

# JO Shore Slating FAQ Sheet

## JO Slate Schedule

	1 <sup>st</sup> Quarter	2 <sup>nd</sup> Quarter	3 <sup>rd</sup> Quarter	4 <sup>th</sup> Quarter
Slate Opens	2 <sup>nd</sup> week of Jun	2 <sup>nd</sup> week of Sep	2 <sup>nd</sup> week of Dec	2 <sup>nd</sup> week of Mar
Slate Closes	1 <sup>st</sup> week of Aug	1 <sup>st</sup> week of Nov	1 <sup>st</sup> week of Feb	1 <sup>st</sup> week of May
PRDs	Dec-Feb	Mar-May	Jun-Aug	Sep-Nov

## Timing

The JO Shore Slating process begins with a determination of your PRD. All JO Sea Tours are initially planned for 32 months, but are adjusted by PERS-42, at the request of your command, during wardroom planning conferences to ensure the needs of the ship are met. Prior to participation in a JO Shore slate, each officer is required to confirm with their XO and/or CO what month they will be authorized to detach from the command. That detaching month determines which slate you should participate in.

## Process

There are 4 steps to the slating process and each is described below. Keep in mind there are additional opportunities available via the Talent Management Board; as well as flexible career options for your next assignment. Both of these options are discussed in other FAQ Sheets available on the PERS-42 website.

### Step 1: Initial Slate Dissemination

Six to eight months prior to your PRD your slate will open in accordance with the schedule above. Your CO will receive an email which will contain the specific slate instructions as well as the jobs available for fill on your slate from PERS-42. The current version of the slate instructions and the slate will then be posted on the website.

We utilize your contact information in NFAAS to reach you, please ensure that it is updated regularly with your work and personal emails as well as a phone contact.

Once you have reviewed the slate you will have the option to participate in either early slating, or standard slating as discussed below. An update to the slate will be posted ~3-4 weeks after the slate opens (called the Mid-Slate Update). If you desire to choose early slating, you must make that choice prior to the mid-slate update.

### Step 2: Early Slating

The opportunity to receive an early assignment is provided to officers that meet one of the following criteria:

- Officers who have signed a nuclear officer continuation bonus (COBO) contract

- Officers who desire to attend the Navy Postgraduate School (will commit them to DH)
- Officers completing a non-traditional shore duty (NTSD), Naval Propulsion Training Unit (NPTU) or Pre-Commissioning Unit (PCU) tour and proceeding to their follow on shore assignment
- Officers who volunteer for assignment to a NTSD, NPTU or PCU assignment

Officers in one of these categories that desire early slating will submit their Top 3 preferences in rank order prior to the mid-slate update. They will then be assigned one of their top choices if no other early slating volunteer has chosen that assignment based on billet priorities. If more than one early slating volunteer picks the same assignment, the assignment will be based on performance records and billet priorities.

The mid-slate update will indicate which assignments were already chosen by early slate volunteers. Notification and orders writing for these personnel will begin following the mid-slate update.

Some assignments may have additional qualifications/selection processes (NPTU, PCU, Instructor billets, etc). Final assignment to one of these billets will be contingent upon the early slate volunteer meeting those additional criteria.

Of the 65-85 officers that participate in each slate, an average of 15-20 officers will usually participate in early slating.

### Step 3: Traditional Slating

Following the mid-slate update, the remaining majority of officers have until the slate closes to submit or change their preferences. These officers will bin all remaining jobs on the slate into thirds (Top third, middle third, bottom third). They will rank order all of their top third assignments.

Once the slate closes, the JO Shore Duty Detailer will make assignments based on your performance record relative to the other slate participants and your preferences. Officers who were selected as their Squadron Junior Officer of the Year will be assigned first. Your performance is determined based on what is in your record. Generally speaking, the better your performance, the more likely you are to receive a higher preference. Factors in your record that are considered include:

- At Sea performance (as indicated by FITREPs)
- DH recommendation, breakouts (hard and soft), and awards
- PNEO performance
- Relative standing from pipeline schools (NPS, NPTU, SOBC)

### Step 4: Assignment Notification and Orders Writing

Once the slate closes it usually takes the detailer two to three weeks to finalize and receive approval from PERS-42 for the assignments. Once finalized, PERS-42 will send an email to all Commodores and Commanding Officers notifying them of the specific slating assignments.

After you have been notified of your assignment by your Commanding Officer, you should reach out to the JO Shore Detailer with any concerns for your orders. Orders will usually come out within one to two months of the slate closing and the goal is for all officers to have approved orders at least three months prior to their detaching month.

## Additional Specific Job Information

### NPTU and Moored Training Ship Conversion Assignment

Assignment as a Shift Engineer, whether as an early slate volunteer or through standard slating, comes with several incentives in order to reward performance in this challenging assignment.

- All Shift Engineers (regardless of contract status) receive \$1000/month Shift Engineer Incentive Pay (SEIP). Officers on contract continue to receive SEIP while on their follow-on education tour, if attached to an NPTU UIC.
- If a Shift Engineer has signed a COBO Contract, they are eligible for all of the following:
  - Default third year sabbatical in order to pursue a master's degree and/or JPME Phase 1
  - Department head guarantee options – Three options available, choose one
    - Choose two home ports and receive a guarantee to be detailed to one of the two preferred homeports; or
    - Choose your desired platform – ie SSN or SSBN/SSGB; or
    - Operational or shipyard
  - Administrative delay for XO screening will be implemented as needed based on career timing.
- Division officers not on contract and who volunteer for Shift Engineer assignment receive all of the following:
  - Guaranteed release to apply for lateral transfer to another community after completing 24 months as a Shift Engineer.

Division officers interested in volunteering for a Shift Engineer assignment must apply for the position at the Early Slate and must state which incentive they desire (contract incentives or lateral transfer).

If an officer is detailed while not on contract and subsequently signs a contract, the officer will be eligible for the benefits in line with those volunteers on contract.

Non-volunteers will receive \$1000 per month SEIP but will not receive the additional incentives unless a contract is signed. Non-volunteers will not be eligible for the lateral transfer incentive.

### Non-Traditional Shore Tours (NTSD) (17-20 months)

Some shore duty assignments involve significant underway time, or time away from family. These NTSD's will last 12-18 months and include:

- Sea Duty: Destroyer Squadron (DESRON), Amphibious Squadron (PHIBRON), Carrier Strike Group (CCSG), or Expeditionary Strike Group (ESG) Staffs
- Unaccompanied overseas tours less than 24 months: Bahrain
- Pre-commissioning units (PCU)
- MTS conversions (when specified)

Officers electing to do a NTSD will be offered the opportunity for a follow-on 12-18 month shore duty which they can choose using the early slating opportunity. The ability to execute a NTSD and follow-on

shore duty will depend on career timing. Officers should contact PERS-421C to verify their unique circumstances before choosing this option.

If instead of a follow-on shore duty and officer elects to proceed directly to SOAC, or resign, from their NTSD they will typically complete a full 24 month tour.

### Overseas Assignments

Overseas assignments vary between 24 and 36 months as governed by DoDI 1318.15 and MILPERSMAN Article 1300-308. This requirement is waived if an officer is proceeding to a milestone tour. As a result, officers will rotate to SOAC at approximately 24 months to meet career milestones.

If an officer does not wish to continue to DH, they will likely be required to serve 36 months on station prior to transferring or separating, depending on location and dependent status.

### Nominative Positions

Some positions in the Navy require a competitive nomination process. These jobs are typically flag aides and other flag staff jobs. PERS-42 advertises these positions on a High Visibility Tracker which is updated monthly on the PERS-42 Facebook page and website.

Officers interested in these assignments should contact PERS-421C for direction on how to submit their nomination. Once a nomination package is submitted, that officer cannot be assigned to another job until released by the flag officer he/she is nominated to. A full nomination package contains:

- Updated photo
- Officer biography
- Contact information
- FITREPs and awards
- Letter of Recommendation on command letterhead.

If you are not selected for the position you may roll your nomination to another nominative billet. This is very common and officers are often selected the second or third time around. Alternately you can work directly with PERS-421C to be assigned to a position off the current slate.

### Midshipman Instructor Duty

Officers desiring to be assigned to USNA or a NROTC unit must include an instructor recommendation from their CO. This can be an email directly to PERS-421C. Additionally, NROTC instructors must be approved by the university and typically require undergraduate transcripts which show a GPA of 3.0 on a 4.0 scale.