



Second Tour Division Officer Slating Process

JO Sea Coordinator:
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JUNIOR OFFICER DETAILER CONTACT INFO:

Last name beginning with:

A-B,T-Z:

LT Hannah Andera, hannah.j.andera.mil@us.navy.mil

C-G:

LT Tom Demeri, thomas.j.demeri.mil@us.navy.mil

H-M:

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N-S:

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Notional Timeline:

1 st Week of Month	Engagement email to Commands / Slaters
2 nd Week of Month	Command's response to JO Sea Coordinator and Ship's intent to Fleet Up/Single Longer Tour a Slater to remove Slater or an advertised Billet
3 rd Week of Month	CO's Inputs due (including RSCA) to JO Sea Coordinator
3 rd Week of Month	Slater preferences due to detailers, including qual letters (OOD/SWO/EOWW) and FITREPs
4 th Week of Month	Detailers and Sea Coordinator compile inputs and slate
Following Week	Sea Coordinator prepares slate results and briefs PERS-41 for approval; results released

Instructions for Preference Submission:

Detailers will contact all officers to be slated with slating information and instructions for how to submit their preferences. If not contacted, please reach out to your detailer. Officers will be provided a slate input document to submit preferences. Recommend meeting with CO/XO to discuss and align preferences prior to the due date. The following is requested:

1. Category preference (priority):

Homeport, Billet, or Platform

2. Top five choices in each category:

Not providing a complete list limits the detailers' ability to match preferences. We strongly encourage officers to contribute **at least** five choices in each category to ensure we have the complete picture.

****Please do not list the same preference more than once or listing incompatible combinations (i.e. listing Everett as your top priority and amphibious platforms as your platform priority)****

3. Additional information or situations that should be considered during the slating process:

It is not necessary to provide anything in addition to answering the first two categories, but there are often extenuating circumstances. We will read and mention during slating. Add anything in this block you want us to consider. This is your opportunity to advocate for yourself and ensure your detailer has the most accurate and detailed information for slating to your preferences.

**Example: My Spouse holds a legal certification that is only valid in Norfolk, and I would like to stay in Norfolk above all other preferences. **

The above example is not a guarantee of Norfolk but is an emphasis that is considered while slating.



4. List top 5 billets/ships from below listing in order of preference:

You may provide more than 5 to give your detailer a good idea of what you want to do on your second tour. We use this list to gain a better perspective of what your ideal 2DV tour would be; however, we cannot guarantee that your timing will work with the billets on your list. To prevent confusion during your slating process, please ensure that your category preferences and this list do not conflict or send mixed signals.

5. CO endorsement is required for NAV.

Slater Notes / Slating Process:

- Ensure your detailer has your phone number, email addresses, qualifications, and that all FITREPs are in your record. **Our system replicates your NFAAS and NSIPS contact information.**
- SWO qualification and 100 qualified OOD underway hours are required (sea or simulator) prior to transferring from 1DV effective JAN26. If not met by PRD, notify your detailer early to ensure estimated departure is updated and orders are not potentially cancelled.
- Failure to complete SWO qualification and reach 100 qualified OOD hours before EDD may cause an officer to lose their orders and post slate once SWO qualified. Commands are requested to track this closely and notify PERS-412 as soon as possible if an officer is not tracking to qualify SWO prior to detaching.
- Inform detailer if approved or intend to apply for WTI and attend COI prior to 2DV when submitting preferences.
- Afloat Staff Tours, BLUE RIDGE (LCC 19), MOUNT WHITNEY (LCC 20), Expeditionary Fast Transport (T-EPF), Unmanned Surface Vessel Squadron (USVRON), and Expeditionary Sea Base (ESB) billets are 18-month orders and provide an opportunity for Top Qualified 2DV Officers to serve on a staff or afloat command. These billets allow 2DVs to gain the perspective from a staff/support command, have the tour count towards sea time, and be evaluated by a Commodore. Division Officers interested in these billets will need to have a minimum of **600 qualified OOD hours** by PRD (CO's assurance required if not already at or above 600). Please reach out to your detailer for more information.
 - **MISR (Maritime Intelligence, Surveillance, and Reconnaissance):** For DESRON and PHIBRON Staff, if you interested in MISR WTI contact your detailer. MISR WTI is taught through Naval Aviation Warfighting Development center (NAWDC) and the application process is separate from the SMWDC WTI program. There are two convenings per year in February and July. A TS/SCI clearance application to be adjudicated by MISR WTI application deadline is required. The MISR WTI COI provides graduate level ISR, EW, and multiple intelligence training for execution in the maritime and littoral domain. All MISR WTI graduates are eligible for a GRAD ED option through Staffordshire University with a Master of Aerospace Operations and Tactics program. For more information refer to NAWDC SharePoint page, <https://flankspeed.sharepoint-mil.us/SITES/CPF-CNAP-HQ/NAWDC/DEPARTMENTS/N9/>.
- T-EPF is available for 2DVs. These billets are 18-month orders and require 600 qualified OOD hours. T-EPF platforms are homeported out of San Diego and assigned to the INDOPACOM AOR as part of the littoral maneuver bridging solution with the USMC. These ships will have an O-4 Early Command CO and a hybrid civilian/military crew including an 11-person Navy crew consisting of division officers assigned as OODs (2DVs). If you are interested in this new and unique opportunity, ensure you add it to your preferences.
- Slate ranking determines the slating order. Officers will be ranked based on performance as documented in FITREPs and qualifications received as of the deadline provided. The importance of these FITREPs cannot be understated, and officers should personally ensure that it appears in their Electronic Service Records (via OMPF). Officer's best at-sea FITREP and advanced qualifications (OOD, SWO, EOOW and TAO) determine the slate rank. Each advanced qualification adds an additional "quality point" to an officer's slate score. We continue to consider each officer's preferences, next milestone opportunities, command input, and incumbent/relief timing in producing the final slate. There are no FDNF additional quality points when slating for second division officer tour (FDNF quality points are for shore slating).



- There are times when we are not able to meet any of your top preferences based on either availability or slate rank. Rota, Pearl, Mayport and Yokosuka are popular homeports and are generally taken early in the slate. San Diego DDG and DDG FCO & ASWO are highly requested and there are limited billets. Please include additional information or preferences in the comments in the event we cannot fill your preferences.
- Ensure any additional items for consideration are included in your comments to include but not limited to COLO, EFM and family care plan concerns.
- **AEI (Advanced Engineering Instructor):** Inform your detailer if you intend to apply for AEI and attend prior to 2DV when submitting preferences. EOOW qualification is a pre-requisite for apply. For more information refer to message DTG 302318Z DEC 24 or contact [SWSC NRFK AEI@US.NAVY.MIL](mailto:SWSC_NRFK_AEI@US.NAVY.MIL).

Slate Equation: $\left(\frac{BEST\ FITREP\ TRAIT\ AVERAGE}{CO\ RSCA} \times 2 \right) + QUALITY\ POINTS$

0.25 Quality Points added for each advanced qualification (OOD U/W, SWO, EOOW, & TAO)



Commanding Officer Notes:

- **Commanding Officer input is invaluable in the slating process**, officers will be slated even if CO's do not provide input. Your inputs are reviewed and carefully considered at all levels of the slating process, including PERS-41 approval of the slate. Please feel free to provide as much information as possible so that we can best detail your officers.
- **Commanding Officers are asked to review their officers' preferences and provide additional recommendations and remarks.**
- Submitting preferences commits an officer to the slate and removes Fleet Up eligibility.
- Commanding Officers, request you inform us by the deadline provided for planning purposes if an officer to slate may not attain 100 qualified OOD hours or will not qualify SWO by their approved PRD if not already achieved. Officers will not detach without all requirements met and may lose orders if detachment is delayed.
- Officers must submit OOD Underway qualification letters to their detailer by the deadline provided to be included in this slate.
- **Commanding Officers, regarding your recommendations for NAV, USVRON and afloat staff tours** – please indicate if the officer possesses the aptitude and capability to execute these tours. We completely understand if an officer does not desire to go to one of those tours; however, these billets need top talented officers and your evaluation of your officers concerning their ability to succeed in these tours is invaluable. For NAV billets, give careful consideration to your recommendation. NAVs generally should be the most experienced and competent bridge watch stander who are mature enough to understand the impact they carry as we expect to have them on duty 24/7 while underway to keep the ship safe while also training the other JOs. NAV isn't the billet for those that need to gain experience at sea. The NAV COI is challenging and many officers have not successfully completed. Please ensure officers slated to NAV billets work with the navigation team to prepare for the course.
- Inform detailers if slaters are Red Chipped and plan to attend WTI COI between tours. Officers will likely require an earlier PRD to support executing training track and relief timing especially for IAMD WTI.

Further Instructions:

- **FLEET UP NOTE (TIMING):**
 - Fleet up officers must be identified well in advance of incumbent officer's PRD.
 - Slate schedules can be found on <https://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-41-SWO/Detailers/412-Division/>.
 - Notional months required for training reliefs below:
 - CRUDES
 - FCO & TRAINO – 8
 - NAV, ASWO & ATO – 6
 - DCA & MPA – 5
 - CICO – 4
 - AMPHIB
 - NAV – 8
 - AUXO, ADCA, FCO, 1st LT, TRAINO, CICO & WEPS – 6
 - LCS
 - NAV – 10
 - EMO & WEPS – 8
 - TRAINO – 6
 - MCM
 - AUXO & TRAINO – 7
 - COMMO, 1st LT, AOPS & CICO – 5
 - To determine fleet up notification deadline:
 - Take incumbent officer's PRD minus the number of months for the training track
 - Determine sea slate for officers with those PRDs
 - Deadline will be prior to conducting that sea slate



- **LATERAL TRANSFER NOTE:**

- If a slater's intent is to participate in the lateral transfer board, they CANNOT slate and will post slate if not chosen to lateral transfer. Recommend all slaters verify with Officer Community Managers (OCMs) the lateral transfer availability for their Year Group (YG) (especially SEAL/NSW & EOD), because many communities have filled YG quotas.
 - If an officer intends to submit or has submitted for lateral transfer / redesignation, THEY MUST include this information *IN LIEU OF* slate preferences.
 - This WILL NOT negatively affect their slating to their 2DV tour if they end up continuing in the SWO community; however, we may recommend that they delay their slating to await re-designation results and it may result in them being slated under post slate procedures.
 - Not providing this information can negatively affect timing to transition to new community if selected. Moreover, if slated, it can make them ineligible for transition into their new community.
- **FLEET UP NOTE (SLATERS):** By initiating the slating process (submitting preferences to your detailer), you are committing to the slating process and making yourself ineligible for fleet up onboard your current ship. If you are discussing a fleet up, inform your detailer **before the deadline** to submit preferences. Ask your XO or CO to contact the JO Sea Coordinator to confirm the fleet up intention.
 - **FLEET UP NOTE (COs/XOs):** If a billet onboard your ship is being advertised for fill, and you intend to fill it with a fleet up, please inform the JO Sea Coordinator by the deadline provided to ensure that we do not fill that billet.
 - **POST-SLATE:** Any Officer that does not slate in their PRD window (not OOD qualified, not selected for lateral transfer, etc.) will Post-Slate. Officers will need to qualify SWO with 100 qualified OOD hours before engaging with their Detailer (Effective JAN 26). Slating will be conducted on a one-on-one basis and will be tailored to the Officer's PRD. Detailers will request preferences and work with the Sea Coordinator to best match the preferences to available billets and CO endorsements. Limited number of billets will be available due to majority being slated during the normal sea slate window. Much like the normal slate, it is imperative to provide as much information as possible on the preference sheets to best maximize the detailing experience.
 - **ENGINEERING DUTY OFFICER (EDO) OPTION OFFICERS:** EDO Options will be prioritized to a ship in a depot-level maintenance availability to help build EDO skills and experience to support their transition to the EDO community. These billets are marked with an asterisk (*) below. If an EDO Option officer is interested in remaining operational for their 2DV, please have them reach out to their SWO detailer prior to submitting preferences to discuss options for this slate.
 - **OCEANOGRAPHY (OCEANO) OPTION OFFICERS:** FY25 and junior OCEANO Option Officers will be slated to a CVN prior to transferring to OCN community. FY24 and senior will transfer directly to OCN community.
 - **DETACHMENT TIMING NOTE:** The CO's Inputs form requests an officer's flexibility in detaching. Due to needs of the Navy in the detailing triangle, **1DVs may be detached early to support fleet requirements.** The earlier you are able to detach (keeping in mind that their SWO qualification and 100 OOD hours is a prerequisite to transferring), the more options from which we have to fit an officer within the guidance of their preferences. This includes adding WTI course of instruction (COI). It is not always possible to fit WTI COI in between 1DV and 2DV, please share intentions with your detailer early. *PRD statement must be included in CO Inputs prior to the slate. Following the slate, it is imperative that PRD is adhered to due to training requirements. Failure to allow transfer on time may result in losing orders.*



The following two tables display general options available for officers rolling to their 2nd Division Officer Tours. The last page indicates the specific billets, platforms, and homeports available on the current slate.

General Location Options

HOMEPORT	PLATFORMS
BATH	PRECOM
BREMERTON	CVN
EVERETT	DDG, CG, DESRON
HAMPTON ROADS (NORFOLK)	CG, CVN, DDG, LHD, LPD, LSD, DESRON, PHIBRON, ESB
MANAMA (BAHRAIN)	LCS
MAYPORT	DDG, LCS
PASCAGOULA	PRECOM, DDG 1000, LHD, LPD
PEARL	CG, DDG, DDG 1000
ROTA	DDG
SASEBO	LHA, LPD, LSD, MCM, PHIRBON, LCS
SAN DIEGO	CG, CVN, DDG, LCS, LHA, LHD, LPD, LSD, DESRON, PHIBRON, ESB, T-EPF
YOKOSUKA	CG, CVN, DDG, DESRON

General Billet Options

PLATFORM	DESIGNATED 2 nd TOUR BILLETS
AFLOAT STAFF (DESRON/PHIBRON)	STF ASW, STF MIW, STF REDI, STF OPS&PLN, ALFT TRNG, PHIB OPS
CG	DCA, FCO, MPA, NAV, TRNG, ASWO, CICO
CVN	A1LT, AUXO, CICO, DIV WEP GEN, ELEC
DDG	DCA, FCO, NAV, TRNG, ASWO
ESB	CSO
LCS	EMO, NAV, WEPS, TRNG
LHA/D	ADCA, AUXO, DIV WEPS, A1LT (LHA ONLY)
LPD	CICO, NAV, TRNG, AUXO
LSD	AUXO, CICO, NAV, TRNG
MCM	DCA, NAV, 1 ST LT, AOPS/CICO, ELECTRO, AUXO
PRECOM	DCA, FCO, NAV, TRNG, ASWO, 1 ST LT, etc
T-EPF	Afloat Staff (OOD), NAV, DCA/1 ST LT, ORDO/TRAINO