



PERS-43

VFA Detailer Brief





Agenda

- **PERS-43 Detailing Familiarization**
- **Aviation Career Path**
- **Selection Boards**
- **Incentives**
- **New Programs and Initiatives**





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Team VFA



- Placement Officers

- VFA East/FDNF - LCDR Travis “SHLiB” Page
 - travis.r.page.mil@us.navy.mil
- VFA West/F-35 - LCDR Caleb “Brown Water” Zeid
 - caleb.j.zeid.mil@us.navy.mil

- Assignment Officers

- VFA O-4 Assignments - CDR Darren “Twerk” Elder
 - darren.j.elder.mil@us.navy.mil
- VFA JO Assignments - LCDR Jon “BG” Weissberg
 - jon.k.weissberg.mil@us.navy.mil



What is a Detailer?

- The detailer is 1st and foremost your advocate
 - Coordinate orders
 - Help manage career timing w/ VFA Placement
 - Provide guidance and assistance in managing unique personal or professional considerations
- Communication
 - The more we know and the earlier we know it, the better equipped we are to help you

Detailing 101

- Detailing Triad
 - Needs of the Navy
 - Primary consideration for orders negotiation
 - Career Timing
 - Timing in relation to projected milestones are the baseline from which to deviate
 - Officer Desires (Family Matters)
 - Military CO-LO, EFMP, spouse employment, extended family geo-location, high-school aged children

*Only CO-LO and EFMP verified during orders writing/negotiation

- The more senior you get, the more career timing and needs of the Navy trump personal desires

Junior Officer Triad of Detailing



Senior Officer Triad of Detailing



Detailing Process

- **JO Detailing / DH Detailing**

- Community Slates
 - 1st Shore / TO / DH / Command
- Individual Orders
 - 2nd Sea / Post DH / Post Command





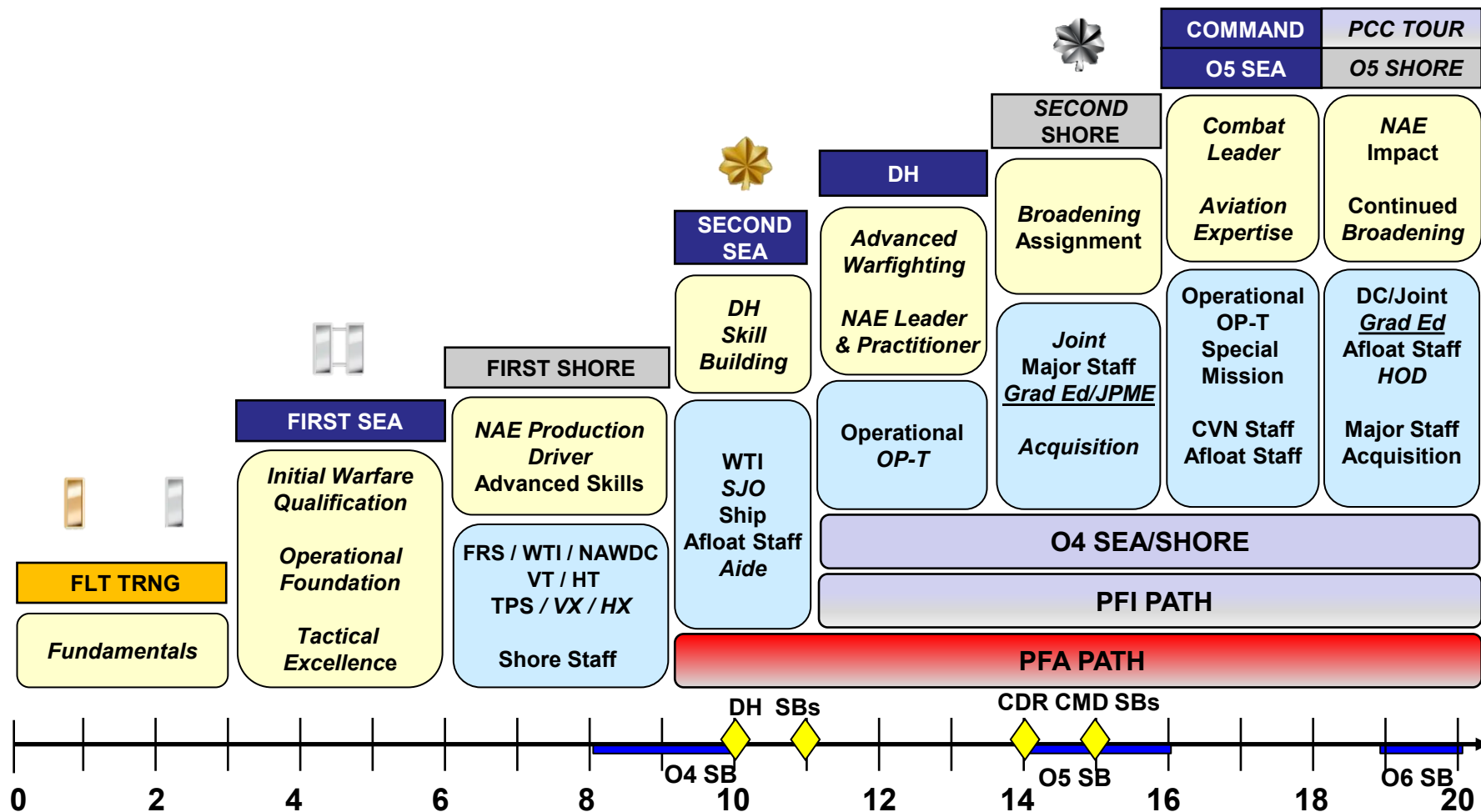
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Aviation Career Continuum

Warfare Area Focus

Leadership / Operational Area Focus



Firm-Fair-Consistent





The JO Slate

- Three slates per year
 - Aug (Dec-Mar PRD)
 - Dec (Apr-Jul PRD)
 - Apr (Aug-Nov PRD)
- Process
 - 1) Slate preferences: Officer desires submitted to detailer
 - 2) CMD inputs: Projected HW FITREP & recommendations
 - 3) Demand Signal: Needs of the Navy & Billet availability
 - 4) Slate:
 - Officers ranked (record / quals / desires / command input)
 - Officers detailed IAW above inputs + Needs of the Navy
- Slate results are final (**2 exceptions**)
 - SFTI / TPS selects



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First Shore Options

- Production billets are the priority
- 1310 / 1320
 - SFTI: TOPGUN / STRIKE / TWWS / VX-9 / FRS
 - TPS: USN / USAF / Foreign
 - Follow-on Developmental Test tour
 - FRS: VFA-106 / 122 / 125
 - VTJ: Kingsville / Meridian / Pensacola
 - VX-9: Operational Test
 - NAWDC: Limited non-SFTI spots available
 - VFCs: 12 / 13 / 111



First Shore Options

- Non - production options are needs of the Navy and VFA Community
 - PEP
 - UK & Canada (1310 only) / Australia (1320 only)
 - Flag Aide
 - Navy Safety School
 - CNAL / CNAP Staff
 - Wing Staff



Back to Back Sea

- Based on JO feedback to Air Boss
- Complete 24-month sea tour prior to shore tour
 - Once slated, cannot apply for SFTI or TPS until the end of 2nd Sea
- Detailed to:
 - 1310: Super JO in deploying squadrons
 - 1320: CVW staff in deploying airwings
- Post 24-month sea tour: Detailed to a production shore tour
 - Primary is FRS
 - Alternate is VTs



1st Shore Tour Orders

- Standard 1st shore tour is 30-months
 - Due to DODI and system limitations: Written for 36-months and adjusted to 30-months upon check-in
- How does the Prescribed Tour Length (PTL) policy effect my shore tour length?
 - 30-month PRD to MSR \geq 12-months = no changes, you serve entire 30-month shore tour
 - 30-month PRD to MSR $<$ 12-months = PRD may be adjusted to keep sea duty retainability
 - PRD only adjusted as necessary for retainability
 - **Will not** shorten shore tour orders to $<$ 24-months
 - Officers can keep 30-month PRD by submitting a 1301 acknowledging and accepting the full 2nd sea tour





Second Sea Tour

- Will I do a 2nd sea tour?
 - Depends on retainability and/or GREMAIN/OBLISERVE status
- Retainability
 - Minimum 24-months at shore tour
 - PRD to MSR = \geq 12-months
- GREMAIN / OBLISERVE
 - SFTI / TPS
 - 24 months sea tour / 4 years post TPS graduation
 - Education
 - Depends on program
 - CAT Other refresh (minus CQ only) = 24-month OBLISERVE



Second Sea Tour

- Standard 2nd Sea Tours
 - Training Officer
 - CVW Staff
 - Squadron “Super JO”
 - CSG Staff
 - Nominative positions (Flag Aide)
 - Numbered Fleet Staff
 - NSW Fires Officer (1320)
 - GSA (Global Support Activity)



Communication / Timing

- 12 months out from PRD (30-month Shore Tour)
 - Initial contact with detailer for guidance / options
 - Determine preferences / desires
- 9-6 months out
 - Make decisions / work timing
 - Resignation NET 12 / NLT 9 months from date requesting
 - Intentions needed NLT 6 months from PRD
- 6-2 months out (depends on budget)
 - Receive orders (NET 6 months for separation)



Resignations

- All Obligations must be met
 - MSR complete (Title 10 winging obligation)
 - GREMAIN (ROTC, EMBA, GEV, TA, GI Bill)
 - MTS (Minimum Tour for Separation)
 - See MILSPERMAN 1301-108
 - 24 months for PCS move on shore duty unless OCONUS PCS (12 months)
 - 12 months for all CONUS PCS Sea Duty moves
 - Resignation withdrawal / modification



Lateral Transfer

- Eligibility
 - 1 year from MSR
 - Boards twice annually IAW MPM 1212-010 and OPNAVINST 1210.5 (Feb & Aug)
 - NAVADMIN released prior to each board
 - ***Losing community must agree to loss***





Aviation DH Tour

- DH orders are written for 30-months
 - DH backfills planned for the incumbent's 30-month PRD
- Most important tour for future milestones
 - Statutory Boards (promotion)
 - Competitive EP (ranked EP) = Promotion to O5
 - MP / P = likely a terminal O4
 - Administrative Boards (DH/Command/Major Command)
 - Long ticket #1 EP as OPSO / MO - most competitive for command
 - o Board analyzes overall body of work from JO through DH
 - OP
 - o FY26 In Zone average FITREP length = 10-months
 - o FY26 Above Zone average FITREP length = 7-months
 - OP-T
 - o FY26 Average 8-month #1 operational DH EP



DH Board

- Timing
 - In Zone look May of YG+10 (YG-18 = May '28)
 - Above Zone look May of YG+11 (YG-18 = May '29)
 - Eligible for OP & OP-T tanks
 - NLT DH = October of YG+11 (YG-18 = October '29)
- Opportunity rates (FY26 data)
 - 1310: 75% (w/ DPMs) / 120% (w/ DPMs removed)
 - 1320: 58% (w/ DPMs) / 69% (w/ DPMs removed)
- Selection
 - Fully qualified: ACTC LVL IV (initial) qualified / No adverse FITREPs
 - Strength of record:
 - 1310: No adverse FITREPs & “fully qualified”
 - 1320: EP from 1st Sea / EP in top 10% 1st Shore / quals (SFTI / TPS)



DH Slating

- Slate Preferences

- **Submission of slate preferences = acceptance of DH tour**
- Coast: Japan / Oceana / Lemoore
- Platform: E / F / F35
- Preference: Coast or Platform

***Notes: Amplifying information aids in the slating process, to include specific squadron preferences/ranking at each location**

- Slating Factors

- Squadron DH fill requirements (based on 30-month backfill date)
 - 3x 1310 DHs per/squadron leaving on deployment
 - Will not go below 2 DHs per/squadron
- DH Select timing / PRD
- Quals
- DH Select preferences



Post DH Timeline

- 12-9 months:
 - **Initial contact:** Establish good two-way comms (initiated by detailer or member)
 - **Detailer:** Communicate fill priorities for members PRD (+/- 3-months)
 - **Member:** Communicate desires and special considerations
 - EFMP, CO-LO, Intent to separate or retire
 - **Member:** Inquire about or apply to special programs
 - TPS, Aide, OLA, NFDS, FSEP, PMI, TAR, PFI, PFA
 - Some programs may require application > 12-months from PRD, pay attention to message traffic for application deadlines
- 9-6 months: Orders negotiation
 - **Detailer:** Provides member with official jobs list based on fill priorities, member record, and previously discussed member desires
 - **Member:** Ask questions and reach out to POCs to determine best fit
 - **Member:** Request desired billet from Detailer
 - **Detailer:** Confirm with Placement billet and fill remain valid
 - **Detailer:** Write orders
- 6-2 months: Orders release (driven by funding)
 - Letter-of-intent (LOI): Requested from detailer to take care of administrative items (overseas screening, housing list, schools, etc...). **DOES NOT** include accounting data to set up HHG shipment.



Post DH Tours

- Goal: Balance career needs / desires / performance
- Options
 - Education: Naval War College (*JPME 1*)
 - Joint Tour: JCS / COCOM / NATO (*joint timing dependent*)
 - Flying: FRS / NAWDC / VX
 - Major Staff: OPNAV / CNAL / P / NPC / Fleet
 - Other: Aide (inquire early) / OLA
- “Community Jobs”
 - PERS / CNAL MAP Writer / CNAP Readiness / FRS Training Officer / NAWDC AWTO / NAWDC IWWG / TOPGUN XO
- “Community Valued”
 - NWC (graduate education) / Joint / NAWDC staff / FRS DH / VX (2nd tour test) / Major Staff / Aide / OLA



Post DH Detailing

- DH performance drives available options
 - Due Course (*competitive for command* / **Likely** to promote to O5)
 - “Community Jobs” - via nomination process
 - All “Community Valued” jobs
 - Joint Duty Assignment (JCS / COCOMs / NATO)
 - o Joint timing: 22-months + 1 day from DH PRD to projected PXO track start
 - Naval War College
 - Non-due Course (*not competitive for command* / **May** promote to O5)
 - Some “Community Valued” jobs
 - Most Joint Duty Assignments still an option
 - Naval War College
 - **May be detailed to current DoD directed priority billets**



Advancement

- Sustained superior performance
 - EP in first sea
 - EP in first shore tour
 - A ranked EP may not be achievable if shore tour is cut short. Reasoning should be outlined in the FITREP write-up
 - Promotion due to zone shift is typically not viewed negatively, but should be annotated in applicable FITREPs
 - 2nd Sea: FITREP breakout not as much of a factor for advancement due to the variability of 2nd sea-tour lengths across NAE
 - DH tour
 - EP (or MP from OP DH tour) = likely to promote to O5
 - Long ticket (> 7-months) #1 EP = most competitive for command
- Advanced qualifications (TPS, SFTI) and graduate education valued
 - YG-15 and beyond: Grad-ed will be required for Major Command
- Record management
 - AQDs, AWARDS, All FITREPs submitted, FITREP continuity



Education Opportunities

- Naval War College (NWC)
 - In residence or Distance Learning
 - Foreign War College - Under NWC umbrella, limited quotas
- Naval Postgraduate School
 - Distance learning available
 - ~~National Securities Affairs (NSA)~~ - Cancelled AY26-27
 - ~~Homeland Security and Defense~~ - Cancelled AY26-27
- Olmstead Scholarship
- ~~Fellowships (SECDEF/White House)~~ - Cancelled AY26-27
- ~~Pol-Mil Masters Program~~ - Cancelled AY26-27
- Graduate Education Voucher (GEV)
- Tuition Assistance (TA)
- ~~Fleet Scholar Education Program (FSEP)~~ - Cancelled AY26-27





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 and AV(N) coincide with AMCSB*
 - Membership limited to aviation communities

Select the best and most fully qualified!



Statutory Boards

- Governed by Title 10, US Code
 - LTs are given two opportunities to select for LCDR
 - If 2xFOS (Failure of Selection) for O4, you will be separated 7-months and a day later.
 - Prior enlisted at 18 YOS have sanctuary
 - LCDRs that fail to select for CDR are retained until statutory retirement
 - Membership consists of all URL and all eligible officers are evaluated together



ADHSB



- Eligibility determined by convening order (YG-15 example)
 - O4 Board May 2024
 - 1st Look DH May 2025
 - 2nd Look DH May 2026
 - NLT DH Oct 2026
- Zone Shifts
 - Annual scrub of total personnel at rank
 - Message released every December
 - Identified by community “Bubba List”



VOTE IN PROGRESS FOR:
VEEZER JOE
SEN -
DESIC
CONSEC

3	4	5	6
18	13	14	15 16
18			

NAME	AGE	SEX	REL	EDUC	OC	IND	REL	EDUC	OC	IND	REL	EDUC	OC	IND
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Sample OSR Mark-Up

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		NAME		YG 86	DATE PROC: 210914	SEQ.NUM:	
SSN	FILE NO	DESIGNATOR	DATE OF BIRTH	AGE	PROF. SERV. DATE	FOR BOARD USE	
		1310	730523	48			
CURRENT FLAG	CAPT	CDR	LCDR	LT	LTJG	ENS	WARRANT
		100401	041001	990601	970531	950531	
PRESENT DUTY STATION					PRESENT BILLET		
HARVARD					UNDEFINED		
EDUCATION					SERVICE SCHOOLS ATTENDED		
COLLEGE	DATE/LEVEL	MAJOR/MINOR	LANG. PROF	SUB-SPEC	COURSE : NAVWC NAVAL WF CMD LEADERSHIP		
U MARYLAND	96 MASTER	AERO ENG		2300S	DATE/WEEKS : 0806 42		
NWC NPT RI	08 MASTER	FRGN AFF		5402P	COURSE : COJASMMM		
USNA	95 BACH/1 PR	AERO ENG		2000P	DATE/WEEKS : 1105 00		
					COURSE : AV SAFETY OFF		
					DATE/WEEKS : 1105 01		
ACTIVE DUTY BASE DATE	PREV. MILITARY SERVICE	YEAR	MONTHS	HIGHEST RATE/GRADE	REMARKS		
950531							
PERSONAL DECORATIONS							
1. DEF MER SVC 01 10. 2. MER SVC MDL 01 11. 3. AIR MDL S/F 07 12. 4. AIR MD I/A-V 01 13. 5. NAV COM-V 01 14. 6. NAV COM 04 15. 7. NAV ACHV 01 16. 8.							
SPECIAL QUALIFICATIONS							
1. AVIATOR	8. FA-18E	13. CMD ELIGIBLE	19. CDO UNDRWAY				
2. STF RED ASW	9. LT ATK FA1801	14. AVIACDR CMD 05	20. CONN ALNGSD				
3. SQN CO	10. JQO JQS LVL 3	15. FULL JNT TOUR	21. LSOWQV FA1801				
4. SQN XO	11. JPME PHASE2	16. JQS LVL 2	22. LSOFLD FA1801				
5. STRAT PLN	12. FEDEXEC FELLO	17. STRK LDR GRAD	23. LSOSQV FA1801				
6. SQN DEPT HD		18. JPME PHASE1					

Standardized Mark-Up

AS OF DATE:

PERFORMANCE SUMMARY REPORT

PAGE: 2

NAME:

DESIG/RATE:

SSN:

PG	STATION	DUTY	DATES	MOS	REPORTING SENIOR			TRAITS					AVERAGES		PROMOTION REC					PHYS READ	RPT TYPE		
					NAME	PG	TITLE	1	2	3	4	5	IND SUM	R/S CUM	SP	PR	P	HP	EP				
03	VFA-125	LNG SIG NAL OFF	030201 040131	12		06	CO	0	0	1	3	3	4.29 4.09	87 4.15		0	0	0	X 17	5	P/WS	RG	
03	VFA-125	LNG SIG NAL OFF	040201 040326	2		06	CO	0	0	1	2	4	4.43 4.13	120 4.15	3/23 HBO		0	0	0	X 18	5	P/WS	RG
03	VFA-125	LNG SIG NAL OFF	040327 040915	6		06	CO	0	0	0	2	5	4.71 4.71	35 4.27	1/28 SBO		0	0	0	0 1	X	P/WS	RG
04	CVW-5	LDG SIG NAL OFF	040916 050726	10		06	COMMAND ER	0	0	1	3	3	4.29 4.26	45 4.53		0	0	2	X 2	2	1	P/WS	RG
04	CVW-5	LDG SIG NAL OFF	050727 051031	3		06	COMMAND ER	0	0	0	4	3	4.43 4.52	69 4.68		0	0	X 1	1	1		P/WS	RG
04	CVW-5	LDG SIG NAL OFF	051101 060902	10		06	COMMAND ER	0	0	0	1	6	4.86 4.11	81 4.64	1/5 HBO		0	0	2	X 2	1	P/WS	RG
04	CVW-5	LDG SIG NAL OFF	060903 061016	1		06	COMMAND ER	0	0	0	1	6	4.86 4.86	24 4.10	1/6 SBO		0	0	0	0 1	X	P/WS	RG
04	VFA-81	ADMIN O FFICER	061017 070302	5		05	CO	0	0	4	3	0	3.43 4.18	13 4.23			X 2	1	1		P/WS	RG	
04	VFA-81	SAFETY OFFICER	070301 071031	8		05	CO	0	0	1	4	2	4.14 4.14	6 4.21		0	0	2	X 2	2	1	P/WS	RG
04	VFA-81	OPS OFF ICER	071101 080609	7		05	CO	0	0	0	3	4	4.57 4.07	15 4.19		0	0	3	X 1	2		P/WS	RG
04	VFA-81	OPS OFF ICER	080610 081031	5		05	CO	0	0	0	0	7	5.00 4.18	5 3.89	1/4 HBO		0	0	2	X 1	1	P/WS	RG
04	VFA-81	MAINT O FFICER	081101 090501	6		05	CO	0	0	0	0	7	5.00 5.00	6 4.07	1/5 SBO		0	0	0	0 1	X	P/WS	RG
04	HQ USEUCOM	JT STAF F OFCR	090502 091031	6		08	DIR ECJ 5J8	0	0	1	2	3	4.33 4.58	36 4.51		0	0	0	X 1	1		P/WS	MAJ RG
05	HQ USEUCOM	JT STAF F OFCR	091101 100430	6		08	DIR, E CJ5J8	0	0	0	3	3	4.50 4.15	68 4.32		0	0	6	X 2	3		P/WS	MAJ 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 (ESSBD)
 - 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!



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 (AQDs), and advanced (graduate) education
- Incomplete record may highlight lack of attention to detail
- Board correspondence is not a permanent record fix

It's your record. Keep it updated!



ACSB Deferrals

- ACSB Exception to Policy “deferral” option
- Officers disadvantaged by zone shift after DH slate
- ACSB Deferral ≠ Promotion Deferral
 - Officers with a qualifying tour that has affected career timing can request to Opt-out of a promotion board
 - Primarily graduate education or fellowship
 - Extended time-to-train (CNATRA and FRS)





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AvIP/AvB

(NAVADMIN 092/24 & 163/24)



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

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)
- Hardship location incentives
- Eligibility linked to O-4 selection
- Earlier commitment = more money

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
- Total value increased to compete for talent

Merit-based, measured approach to retain our top talent



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 (ACSB)*



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Department Head Bonus

- Flexible options (3, 5, and 7 year contracts)
- Eligibility linked to O-4 selection
- Incentivize for earlier/longer commitments
 - 5 & 7 yr early commit (prior to ADHSB results):
 - \$40k (1310) | \$30k (1320) – Maximum annual rate
 - 3, 5, & 7 yr standard rate (NLT 31AUG following ADHSB)
 - \$10k less (1310) | \$5k less (1320)
- Location Incentive:
 - \$10k / year

Proposed Professional Fleet Aviator Program

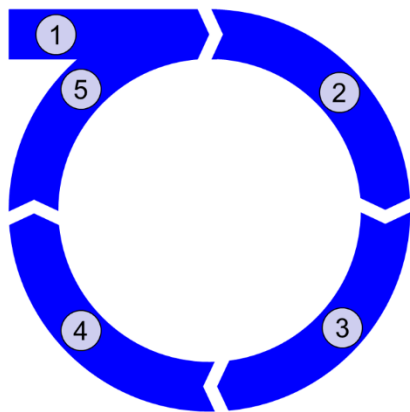
Background

- Consistent feedback from fleet aviators desiring an alternate career path that keeps them flying
- Gapped DH billets and other instructor roles across NAE present an opportunity for aviators to fill critical leadership roles with experienced aviators

Program Structure

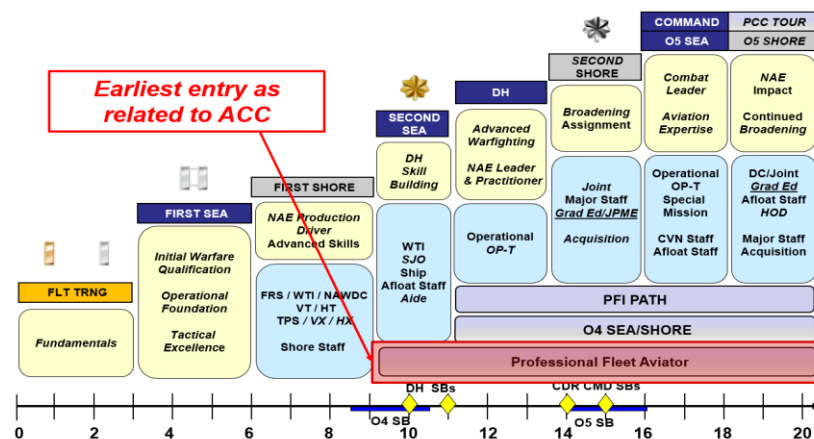
- Minimum entry – completion of first shore tour
- Required commitment – 6 years (2x 36-month tours)
- Rotation
 - 36-month operational sea duty
 - 36-month shore duty in T/M/S (FRS, wing, etc.)
 - Repeat until program exit, optional back-to-back sea
- Exit – resignation, retirement, opt-in for DH, or promotion to O-5

Selection Process



- 1 Message Release in March (w/ PFI message)
- 2 Application due by May 31st
 - PRD in next FY
- 3 Demand Signal
 - Community dependent based on DH manning
- 4 Selection Board in June
- 5 Slate in July
 - 10 days to accept selection

Aviation Career Continuum





Detailer Information

- Assignment Officers
 - VFA O-4 Assignments - CDR Darren “Twerk” Elder
 - darren.j.elder.mil@us.navy.mil
 - VFA JO Assignments - LCDR Jon “BG” Weissberg
 - jon.k.weissberg.mil@us.navy.mil

Questions?

