	0	0	0	0	RG
02	VAW 122	LEG OFF	031700 022801	12	SKIPPER A	05	CO	0	0	1	3	3	4.29 4.10	15 4.17	0	0	X 3	0	0	RG
02	VAW 122	LEGAL OF F	030101 083001	6	SKIPPER A	05	CO	0	0	0	3	4	4.57 4.00	10 4.20	0	0	X 4	0	0	RG
03	VAW 122	AMO	083101 013102	5	SKIPPER A	05	CO	0	0	0	4	3	4.43 4.47	14 4.57	0	0	0	X 8	2	RG
03	VAW 122	NFO NATO PS	020102 112002	10	SKIPPER A	05	CO	0	0	0	1	6	4.86 4.46	30 4.56	0	0	0	8	X 2	RG
03	VAW 122	NFO NATO PS	112102 013103	2	SKIPPER A	05	CO	0	0	0	1	6	4.86 4.43	10 4.47	0	0	0	7	X 2	RG
03	VAW 122	NFO NATO PS	020103 041903	3	SKIPPER A	05	CO	0	0	0	1	6	4.86 4.86	12 4.54	0	0	0	0	X 1	RG
03	WTU	HARP DIR BCTOR	041903 013104	10	SKIPPER B	06	COMMODORE	0	0	0	4	3	4.43 4.43	166 4.27	0	0	0	X 2	1	RG
03	WTU	HARP DIR ECTOR	020104 013105	12	SKIPPER B	06	COMMODORE	0	0	0	1	6	4.86 4.37	178 4.29	0	0	2	2	X 1	RG
03	WTU	HARP DIR /INST	020105 051605	3	SKIPPER B	06	COMMODORE	0	0	0	0	7	5.00 5.00	178 4.29	0	0	0	0	X 1	RG
03	VAW 114	WTI	051705 013106	9	SKIPPER C	05	CO	0	0	0	0	7	5.00 4.45	16 4.47	0	0	0	9	X 3	RG



PSR



NAME (LAST, FIRST, MIDDLE)				DESIG/RATE				SSN					PAGE 1 OF 2								
SAMPLE				1320				000-00-0000													
PG	STATION	DUTY	DATES	MOS	REPORTING SENIOR			TRAITS					AVERAGES		PROMOTION REC					RPT TYPE	
					NAME	PG	TITLE	1	2	3	4	5	IND SUM	R/S CUM	SP	PR	P	MP	EP		
O1	NAS OCEANA VA	NONE ASSIGNED	010798 021998	1	SKIPPER A	06	CO						0.00 0.00	0 0.00	0	0	0	0	0	RG	
O1	NAVAVSCOLSOM PENS	STUDENT	031698 052598	2	SKIPPER A	05	DEPT HEAD						0.00 0.00	0 0.00	0	0	0	0	0	RG	
O1	TRARON TEN	STUDENT	052698 012899	8	SKIPPER A	05	CO						0.00 0.00	0 0.00	0	0	0	0	0	RG	
O2	VAW 120	STUNFO	012899 031600	14	SKIPPER A	06	CO						0.00 0.00	0 0.00	0	0	0	0	0	RG	
O2	VAW 122	LEG OFF	031700 022801	12	SKIPPER A	05	CO	0	0	1	3	3	4.29 4.10	15 4.17	0	0	X 3	0	0	RG	
O2	VAW 122	LEGAL OFF	030101 083001	6	SKIPPER A	05	CO	0	0	0	3	4	4.57 4.00	10 4.20	0	0	X 4	0	0	RG	
O3	VAW 122	AMO	083101 013102	5	SKIPPER A	05	CO	0	0	0	4	3	4.43 4.47	14 4.57	0	0	0	X 8	2	RG	
O3	VAW 122	NFO NATO PS	020102 112002	10	SKIPPER A	05	CO	0	0	0	1	6	4.86 4.46	30 4.56	0	0	0	8	X 2	RG	
O3	VAW 122	NFO NATO PS	112102 013103	2	SKIPPER A	05	CO	0	0	0	1	6	4.86 4.43	10 4.47	2/9 HBO			0	7	X 2	RG DH
O3	VAW 122	NFO NATO PS	020103 041903	3	SKIPPER A	05	CO	0	0	0	1	6	4.86 4.86	12 4.54	1/8 SBO			0	0	X 1	RG DH
O3	WTU	HARP DIRECTOR	041903 013104	10	SKIPPER B	06	COMMODORE	0	0	0	4	3	4.43 4.43	166 4.27	0	0	0	X 2	1	RG	
O3	WTU	HARP DIRECTOR	020104 013105	12	SKIPPER B	06	COMMODORE	0	0	0	1	6	4.86 4.37	178 4.29	1/5 HBO			0	2	X 1	RG ☆
O3	WTU	HARP DIRECTOR/INST	020105 051605	3	SKIPPER B	06	COMMODORE	0	0	0	0	7	5.00 5.00	178 4.29	1/7 SBO			0	0	X 1	RG ☆
O3	VAW 114	WTI	051705 013106	9	SKIPPER C	05	CO	0	0	0	0	7	5.00 4.45	16 4.47	0	0	0	9	X 3	RG ☆	



The “Scattergram”



PCT / # CUM

100	3	3	100
97	3	6	97
94	2	8	94
93			93
91	3	11	91
87	2	13	87
83	3	16	83
80			80
77			77
74	5	21	74
71	6	27	71

PCT (Confidence Score)

The “Scattergram”

***Tentatively
Select***

# PCT / # CUM			
100	3	3	100
97	3	6	97
94	2	8	94

93			93
91	3	11	91
87	2	13	87
83	3	16	83

“Crunch”
8 records
to select 4

***Remove From
Consideration***

80			80
77			77
74	5	21	74
71	6	27	71

PCT (Confidence Score)



Board Takeaways



- Maintain Your Rec
 - **OSR/ODC/PSR**
 - FITREP / Qualifications / Awards
 - Missing noticed by members
 - Detach FITREPs eliminate HW FITREP ambiguity
- Electronic Submission of Selection Board Documents
 - BOL Electronic submission NLT 10 working days prior
 - PERS-8 facilitates STAT boards
 - ****PERS-43 cannot help****

Your Participation at both Admin and Statutory Boards is essential!



Next: Wrap Up



Wrap Up



- Detailers are here for you!
 - Be honest with your detailer
- Communication is key
 - Don't plan in a bubble
 - Get inputs from your chain of command and mentors
- Keep your record up-to-date. Be aware of when you are eligible for STATUATORY and ADMIN Boards
 - MyNavyHR.navy.mil: Great resource
- Milestone screening remains competitive

Questions?





PERS-43 Rotary Team



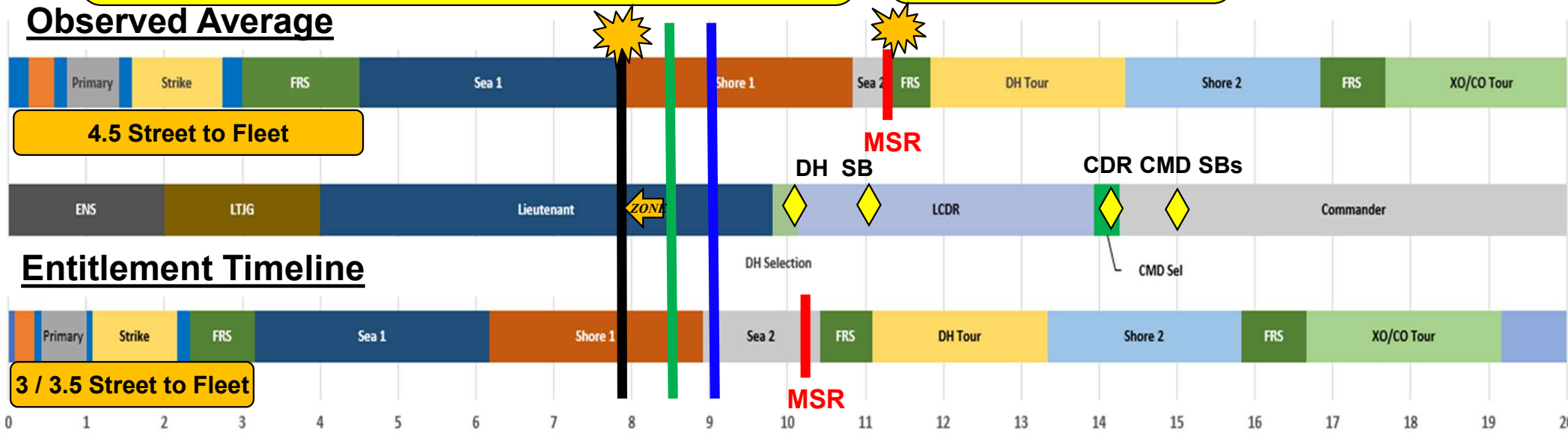
- Assignment Officers (“Detailers”)
 - Initial Helicopter Shore: **LCDR Warlin “Key” Marte**
 - warlin.e.marte.mil@us.navy.mil
 - Helicopter Second Sea: **LCDR Greg “Gurg” Sutter**
 - gregory.c.sutter.mil@us.navy.mil
 - Helicopter DH/O4 Shore: **LCDR Patrick “Duchess” Norwood**
 - patrick.j.norwood.mil@us.navy.mil
- Placement Officers
 - HSM/CNAF: **LCDR Kaitlin “Bonesaw” Boensel**
 - kaitlin.e.boensel.mil@us.navy.mil
 - HSC/HM/HT/TACRON: **LCDR A.J. “Smiley” Schrautemyer**
 - albert.j.schrautemyer.mil@us.navy.mil
 - VRC/VRM: **LCDR Desmond “Puzzles” Fournier**
 - desmond.r.fournier.mil@us.navy.mil
- Aviation Incentive Pay / Aviation Bonus
 - **LCDR Desmond “Puzzles” Fournier**
 - desmond.r.fournier.mil@us.navy.mil
 - **LCDR Natasha “No\$ie” Reyes**
 - natasha.m.reyes2.mil@us.navy.mil

Street to Fleet Career Impacts

SECNAV approved a flow point shift to 9 yrs 6 mo in FY26.
Pre-decisional: Expect flow point further shift to 9 yrs for FY27 and beyond.

Fill 81% of 2nd Sea Billets
60-70% annual turnover

Observed Average



Achievement of career goals and timelines

- Preserves milestone and sea/shore flow
- Minimizes impacts of forecasted promotion zone shift (O4 flow point shift)
- Greater opportunity for broadening assignments (Joint, Grad ED)

Enterprise benefits

- Could extend first shore tour length and still ensure second sea tour prior to MSR
- More inventory means PERS-43 can better balance career opportunity and constituent desires
- Depressurized career path ➡ positive influence on retention ➡ more competitive DH screen

- 8-year MSR
- LCDR 1st look (FY25)
- LCDR 1st look (FY26, approved)
- LCDR 1st look (FY27, pre-decisional)

YG HEALTH: Achieve Individual Aviator S2F TTT At Entitlement

Accessions vs. Inventory

