Greetings from Millington,

A quick overview/agenda for our inaugural OP Drumbeat (formerly known as OP Monthly). Intend to cover the “Why” behind the new OP Drumbeat title, Failure of Selection (FOS) guidance, next OP Drumbeat topics, and a Q&A session.

CAPT Risley: Why are we doing a Team’s OP Town Hall?

Based on some of the feedback from surveys that we've seen, not sure that the community is reading our OP Monthly and the Chief has challenged us to think in new ways on how can we reach the community, how can we have a more meaningful dialogue and exchange. Hence, we came up with let's do virtual town halls. The first one is OP presenting information to you. However, going forward, we're looking to host guest speakers, panels, interviews, you name it, and we welcome your feedback from the community on what you want to hear and we'll make sure that we schedule those for the future. One feedback that we did receive so far in the proposed way forward, there was some concern with accessibility to our fleet Sailors due to connectivity/streaming constraints – intend to provide both a transcript summary and hang the Virtual Town Hall to view/read at your leisure. Obviously we've got the challenges of the various time zones as well. We understand those challenges and this will be a little bit of a learning curve and we'll tweak as we go. So that is really our “Why” behind why we're changing what we're doing.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

CDR Tran: Failure-of-Selection (FOS) Guidance: FY25 Continuation Policy (NAVADMIN 291/23)

**Years of Total Active Service (YOAS)**

**\*While this may not be applicable to everyone, this guidance is important to understand as you mentor others in the future\***

**2XFOS CDR to CAPT**

CDRs are retained until 28 years of commissioned service. Voluntary retirement at any time.

**2XFOS LCDR to CDR**

LCDRs with less than 14 YOAS will be continued for a period of 3 years.

LCDRs with 14 to 18 YOAS will be continued until eligible for retirement at the completion of 20 YOAS.

LCDRs with 18 to 19 YOAS will not be considered for continuation, but will be retained on active duty until retirement eligible at 20 YOAS.

LCDRs that would statutorily retire in FY25 with 20 YOAS will be continued for 3 years to 23 YOAS.

**2XFOS LT to LCDR**

LTs with less than 18 YOAS will be continued for 3 years, but not beyond retirement eligibility at 20 YOAS.

LTs with 18 or more YOAS will not be considered for continuation, but will be retained on active duty until retirement eligible at 20 YOAS

CAPT Risley: Next OP Town Hall / Community Survey

Date/Time: 12SEP (Thur) at 1400CST/Topic: Eisenhower School/DV: RADM Epps (Chief of Supply Corps).

Community Survey: Over 950 responses, THANK YOU for your participation. OP wants to see if there’s a trend or where we need to focus our efforts on going forward based on community feedback.

­­­­­­­­­\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Q & A Session:

Q1. CAPT Bolls: We know the slating process is ongoing, but if you could just provide a quick update with where that lays when we think orders announcement (O5/O6)?

A1. CAPT Risley: First orders announcement will be O6/O6 selects. For O6 orders announcement, anticipate the second week of September the Flash will be released. If you are detailing with me, feel free to reach out if you haven't already, I'm happy to tell you where I tentatively have you slated. Based on prior conversations with the Chief, I want to ensure that this is not a surprise to anyone. We want to retain every single CAPT that we can, and if you've been contemplating potentially retiring and if there's anything that we can do to retain you, I'm willing to have that conversation.

A1. CDR Ellis: For O5 orders announcement, we are at a 90 to 95% solution – with first round selections already notified. We are not far behind from O6 Detailing - keep in mind that those two are also tied together as we start to develop daisy chains. So for those of you out there, keep working on those skill sets. They are really important and they are especially important roles that become critical billets for us to fill - aligning yourself to those lines of effort will continue to be important.

A1. CAPT Risley: After the daisy chain development, we will then start drafting orders late November, December timeframe all the way through early next year. Orders release will be obviously dependent on the continuing resolution, but we will try to release orders as soon as funds are available.

Q2. CAPT Barich: As me and CAPT Bolls and other senior leaders continue to mentor the team with the shortfall in our manning, especially Lieutenant, Lieutenant Commander and Commander. I'm curious if that changes anything as far as at the O4 level with the operational detail cycle and how that works? Or is it remaining the same with obviously hitting the O4 operational cycle first then clearing that and afterwards moving out based on the skill set deltas we have in the community?

A2. CAPT Risley: Our shortfalls do not impact how we're approaching our O4 operational requirements. O4 OP tours and all operational tours are priority one fill mandated 100%, so we will always take care of those billets above all else. However, we're also concerned about the professional development and growth of our JOs and the health of our Community, including contracting, finance, etc. BLUF: If you have skill set development, coming off O4 shore duty, and haven't done an O4 at sea tour - you are a prime candidate.

Our main topic for this call was FOS guidance, I’ll share there was an initial gut reaction when O4/O5 results were released. There is and continues to be concern about how we as a Community value O4 at sea tours and what I will tell you is that in our analysis so far we are seeing a positive trend for those that have completed O4 tours are being selected for promotion. We are seeing a positive trend going up, whereas in years past it was more of a get well tour. They are promoting, not necessarily merit reorder or below zone, it's about your record as a whole and sustained superior performance - a PA Tour is not a golden ticket to merit reorder.

Q3. LCDR Vandivier: Pursuing an OR degree out of NPS, they send you right to WSS or OPNAV - can we volunteer to say, hey, can I go back to sea to do my O4 at sea tour and then do that payback tour after that?

A3. CAPT Risley: So for those that are graduating Monterey (NPS) with an OR degree, they have been part of the exception. We have to always balance what billets do we have that need to be filled and timing of our officers rotating – it’s situation dependent. It's not off the table if you want to volunteer for an operational assignment O4 at sea tour, you can absolutely be considered. We just have to make an assessment of how many OR requirements we have with the available inventory.

A3. CDR Martindale: For OR, we examine what billets we have to fill. Each person’s timeline is created differently. We have to look at your career timeline and ensure development for the next rank. We intend to make sure you meet all the wickets for Commander and not just sacrifice your future development for one tour.

Q4. LCDR Bland: Recommendation to promulgate an agenda or read ahead slide so participants understand what we're going to be discussing during the town hall.

A4. CAPT Risley: Great suggestion, noted. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

CAPT Risley: Billet Realignment (or roll-down) Initiative:

Appreciate all you guys are doing in helping us work towards the realignment effort. For those on the call that don't know about our officer manning plan and billet realignment initiative, there'll be more to come in the next few months. Continuing to educate the community on what we started to talk about during the roadshow last year about the Community Health and our challenges having more billets than we do people to fill them and the direction that the Chief is taking the Supply Corps.

In closing, we look forward to continuing the engagement with the Community in this new format. Again, we welcome your feedback. Feel free to email anyone on my team, but the Supply Corps Career Counselor inbox (supply\_corps\_cc@navy.mil) is always a great go-to and we look forward to talking to you again in the future.