

SWO(N) Community Brief



CDR Matt Curnen
LCDR Derek Mockel
LCDR Aaron Jean
LT Ben Miller

Revised 23 Mar 2023



Career Management Team



- **CDR Matt Curnen, Head SWO(N) Assignments, PERS 424 / 41N**
 - CO/XO, USS DONALD COOK (DDG 75)
 - REA, USS HARRY S. TRUMAN (CVN 75); OPS, USS STOUT (DDG 55)
 - SWO(N) detailing and placement – Post PA and senior
 - Coordinates with PERS 43 on CVN XO/CO placement
- **LCDR Derek Mockel, SWO(N) Detailer, PERS 412N**
 - RTA, PCU JOHN F. KENNEDY (CVN 79); OPS, USS GRIDLEY (DDG 101)
 - SWO(N) detailing and placement – PA and junior
- **LCDR Aaron Jean, SWO(N) Community Manager, PERS 42D1**
 - RTA, USS CARL VINSON (CVN 70); PTO, USS CARNEY (DDG 64)
 - Community tracking and monitoring, nominations, pay, AQD Mgmt, NR liaison
- **LCDR Eric Kalick, SWO(N) Program Manager, OPNAV N133C2**
 - REA, USS GEORGE H.W. BUSH (CVN 77); PTO/OPS, USS RAFAEL PERALTA (DDG 115)
 - Policy/Instruction issues, Diversity Coordination, Lateral Transfer
- **LT Ben Miller, SWO(N) 1st Tour Divo and New Accessions Detailer, PERS 412O**
 - RC Divo, USS THEODORE ROOSEVELT (CVN 71), CE Divo, USS STOCKDALE (DDG 106)
 - Details all SWO New Accessions and SWO(N)s to Nuclear Power School

Your SWO(N) Career Advocates!

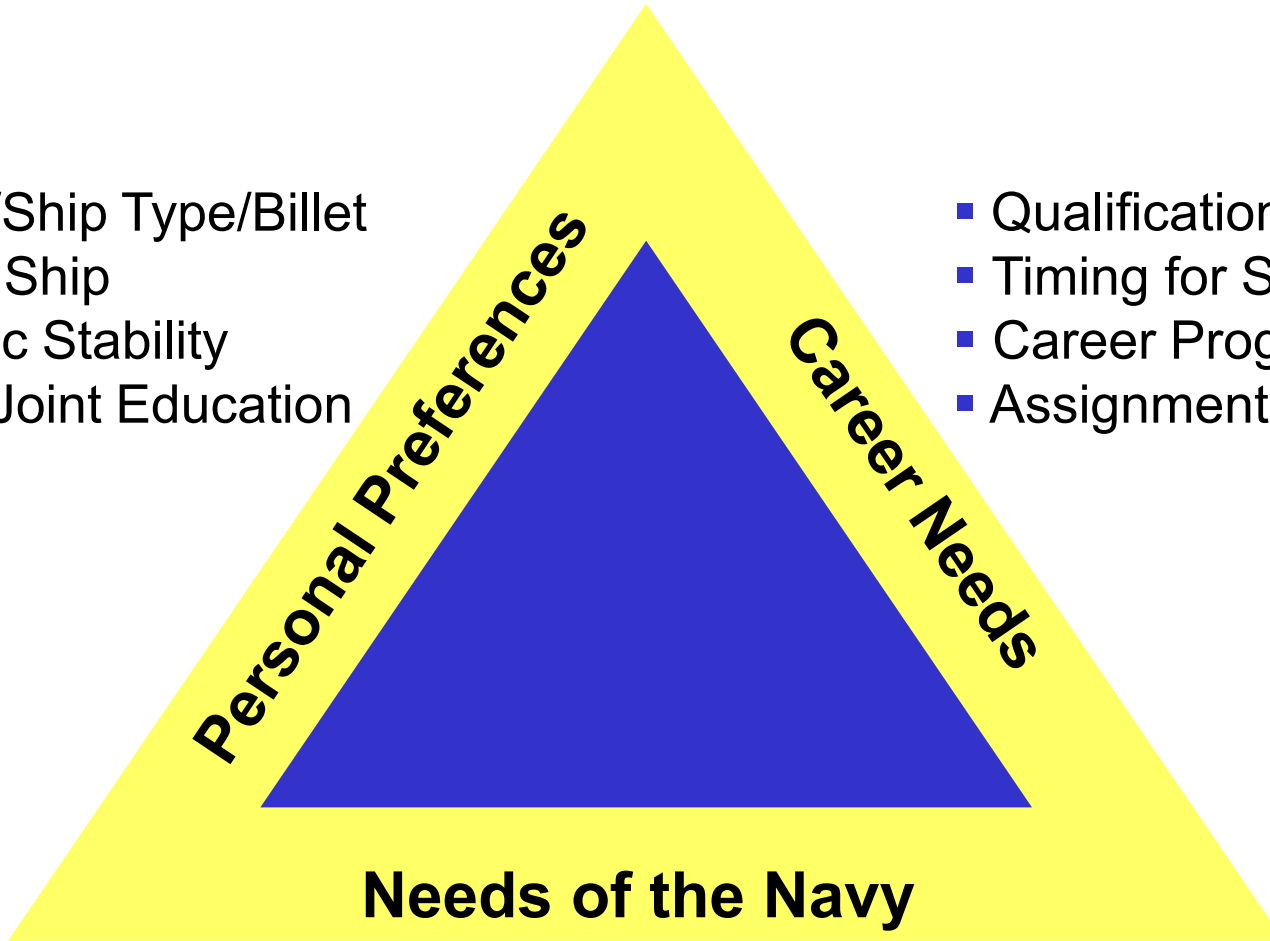


Detailing Triad



- Homeport/Ship Type/Billet
- Deploying Ship
- Geographic Stability
- Graduate/Joint Education

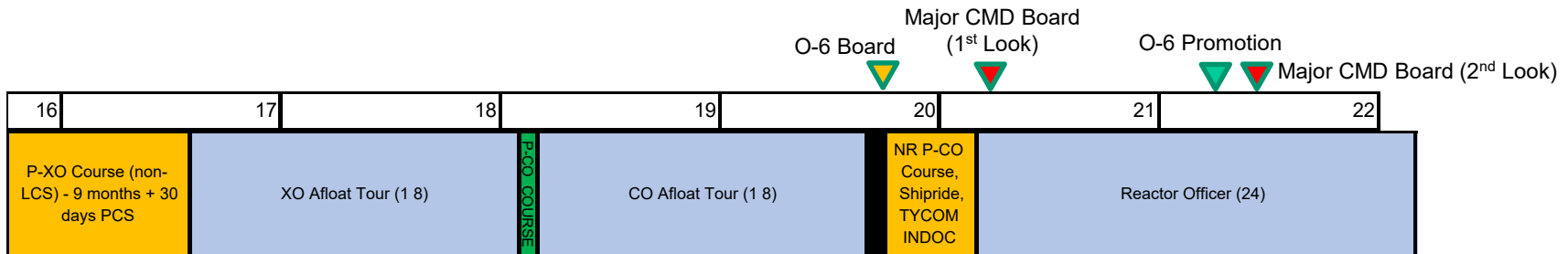
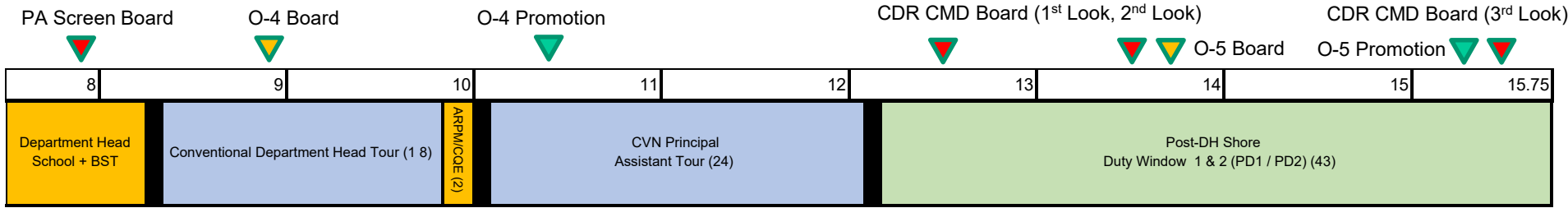
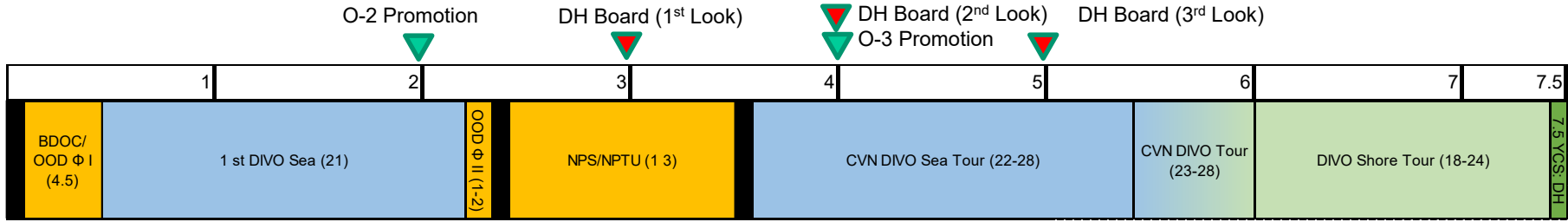
- Qualifications
- Timing for Screening
- Career Progression
- Assignment Diversity



Deliver the Right Skills, at the Right Time, for the Right Job



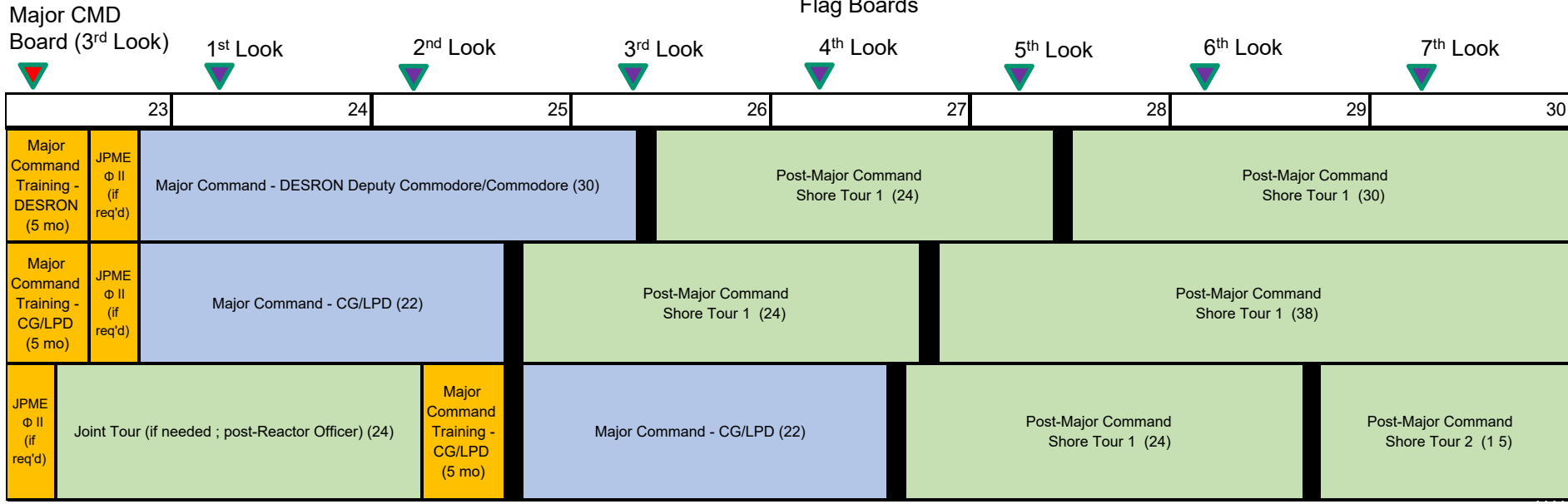
SWO(N) Career Path



- Promotion Board
- Promotion
- Administrative Board



SWO(N) Career Path



- Administrative Board
- Flag Board

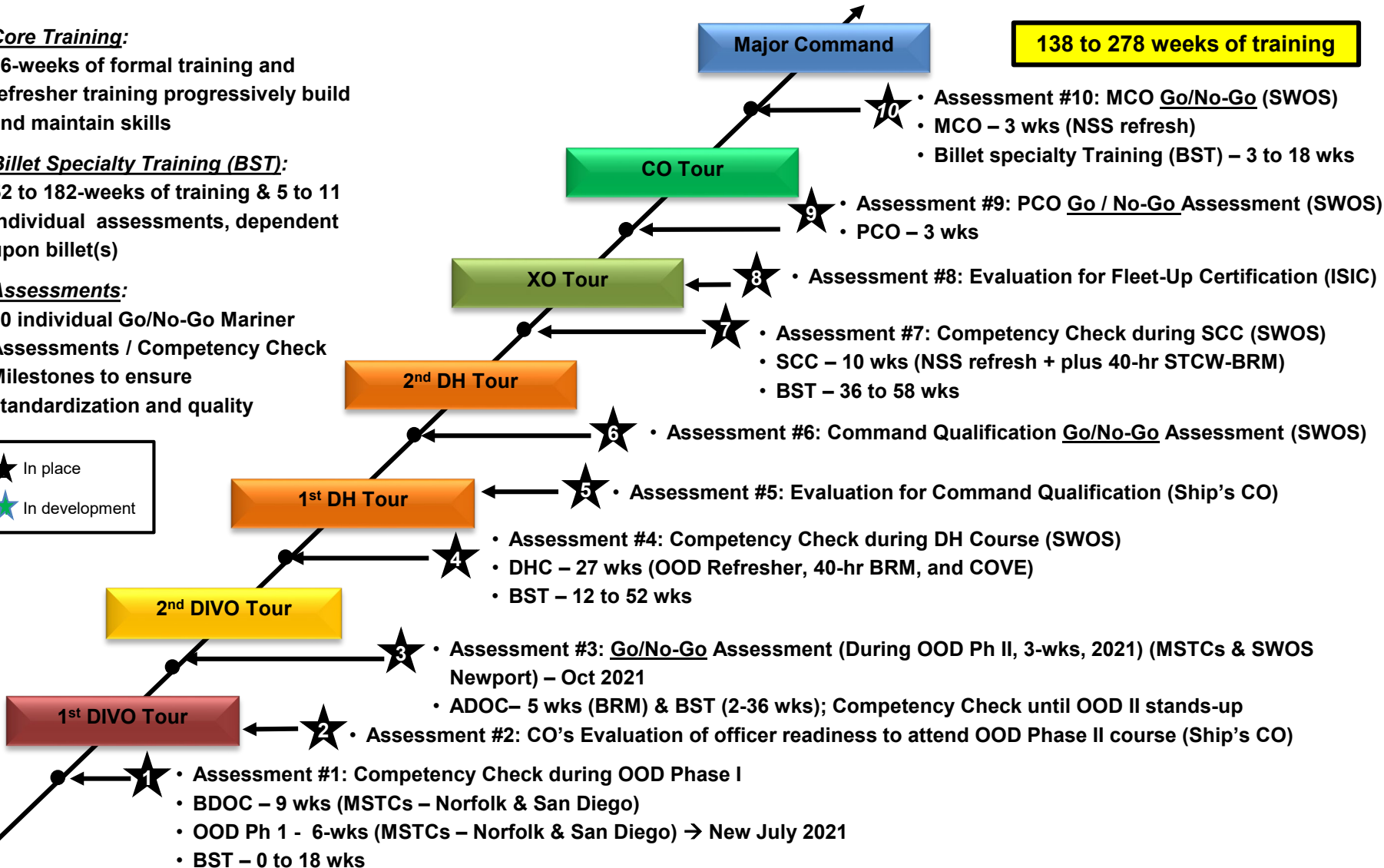


Training and Assessment Continuum



- **Core Training:**
86-weeks of formal training and refresher training progressively build and maintain skills
- **Billet Specialty Training (BST):**
52 to 182-weeks of training & 5 to 11 individual assessments, dependent upon billet(s)
- **Assessments:**
10 individual Go/No-Go Mariner Assessments / Competency Check Milestones to ensure standardization and quality

★ In place
★ In development





First Shore Tour



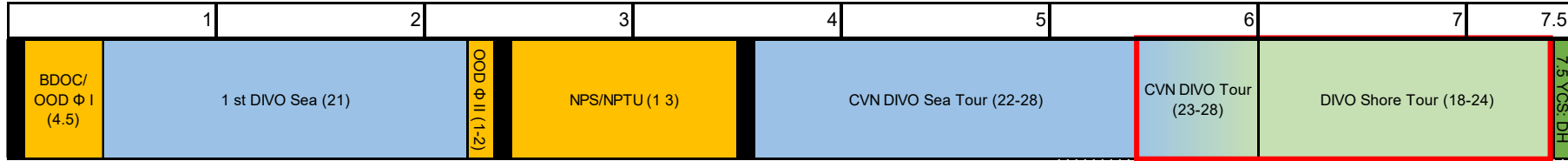
O-2 Promotion

DH Board (1st Look)

DH Board (2nd Look)

DH Board (3rd Look)

O-3 Promotion



Shore Duty Options:

- Nuclear Shore Duty
- Conventional Shore Duty
- Slates conducted quarterly + TM Board
- Detailed ~6-7 months from PRD
- Provide prioritized list to the detailer
- Ranked by performance at sea
 - FITREP performance (Trait average vs. RSCA)
 - Advanced Qualification (PPWO = EOOW credit, CVN EOOW = TAO credit)
- DHRB Signer Benefits – Executive Detailing and Billet Eligibility

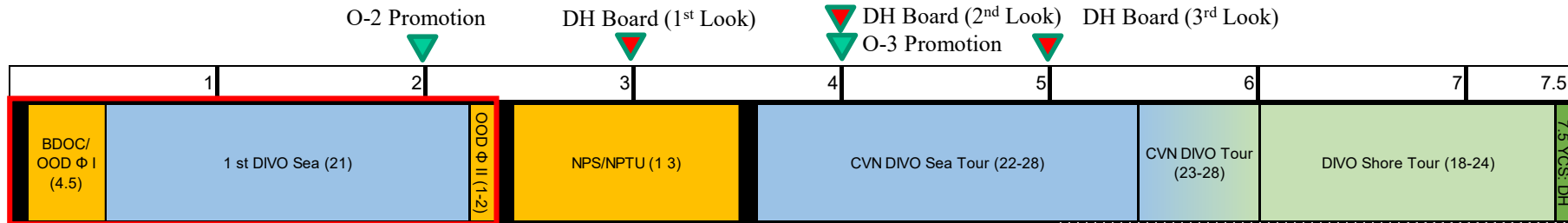
Nominally 24 months:

- Target DH School at 7.5 YCS
 - Aligns timing with conventional peers to allow max opportunities for competitive HBO in 1DH Tour
- Goal: Complete career needs & recharge prior to 1DH

SHORE DUTY: WORTH IT!



First Division Officer Tour



- **BDOC + OOD Phase I + 21 Month Conventional DIVO Tour + OOD Phase II**
 - Detailed to operational tour to earn OOD/SWO quals:
 - Gain shiphandling/navigation experience
 - Build maritime warfare/tactical skillset
 - Earn DH Afloat recommendation
- SWO(N)s shall not serve in an Engineering tour IAW MPM 1301-223

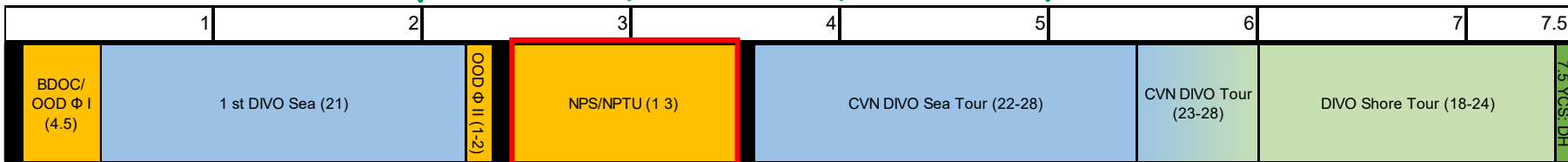
Leading Sailors, Developing SWO Skills



Nuclear Training Pipeline



O-2 Promotion DH Board (1st Look) DH Board (2nd Look) DH Board (3rd Look)
 O-3 Promotion



- 7 months at Nuclear Power School in Charleston, SC
 - Includes a 3 week pre-school, mandatory for all SWO(N)s
- 6 months at Prototype in Charleston, SC or Ballston Spa, NY
- Same nuclear training as submarine community and CVN Executive Officers

Challenging and Rewarding Graduate-Level Training Pipeline



Nuclear Power School



- Naval Nuclear Power Training Command (NNPTC) in Charleston, SC
- 3 Week Pre-School + Six month curriculum
 - Take three courses at a time (e.g. Math, Physics, Water Chemistry, Engineering, Power Plant Operations, etc.)

WEEKS																									
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24		
Mathematics						Electrical Engineering												Core Character						Comprehensive Exam	
RPS	Heat Transfer and Fluid Flow									Reactor Dynamics						Materials			Radiological Fundamentals						
Physics									Chemistry						Aspects of Reactor Plant Operations										



The Surface Nuclear Fleet



RONALD REAGAN (CVN 76)

- CHOP Scheduled Mid 2024
- ← YOKOSUKA

NIMITZ (CVN 68)

NPTU
Ballston Spa, NY

G. WASHINGTON (CVN 73)

- CHOP Scheduled Mid 2024
- JOHN C STENNIS (CVN 74)
- Conducting refueling overhaul
- JOHN F. KENNEDY (PCU 79)
- New construction

BREMERTON

NEWPORT NEWS, VA

NORFOLK, VA

SAN DIEGO

D. D. EISENHOWER (CVN 69)

HARRY S TRUMAN (CVN 75)

GEORGE H BUSH (CVN 77)

GERALD R FORD (CVN 78)

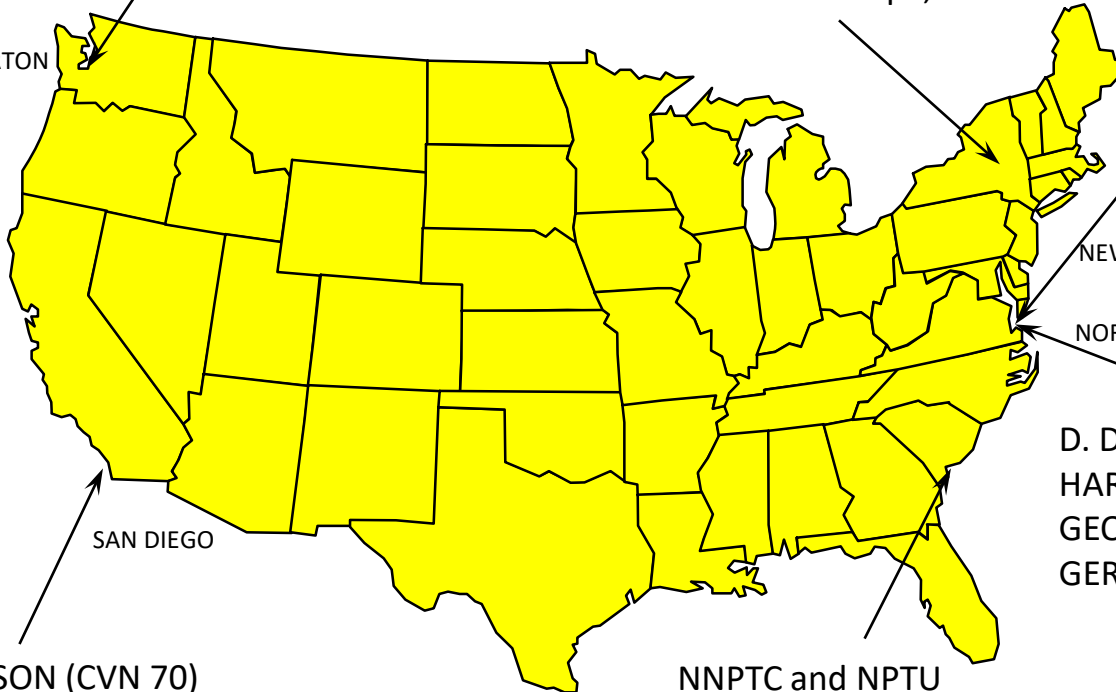
CARL VINSON (CVN 70)

THEODORE ROOSEVELT (CVN 71)

ABRAHAM LINCOLN (CVN 72)

NNPTC and NPTU

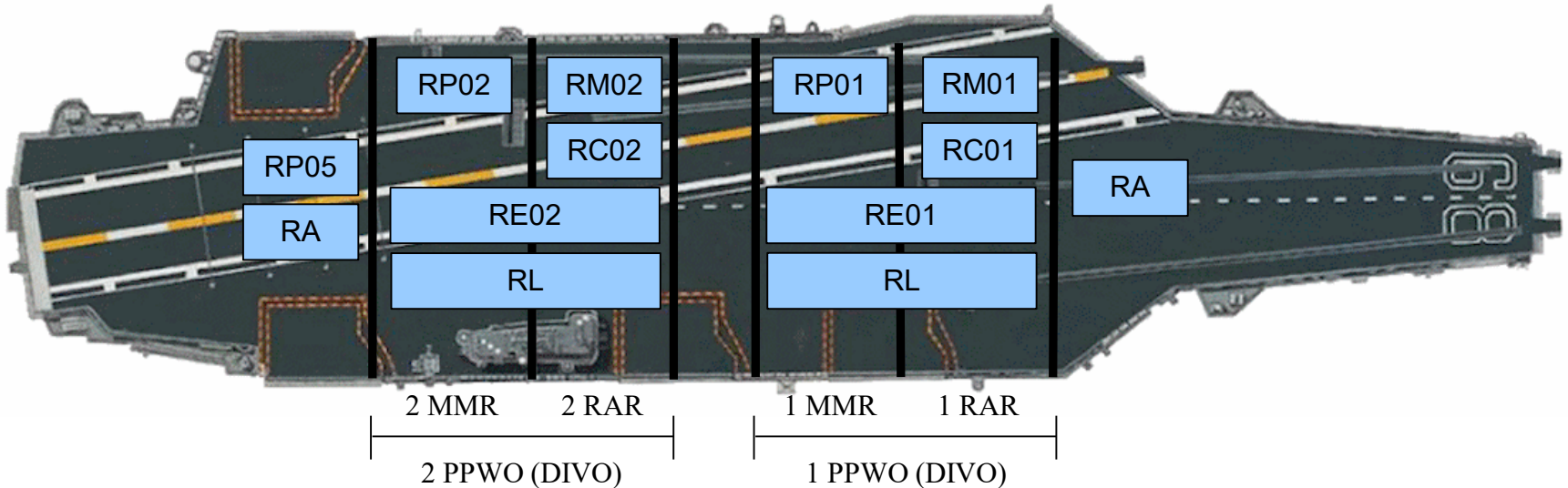
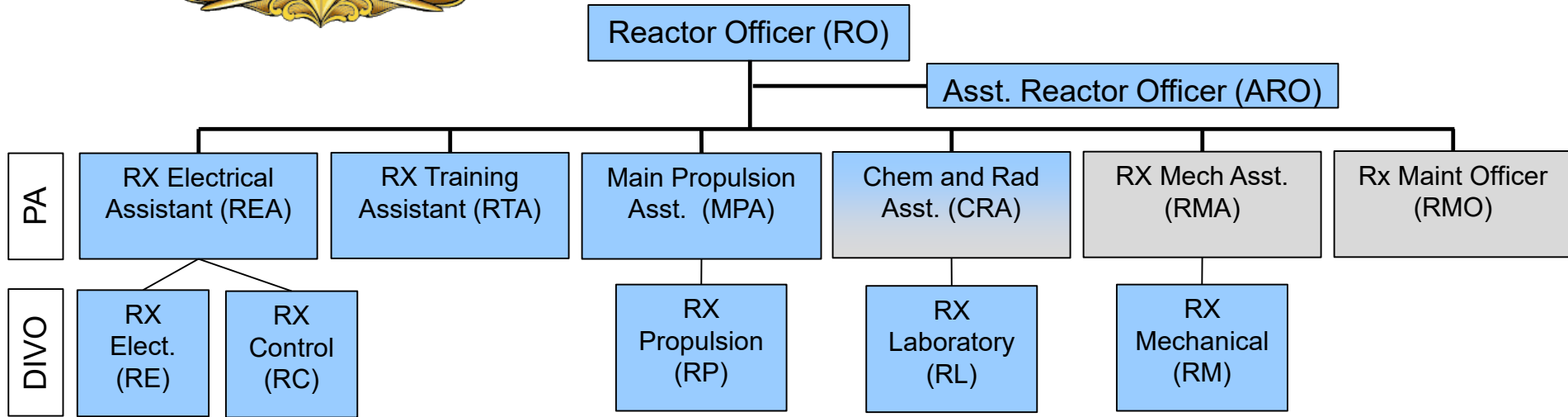
Charleston, SC





CVN Divo Experience

A4W: CVN 68-77



EOOW (PA/Senior DIVO)



CVN Divo Experience

A1B: CVN 78 & Above



Reactor Officer (RO)

Asst. Reactor Officer (ARO)

PA

RX Control Assistant (RCA)

RX Training Assistant (RTA)

Main Propulsion Asst. (MPA)

Chem and Rad Asst. (CRA)

RX Electrical Assistant (REA)

Rx Maint Officer (RMO)

DIVO

RX Network (RN)

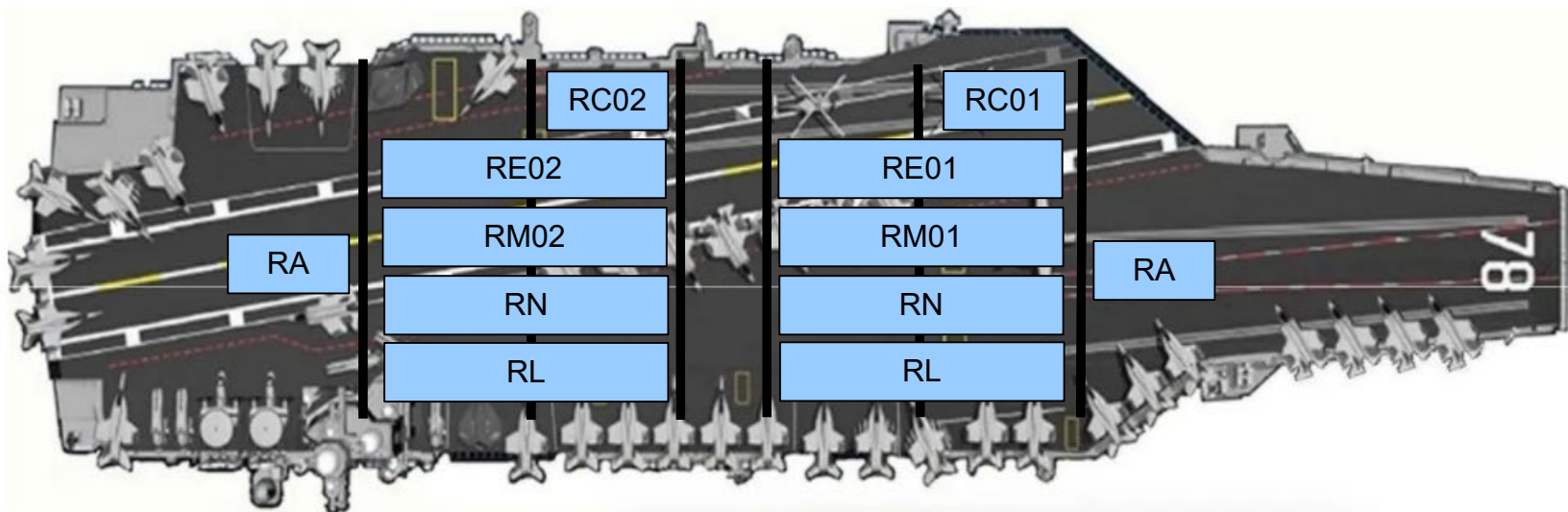
RX Control (RC)

RX Mechanical (RM)

RX Laboratory (RL)

RX Elect. (RE)

RX Aux (RA)



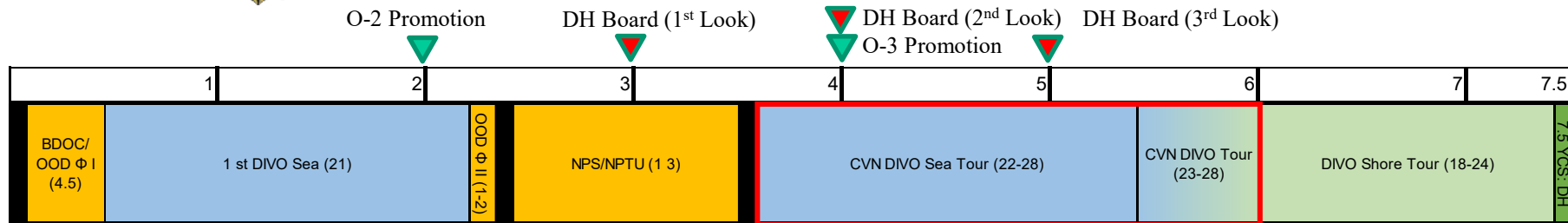
2 ER 2 AR
2 PPWO (DIVO - 2 ER)

1 ER 1 AR
1 PPWO (DIVO - 2 ER)

EOOW (PA/Senior DIVO - 1 ER)



Second Division Officer Tour



– Qualify PPWO & Qualify NEO

– 28 Month CVN DIVO Tour

- May be reduced to 22 months if:
 - Complete PNEO and take orders as NPTU Shift Engineer, or
 - Signs a DHRB contract and
 - » Successfully completes PNEO
 - » Accrues a minimum of 4 months aboard post-PNEO
 - » Reactor Officer concurs with early transfer
- May be reduced to 25 months if:
 - Accepts follow-on orders to shore duty and meets the 3 requirements above

Lead Sailors, Operate and Maintain the Plant



Department Head Screening



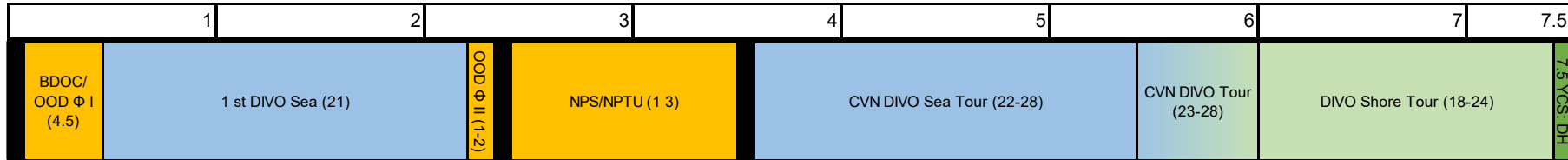
O-2 Promotion

DH Board (1st Look)

DH Board (2nd Look)

DH Board (3rd Look)

O-3 Promotion



- Department Head Screening Board - YCS 3, 4, 5
- Factors that contribute to screening:
 - SWO Pin (**required**)
 - DH Recommendation in Block 40 (**required**)
 - At or Above CO's RSCA / Summary Group AVG
 - Soft Breakouts in Block 41
 - No Declining Performance
 - No PFA Failures
 - No legal trouble / pending investigations



First Shore Tour – Max Flexibility!



Talent Management Board

- Every August – awards high demand/profile
- No penalty to apply! You decide to accept awarded program

Nuclear Shore Tours

- Jobs that give you nuclear experience credit
- Slate directly with me! No commitment until awarded billet

SWO(N) Required Jobs

- NROTC units have 1 nuclear trained officer
- Compete against SUB officers

Conventional Shore Slate

- Commit to shore upon submitting preference sheet
- Slate calculation used to determine selection order (DHRB to top)

**Recharge,
Masters,
JPME I**



Talent Management Programs



- Board conducted **annually** in the summer. Contact your detailer for specific timing.
- **Don't need to be a DHRB signer to compete**
- Applications require:
 - willingness to sign DHRB (required if selected)
 - a letter indicating the programs you wish to apply for
 - a letter of endorsement from your Chain of Command
 - any other special reqs...GPA, GRE

Programs include:

- FSEP (Fleet Scholar Education Program)
- USNA GE+T (Graduate Education and Teaching)
- USNA Company Officer
- SECNAV TWI (Tours with Industry)
- PMRI (Purdue Military Research Initiative)
- MIT-WHOI (Massachusetts Institute for Technology/Woods Hole)
- Professional Exchange Program (PEP) (England, Canada, Spain, France, Australia, Italy, Belgium, Portugal, etc)
- NROTC (Naval Reserve Officer Training Corps)

Exceptional Opportunity, NO Risk



SWO(N) Shore Requirements



Post Division Officer, O-3 (34)

- NR A4W/A1B Fleet LT (3)*
- NPTU Ballston Spa (1-2)
- NPTU Charleston (4-5)
- NNPTC Charleston (7)
- MTT Lant MTT LT (1), PNEO (2)
- MTT Pac MTT LT (1), PNEO (1)
- MTT PNW PNEO Coord (1)
- OPNAV N133 Nuclear Programs (1)
- CNRC NTO (6) – Millington, TN (4)
 - (New- 2021) - Norfolk, VA (1)
 - (New- 2021) - Jacksonville, FL (1)
- NSTC ROTC Coord. – Great Lakes (1)
- MTS Conversions – Norfolk, VA (5)
- PERS 412O, JO/New Acc Detailer (1)*
- (New-2023) USNA SEANAV Billet (1)*

Post-PA, O-4 (19)

- CNAP CVN N43 Maint. Desk (1)
- CNAL CVN N43 Maint. Desk (1)
- CNAL/CNAP FRTA (2)
- MTT Deputy Lant (1) and Pac (1)
- NPEB Lant (2) and Pac (2)
- NPTU BSPA MTS XO (1-2)
- NPTU Charleston MTS XO (1-2)
- NNPTC DOD (1)
- NR Exec Asst./Tech Asst. (2)
- OPNAV N133, Program Mgr (1)
- PERS 412N, JO/PA Detailer (1)
- PERS 42D1, Community Mgr (1)
- (New-2023) NPTU Charleston Student Control Officer (1)

Post-PA, O-5 (4)

- MTG Det Yoko OIC (1)
- MTG Det Bremerton OIC (1)
- CNAL N9 MTG OIC (1)
- NPTU Charleston Site XO (1)

Post Commanding Officer, O-5 (4)

- MTT Lant/Pac OIC (2)
- NPTU Ballston Spa CO (1)
- PERS 424 (1)

Post Reactor Officer, O-6 (4)

- CNAL/CNAF N9 (2)
- NR Line Locker (1)
- CNAP N9 Det Bremerton (1)

Numerous and Diverse Options for Nuclear Shore!



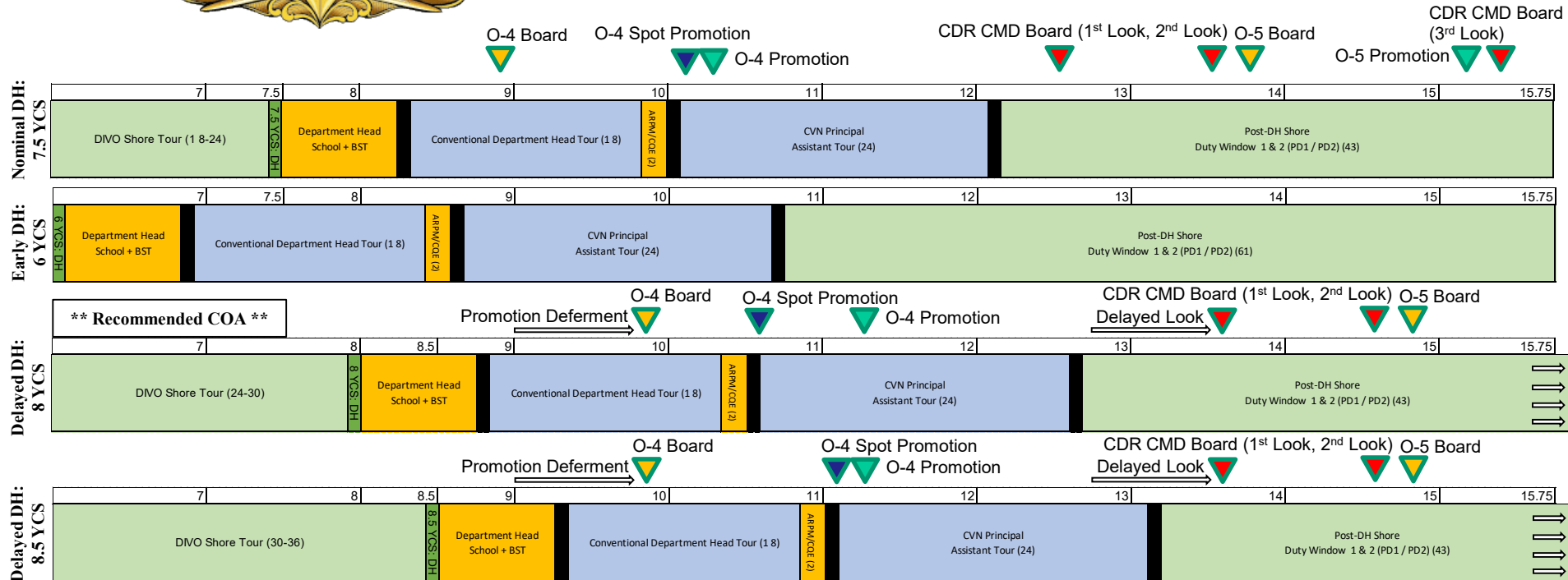
NPTU Follow-on Program



- 18 months as a Shift Engineer (vice normal 24 months)
- **Up to 12 months of dedicated study time (sabbatical)**
 - Masters Degree and/or JPME for 12 months prior to Department Head School
 - Protected sabbatical time w/ career flexibility – tour of significant value
 - Study plan submitted to NPTU XO
 - Potential to complete JPME/Grad Ed at Naval War College
- Commit to Shift Engineer early (~9 months)
 - Allows detailer enough time to identify a relief
 - **Reduces CVN DIVO tour to as short as 22 months**
- Shift Engineer Incentive Pay (SEIP)
 - ~~\$500~~ (**\$1000 pending CNP approval**) per month bonus for the length of assignment (including sabbatical period)
- **Silver Bullet for DH** slating (homeport, billet, or platform)



Career Flexibility: DH Tour Timing Options



- Early DH School
 - Maximizes opportunities during post-PA shore duty window (PD1/PD2)
- Delayed DH school
 - O4 promotion deferment could provide favorable FITREP timing during 1DH tour
 - CVN PA Spot Promote to O4 partially offsets pay reduction from delayed O4 promotion (if starting DH School at 8 YCS)
 - O4 promotion deferment resets promotion timeline (promotion year group) and results in a delayed look for CDR Command

Deferment: Career Flexibility, Remain Competitive



Career Flexibility: Career Intermission Program

- Program Intent – offers additional career flexibility to pursue personal and professional endeavors during a successful naval career. Duration: 1-3 years.
- Benefits: TRICARE coverage for member and dependents, Stipend (1/15th Basic Pay), Funded PCS Moves to and from and CONUS location.
- Limitations
 - Must apply \geq 12 mos from PRD
 - Exempted from promotion consideration
 - IRR Time not counted for retirement eligibility or retired pay computation
 - Bonus (e.g. COBO), Special Pays, Incentives not paid while in IRR status
- Program Administration
 - Officer's DOR adjusted one day for every day of participation on CIP
 - Requires 1 month of obligated service for every month of participation
- If you are interested:
 - 5 SWO(N)s have successfully completed the program. Contact your detailer, if interested!
 - Additional Info: OPNAVINST 1330.2C (Navy CIP Guidelines): [Link](#)

CIP Provides Additional Career Flexibility



Resignations



- MPM 1920-190, 1920-200
- Should be submitted **9-12 months** prior to the desired separation date
- See PERS-451 website for more info: [Link](#)
Career management → Personnel Conduct & Sep → Officer Resignations
- All resignations/retirements will be submitted, routed and adjudicated **via NSIPS**
- Detailer has the ultimate responsibility for determining obligated service and dates concerning resignation...

Communicate with Detailer beforehand!



Lateral Transfer



- Managed by **Year Group**
- Examples include: EDO(N), IP, HR, FAO, INTEL, IW, etc.
- EDO(N)
 - Should be pursued during CVN DIVO tour
 - Pursuing EDO(N) after CVN DIVO tour is possible but delays training and milestones required to screen O5.
- Case-by-case exceptions for other communities:
 - Following PNEO qualification
 - When YG on track to meet PA requirements
- Board held semi-annually
- Must be released by both SWO and SWO(N) community

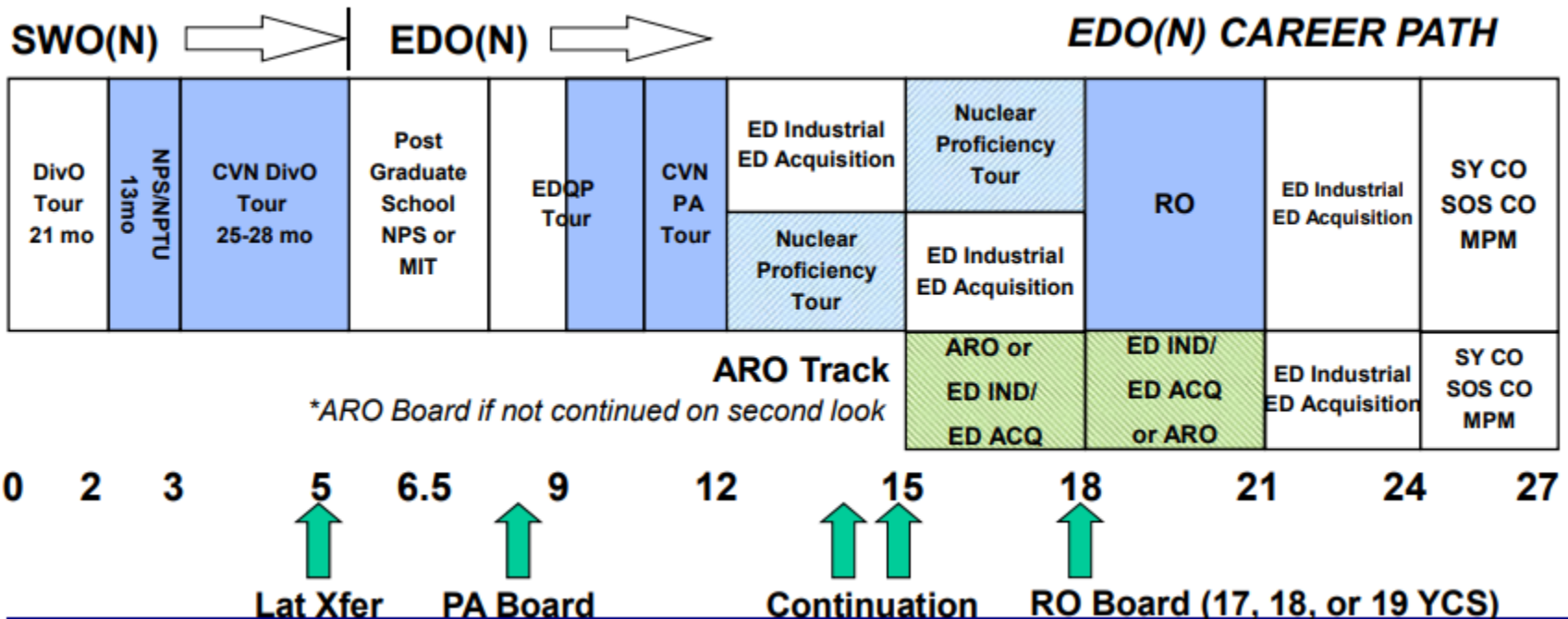
Balancing Requirements and Desires with the Needs of the Navy



EDO(N) Program Career Path



Goal: Produce officers competitive for selection as Reactor Officer on a CVN in RCOH, Inactivation or New Construction



- PA tour: preferentially detailed to CVN in RCOH / NEWCON / extended avail (DPIA)
- EDO(N)s are eligible for COBO (\$35k(\$40k if >12YCS) / year)
- EDO(N)s alternate between nuclear and non-nuclear tours



PA Screening Board



PA Screen Board

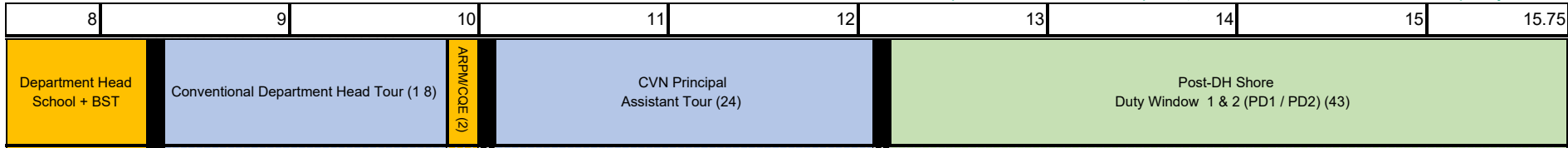
O-4 Board

O-4 Promotion

CDR CMD Board (1st Look, 2nd Look)

CDR CMD Board (3rd Look)

O-5 Board O-5 Promotion

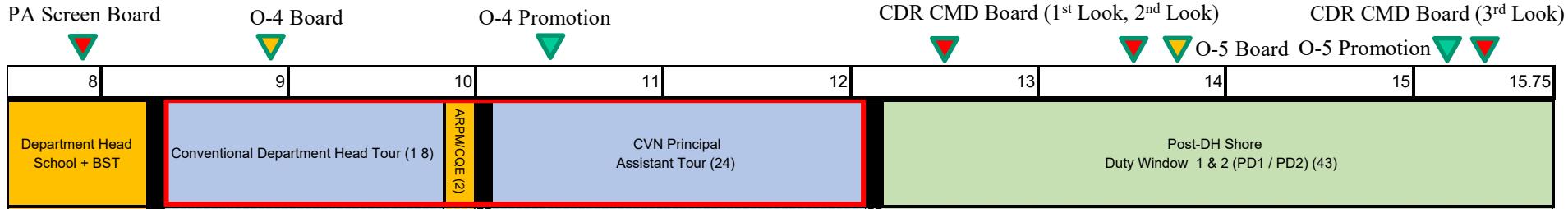


- Administrative Screening Board held in Millington
- Board occurs in spring just prior to your 8th YCS
- Keys to screening: Sustained superior performance during 1st DIVO tour, CVN DIVO tour, and nuclear shore duty (if applicable)

Improving Readiness through Selectivity



DH/Principal Assistant Tours



1DH Tour: 18 Months

- Options:
 - CSO (LPD/LHA/LHD)
 - 1st LT (LSD)
 - OPS (DDG/LSD)
 - WEPS (CG/DDG)
- Operational Detailing: Limits time in SY

CVN PA Tour: 24 Months

- Options:
 - RTA, REA (A4W), MPA, RCA (A1B), and some CRA (all are spot promote)
- Slating timeline: ~7-10 months from 1DH PRD
- Attend ARPM & CQE following 1DH

Goals:

- Build topside and tactical experience during 1DH Tour
- Pass Command Assessment before PA Tour
- Build Nuclear experience prior to RO Tour

*** Performance in these tours is **VITAL** for future selection boards! ***

Superior DH Performance Is Your Path to Command



Command Qualification



- Governing instruction - CNSFINST 1412.7A ACN One (OCT 2022)
 - CQE Bibliography (11) (Updated Mar 2023): [Link](#)
 - Updated Periodically on MyNavyPortal Website
- Requirements:
 - Minimum shipboard experience & complete Qual Card
 - Earn SWO, TAO, & EOOW qualifications
 - Pass Command Assessment (CA) - (SWOS)
 - Shiphandling and Tactical Scenarios
 - Examination: RoR, CM, MR, NSS, MW
 - Recommendation from an Afloat CO while serving afloat
 - Command Oral board

Best Practices:

- Ensure Qualification Card line items a-f are signed by your 1st DH CO prior to detaching for 1st DH tour
- Build shiphandling competence and confidence: Spend time in local shiphandling simulators prior to CA

Expectation: Finish PA tour fully qualified for command (CA and Oral Board complete)

YOU Drive This Bus!



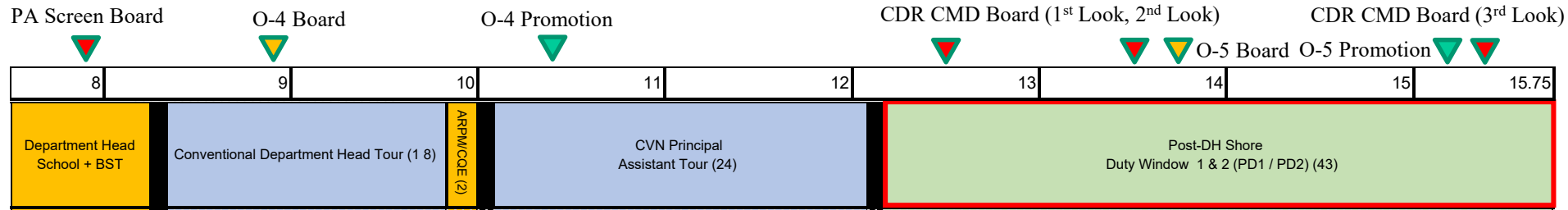
Commander Command Board



- CDR CMD Board timing will be anchored to YCS 12
 - 1st look YCS 12, 2nd look YCS 13, 3rd look YCS 15
- Dec 2023 CDR CMD Board Eligibles
 - 1st look: December following 12 YCS
 - YG11 officers (commissioned between 01 Oct 10 – 30 Sep 11)
 - 2nd look: December following 13 YCS
 - YG10 officers who remain eligible for CDR Command Afloat, XO Afloat, XO Afloat*, or XO-SM milestones
 - Remainder of YG09 and senior officers who promoted to LCDR in FY20
 - 3rd look: December following 15 YCS
 - LCDR PYG 18 3rd Look in Dec 2023 (CO Afloat or CO-SM)
 - PYG18 XO Afloat, XO Afloat*, or XO-SM screened officers w/ CMD qual eligibility



Post-Principal Assistant Shore Tour

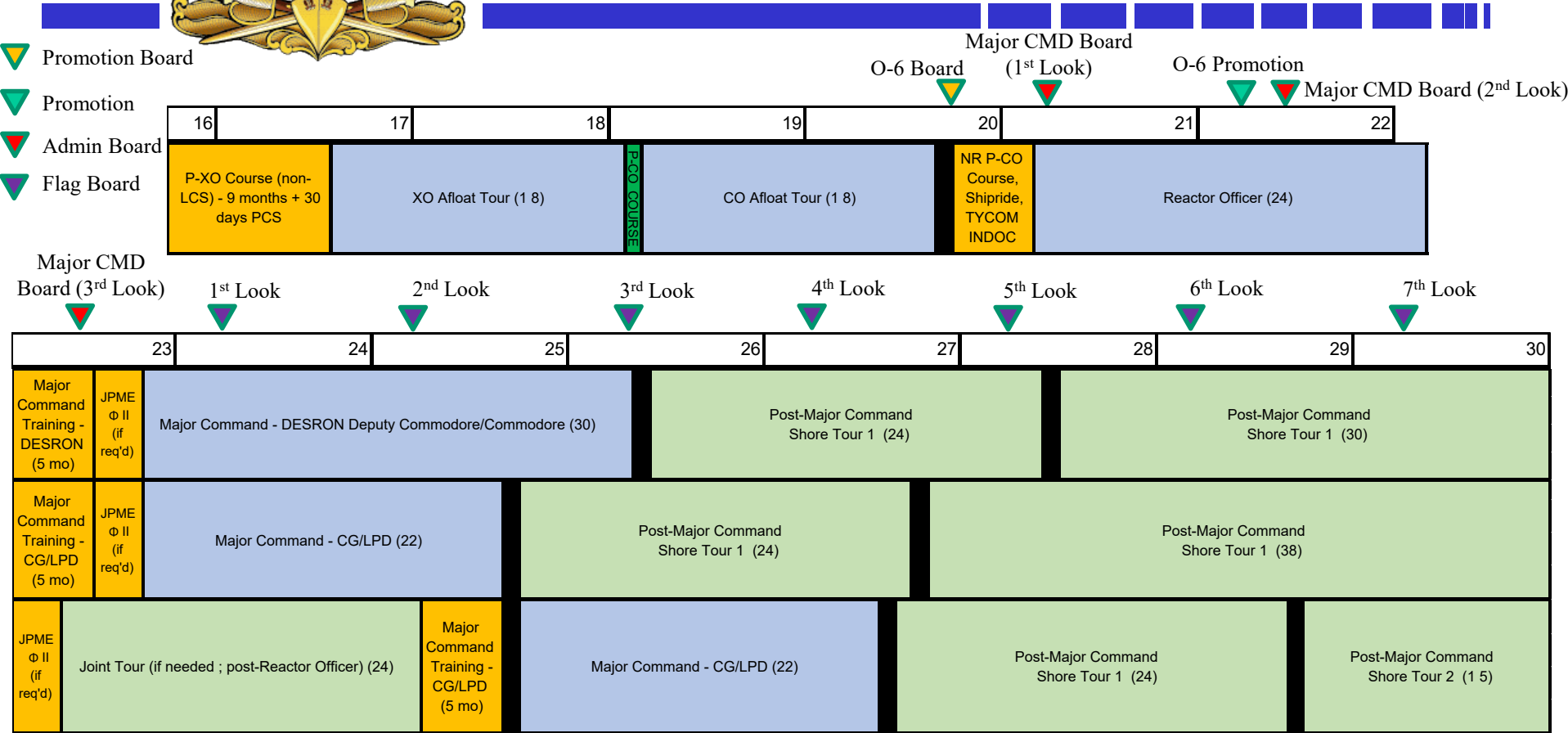


- PD1:
 - **Complete nuclear shore duty, if not yet complete**
 - First two looks for CDR CMD typically occur in PD1
 - Serve in SWO Community/OPNAV Staff Jobs to support CDR Command Screening
- PD2:
 - Complete JPME I, if not complete (a prerequisite for CDR Command)
 - Options determined by milestone-screening status at CDR Command Board
 - If screened CO Afloat – complete joint tour
 - If screened XO Afloat, XO Afloat*, or XO-SM, serve in milestone billet to improve chances of screening CDR Command Afloat or CDR Command-Special Mission

Complete Career Requirements and Develop Skills



Post-Command Career Path



- Reactor Officer tour length is 24 months
- XO-SM, XO Afloat, XO Afloat*, and CO-SM screened officers eligible to serve as ARO
- Executing a shore tour pre/post-RO depends on desire for flag viability and RO inventory



SWO Bonuses and NOBIP



- Compensation For Two Skillsets
 - SWO: Warfighting Skills (DHRB/LRB/SORB)
 - NOBIP: Nuclear Talent (AIP/COBO/SEIP)
 - No interlock between SWO & Nuke Contracts

Bonuses: Over \$1,326,000 during a 30 year career!



DHRB Payment Schemes



- New scheme allows screeners up to 3 years to commit without sacrificing total payout
- Legal restraints to DHRB:
 - Yearly payments cannot exceed \$25k
 - No payments past YCS10
- 1st look screeners
 - Commit before YCS6 – \$105k
 - Commit before YCS7 – \$100k
 - Commit before YCS8 – \$75k
- 2nd look screeners
 - Commit before YCS7 – \$95k
 - Commit before YCS8 – \$75k
- 3rd look screeners
 - Commit before YCS8 – \$75k

1st Look Screened Payment Scheme						
Contract received before	YCS4	20				
	YCS5	10	10			
	YCS6	15	25	25		
	YCS7	15	25	25	25	
	YCS8	15	15	25	25	25
	YCS9	15	15	15	25	25
	YCS10	15	15	15	25	25
	Total	105	105	105	100	75

2nd Look Screened Payment Scheme						
Contract received before	YCS4	10				
	YCS5	10	10			
	YCS6	15	25	25		
	YCS7	15	15	25	20	
	YCS8	15	15	15	25	25
	YCS9	15	15	15	25	25
	YCS10	15	15	15	25	25
	Total	95	95	95	95	75

3rd Look Screened Payment Scheme						
Contract rovd before	YCS6	15				
	YCS7	15	15			
	YCS8	15	20	25		
	YCS9	15	20	25		
	YCS10	15	20	25		
	Total	75	75	75		

Up to \$385,000 Total Bonus for 2 DH Tours!



Nuclear Officer Bonus & Incentive Pay (NOBIP)



- Continuation Bonus (COBO): up to \$50,000 Annually
 - Initial 4- or 5-Year Contracts - \$35k/year
 - Initial 6- or 7-Year Contracts - \$40k/year (for payments before 12 YCS)
 - Renegotiated / Follow on Contracts - **\$40k/year** before 12 YCS, **\$45k/year** after 12 YCS (rate based on YCS on the *date of payment*)
 - Serving/Served Major Commanders w/ >26YCS - \$50k/year for 2- to 4-Year Contracts (obligates to statutory retirement or follow on tour); 1-Year at \$45k
- Annual Incentive Pay (AIP): \$12,500 Annually
 - Paid every 30 SEP for the previous fiscal year (\$22K for MC serving/served or O-6 w \geq 26 YCS)
 - Pro-rated from date of PNEO qual or 5 yr MSR (whichever is the later)
- Timing Considerations
 - Minimum contract extension is 3 years (2 years for Major Commanders) unless aligning to your commissioning date
 - **Renegotiate** if the rate goes up prior to your final COBO payment
 - **Contact LCDR Jean prior to submitting your contracts!!**

Compensation Reflects Value of Your Job



The Surface Warfare Family of Funds

LCDR Retention Bonus (LRB)



- SWO LRB (up to \$46,000 over 3 payments)
 - Apply between 11 and 12 YCS
 - Must successfully complete 2 DH Tours
 - Payment starts 2 years after **permanent** promotion to O-4 (not spot) or completion of 2nd DH / PA tour
 - First payment \$22,000, then \$12,000 annually
 - OBLISERVE is through completion of 15 YCS
 - You can align a new 3-year COBO (\$45k starting at 12 YCS) to match the SWO LRB obligation if you have less than 3 years remaining on your current COBO contract (**not permitted in FY21** due to NAVADMIN changes for COBO; can only renegotiate in FY21 to your commissioning or contract anniversary dates)

**LCDRs: YOU MUST SUBMIT AN APPLICATION
PRIOR TO 12 YCS!!**

\$226,000 Total Bonus for 2 Lcdr Shore Tours!



SWO(N) Compensation Considerations

Retirement and Military vs Civilian Compensation



- Retirement

- Value and flexibility of a guaranteed income after working only 20 years
- BRS retirement pay as a Commander (O-5) at 20 years yields \$46,675 annually before taxes not including cost-of-living adjustment (COLA) and several other benefits
- The delta in base pay between an O-5 and O-6 is \$16,819 annually based on 20 years of service

- Military vs Civilian Compensation

- As a general rough rule of thumb, take your monthly tax-free benefits, add 25% to account for taxes, \$500 a month for health insurance, and then add your base pay
- In 2021, O6 pay in Norfolk with 20 years of service with 10 years of sea duty and \$45K COPAY is \$219,333 annually
- Health Care, Insurance, Housing, Education, & Travel benefits



SWO(N) Retirement Compensation



- BRS retirement pay as a Commander (O-5) at 20 years yields \$46,675 annually before taxes not including cost-of-living adjustment (COLA)
- Veteran's benefits (VA health care, VGLI, potential disability pay)
- Retirement in mid-40s or able to earn a second retirement if desired
- Does not account for time at USNA or continued service (SORB, O-6 retirement pay, major command COBO)
- Consider the value and flexibility of a guaranteed income after working only 20 years, not an option anywhere in the civilian sector
- <https://militarypay.defense.gov/Calculators/Blended-Retirement-System-Standalone-Calculator/>

You are compensated on the back end!



The Surface Warfare Family of Funds

Senior Officer Retention Bonus (SORB)



- SWO SORB (up to \$48,000 over 4 payments)
 - Apply between 18 and 19 YCS
 - Must be permanently appointed O5 serving in or complete with milestone tour (XO/CO Fleet-up, XO-A, XO-A*, XO-SM)
 - \$12,000 payment received on 19th, 20th, 21st, and 22nd YCS anniversary
 - OBLISERVE is through completion of 23 YCS
 - NAVADMIN 036/22: [Link](#)

**CDRs: YOU MUST SUBMIT AN APPLICATION
PRIOR TO 19 YCS!!**

\$228,000 Total Bonus for RO Tour



Your Service Record

- **Qualifications** Detailers can update quals & AQDs (e.g.):
 - OOD (LB2)
 - SWO (LA9)
 - PPWO/PNEO (KD1/2)
 - CVN EOOW (LC5)
 - TAO (LF6/7)
 - ECO (BS1/BS2)
 - ASWE (BA1/BA2)
 - BMDO (BM1)
- **Picture** – Get it done each time you promote. Required in your record. Update via BOL.
- **Record Management Tools:**
 - Officer Record Management guide: [Link](#)
 - “Board Prep” Ready Reference posted on SWO(N) webpage: [Link](#)
- **PFA – PRIMS**
- **Awards – NDAWS**
 - Command Award Authority updates (YN/PS)
 - OSR pulls from NDAWS
- **FITREPS – sent to PERS-32**
 - **1 of 1** – resubmit, or email detailer if missing
 - **Competitive** – must be submitted by command
- **My Record**; view your record (OMPF-My Record) and ODC/OSR/PSR via Bupers Online or My Navy Portal - MyRecord

It's YOUR Record, Own It!



Statutory Board Considerations



- Ensure promotion recommendation included in Block 41
- Screening status is not part of record – the FITREP must tell the board what the Community has decided
- Lead FITREP bullets should read:
 - MAJOR COMMAND: **Screened Major Command**
 - CO-Afloat screened officers: **Screened Commander Command Afloat**
 - CO-SM screened officers: **Screened Commander Command**
 - XO-Afloat screened officers: **Screened for Executive Officer Afloat**
 - XO-SM screened officers: **Screened for Executive Officer**
 - DH screened officers: **Screened for Department Head**
 - DH screened officers w/contract: **Screened for Department Head/DH Contract Signed**

Document Success at Sea to Support Promotion



FITREPS:

Know the reference!
(BUPERSINST 1610.10E)

What's the message:

- Hard break out?
- Soft break out?
- Caught in traffic?
- Boss's RSCA?
- Recommendation?
- Progression?
- Air gap?

Block 41 must tell a clear story – can you lead at the next level?

White space GOOD!

40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: SCP, Dept Head, XO, OIC, CO, Major Command, War College, PG School.

XO/CO AFLOAT	PC COMMAND
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41. COMMENTS ON PERFORMANCE. * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 Point) only. Use upper and lower case.

** LT [REDACTED] is my #1 DH by a mile, and I'd stack him against any CHENG in the Fleet! **
 *** READY NOW FOR COMMAND AT SEA, A CLEAR COMMUNITY FRONT-RUNNER!! ***
 RARELY HAVE I OBSERVED AN OFFICER WITH SUCH A COMBINATION OF TECHNICAL/TACTICAL ACUMEN AND CHARISMATIC LEADERSHIP. THINK OF HALSEY, NIMITZ, AND SPRUANCE EMBODIED IN ONE SWO LT!

IT IS CRITICAL that your most recent community screening be clearly articulated in block 41 of **every** FITREP until you **actually serve in that milestone billet.**

- BATTLE CHENG. [REDACTED] drilled masterfully led them in combat. In [REDACTED]
 - UNPARALLELLED PERFORMANCE. Makes [REDACTED] Never misses a bell. 90+ days in the Persian Gulf with a cold CIC and plenty of water.
 - SHIPHANDLER EXTRAORDINAIRE. [REDACTED] coaches my conning officers at sea and anchor detail and man overboard drills. Holds the record onboard for MOB shipboard recovery time.
 - LEADER AND MENTOR. Trusted by Wardroom and CPO Mess due to his insight and decisiveness. Every one of his JOs signed for the DH Bonus, and re-enlistment rates in his department are the best in the Squadron... I checked.

[REDACTED] EXCELS IN ONE OF THE TOUGHEST DEPT HEAD BILLETS AFLOAT. HE MET EVERY MISSION BECAUSE HIS PLANT SUSTAINS FULL POWER FOR DAYS ON END DUE TO HIS PERSONAL LEADERSHIP AND DETERMINATION. PUT HIM IN COMMAND! FLAG POTENTIAL!!

Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address COMMANDING OFFICER
42. INDIVIDUAL						X	[REDACTED]
43. SUMMARY	<input checked="" type="checkbox"/>	0	0	1	1	1	

45. Signature of Reporting Senior
 [REDACTED]
 Date: [REDACTED]

46. Signature of Individual evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement."
 I intend to submit a statement. [REDACTED] I do not intend to submit a statement. [REDACTED]
 Date: [REDACTED]

Member Trait Average: 5.00 Summary Group Average: 4.86



Career Tools



- Biennial Newsletter
- SWO(N) Grams (stay in the loop on shore duty – send us your e-mail address)
- SWO(N) Facebook Page
- SWO(N) Facebook Mentorship Network Page
- SWO(N) Webpage on MyNavyHR: [Link](#)

- www.mynavyhr.navy.mil
- www.facebook.com/NukeSWO
- SWO(N) Facebook Mentorship Network Group: [link](#) or search “SWO(N) Mentorship Network” on Facebook
- www.facebook.com/PERS41
- Call Customer Service: (833) 330-MNCC

Stay Engaged in SWO(N) Community

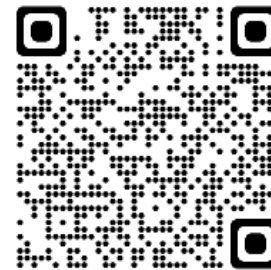


Career Path Education Initiatives



- PERS-41 YouTube Videos:
 1. 1DV to 2DV Slating
 2. Career Path Overview
 3. 2DV to Shore Slating
 4. Talent Management Board
 5. 1DH Slating
 6. O-4 Statutory Board
 7. 2DH Slating
 8. Reconciliation Process
 9. DH Board
 10. Commander Command Board
 11. Major Command Board
 12. Debrief Best Practices
 13. Detailer Handoff from ENS to CAPT
- Quarterly Facebook Live Sessions
- Career Path Planning Tool available on MyNavyHR
- Eight hours of record management and board process curriculum added to the P-XO and P-DH SWSC curriculums taught by PERS-41 personnel

PERS-41
YouTube



PERS-41
Facebook



Empowering your career ownership and improving process transparency!



Points of Contact

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PERS 412N

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PERS 42D1

LCDR Aaron Jean

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OPNAV N133C2

LCDR Eric Kalick

SWO(N) Program Manager
Eric.R.Kalick.mil@us.navy.mil

PERS 412O

LT Ben Miller

SWO(N) 1st Tour Divo and New Accessions Detailer
Benjamin.A.Miller@navy.mil



Takeaways



- **Performance at sea** is the bedrock of your record!
 - DIVO FITREPs → DH / PA Screening → O4
 - DH FITREPs → CDR Command Screening → O5
 - CDR CMD FITREPs → Major Command Screening
- Nuclear shore duty early adds flexibility later
- Communicate your preferences
- Track your bonus timing
- **NEVER HESITATE TO CONTACT US!!!**

Know Your Career Path! We are here to Help!

Questions?

