Agenda

- PERS-41 Mission and Organization
- What’s New in the Fleet
- Career Progression and Milestones
PERS-41 Mission

- Career Management
- Match talent to task
- Provide capable officers for all milestones
- Respond to Fleet needs

Building Strong Careers is our Job

**Detailing Triad**
- Personal Preferences
  - Homeport/Ship Type/Billet
  - Deploying Ship
  - Geographic Stability
  - Graduate/Joint Education
  - Family Needs
- Career Needs
  - Qualifications
  - Timing for Screening
  - Career Progression
  - Assignment Diversity
- Needs of the Navy
What’s New in the Fleet
Community Updates

• Midshipman Early Ship Selection Initiative option for COs
  – Three “Blue Chips” authorized per ship/year, notify PERS-412 once activated
• Division Officer Sequencing Plan Updates
  – 24/27/30 month First Tour based on qualification timing
• Career Planning Tool available on MyNavyHR SWO page
• New Department Head Billet Initiatives
  – All CHENG billets are now Single Longer Tour (SLT)
  – CHENG billets are no longer eligible for spot promotion (regardless of hull number)
  – LHD/LHA TRAINO moved to 1st Tour DH
• Increased flexibility for DH school start (YCS 5-9)
• Senior Officer Retention Bonus (SORB) approved
• Facebook Live Sessions/YouTube Educational Video Series
• P-XO/P-DH Record Management, Board, and Career Mentorship Training

Creating more flexibility and opportunities to reward strong performers.
DOSP Policy Change Overview

- The 30/18 DIVO tour length model can now be 24/18 or 27/18 depending on qualification timing, shiphandling experience, and Commanding Officer endorsement.

- If an officer completes their SWO qualification prior to their 18th month onboard, they can elect to submit a formal request to adjust their PRD from a 30 month tour (commencing after the completion of BDOC) to a 24 month tour.

- If an officer completes their SWO qualification prior to their 21st month onboard, they can elect to submit a request to adjust their PRD to a 27 month tour.

- Officers seeking a tour length adjustment must be able to demonstrate in TORIS that they have accrued 25% more qualified underway OOD hours than their YG average and include the TORIS snapshot as an enclosure in their request.
  - Minimum 100 hours by 18 month mark, 160 hours by 21 month mark
## WTI Opportunities

### ASW/SUW
- **15 Week Curriculum – KW1 AQD**
  - 13 Weeks in San Diego, CA
  - 2 Week Capstone in San Diego, CA

### IAMD
- **18 Week Curriculum – KW2 AQD**
  - 15 Weeks in Dahlgren, VA
  - 1 Week in Fallon, NV
  - 2 Week Capstone in San Diego, CA

### AMW
- **16.5 Week Curriculum – KW3 AQD**
  - 13 Weeks in Little Creek, VA
  - 1 Week in Wallop’s Island, VA
  - 0.5 Week in Camp Lejeune, NC
  - 2 Week Capstone in San Diego, CA

### MIW
- **31 Week Curriculum – KW4 AQD**
  - 7 Weeks in San Diego, CA
  - 1 Week in Little Creek, VA
  - 21 Weeks in Belgium
  - 2 Week Capstone in San Diego, CA

### PRODUCTION TOURS
- WTIs develop Focus Areas; hone skills as instructors / trainers; support SWATT and other at-sea training events; revise tactical pubs and doctrine
- Locations include SMWDC, SCSTC, ATGs, SWSC, TTGPs, CSG-4/15, ESGs, EWTGs, NAWDC, UWDC, (new in 2022) PEO IWS
Transition to SLT CHENG

• Why are CHENGs moving to SLT?
  – Experience and training return on investment
  – Additional HBO opportunities
  – Geographic stability
  – Increased engineering leadership continuity

• Execution
  – Phased 18 month roll out plan maintains steady CHENG quotas in future DH classes and PEO pipeline.
  – 1DHs with August 2022, or earlier PRD, will execute traditional 2DH tour.
  – Officers in DH school, or slated prior to DH school, will be contacted individually.
  – All submitted spot promotions will be honored, no new CHENG spot promotions will be submitted.
Career Path Education Initiatives

• Completed 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

• Videos In Progress:
  1. DH Board
  2. Commander Command Board
  3. Major Command Board
  4. Debrief Best Practices
  5. Detailer Handoff from DIVO to CAPT

• Facebook Live Sessions:
  • February (New career path initiatives Q/A session with JO Sea Coordinator and 1DH Detailer)
  • May (Slating Process Overview for DIVOs and post-DIVO)
  • June (Slating and Reconciliation Overview for DHs and post-DHs)
  • August (DH Board Review, MAJ CMD and CDR CMD board Q/A session)
Collocation (CO-LO)

• 7.5% of the SWO community is dual military (749 of 9,944 officers).

• Every detailer briefs the PERS-41 Director on how CO-LO is being satisfied for those applicable officers on every slate.

• Every set of CO-LO orders route through a special interest desk.
  – Prior to routing, that officer’s detailer is required to input how those orders satisfy collocation.
  – If the detailer’s note is missing or unsatisfactory, the orders get kicked back.

• Any assignment preventing military couple collocation must be approved by the Assistant Commander of Navy Personnel Command.

• Notify your detailer if you are planning on marrying or have recently married another military member. Dating does not meet collocation requirements.
Future Opportunities

- **Light Amphibious Warship (LAW)**
  - Inter-island maneuverability, Marine transport and ASCM capable
  - O-4 Command
  - Manning goal is FY-25

- **FFG-62 CONSTELLATION CLASS**
  - Multi-mission, guided missile and AEGIS capable
  - O-5 Command
  - Manning goal is FY-26

- **USVDIV ONE**
  - Operating under SURFDEVRON ONE
  - SEA HUNTER, MUSV, LUSV
  - O-5 Command
Career Progression and Milestones
Career Progression and Milestones

• Career Voyage Plan
• Administrative and Statutory Board Timing
• Career Paths
  – Legacy
  – Early DH School Start
  – Late DH School Start
• Critical Skills Retention Bonuses
• Statutory Board Considerations
• Key FITREP Points
• Slating and Reconciliation Processes
Career Voyage Plan

• To be competitive for screening for Major Command and beyond, an officer’s career needs:
  – Master’s degree
  – JPME Phase I / JPME Phase II / Joint tour
  – Community tour (e.g. OPNAV N95/96, SWSC, SWMDC, CNSP/L, PERS-41, etc.)
  – DC tour

• These requirements can, and quite often are, combined:
  – e.g. OPNAV N95/96 are both community and DC tours, many NPS curricula are both a Master’s degree and JPME Phase I, a SMWDC production tour is also a community tour, etc.
### Administrative (Screening) vs. Statutory (Promotion) Board Timing

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<tr>
<td>• Department Head</td>
<td>• Lieutenant Commander/O-4</td>
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<tr>
<td>– YCS 3-5</td>
<td>– First look as early as YCS 9</td>
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<td>• Board held each Summer</td>
<td>• Board held each May</td>
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<tr>
<td>• Based on performance in DIVO tours</td>
<td>• SWOs ideally have signed DHRB and have an observed DH FITREP by the time of the board</td>
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<td>• Commander Command</td>
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<td>– As early as YCS 12</td>
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<td>• Board held each December</td>
<td>• Board held each February</td>
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<tr>
<td>• Based on performance in DH tours</td>
<td>• SWOs are afforded two looks to screen ahead of the board</td>
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<td>• Major Command</td>
<td>• Captain/O-6</td>
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<td>– As early as YCS 21</td>
<td>– As early as YCS 21</td>
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<td>• Board held each November</td>
<td>• Board held each January</td>
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<td>• Based on performance in CDR CMD</td>
<td>• Successful completion of CDR CMD</td>
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When administrative milestone screenings *precede* statutory boards, it increases our community’s opportunity for promotion selections.
Legacy SWO Career Path

2-3 year shore tour opportunity post DV, DH school start YCS 7-8, 3-4 year shore tour opportunity post DH
☆ = Go/No Go assessment
Early DH SWO Career Path

Increased geographic stability PDH, consistent time for family planning, graduate education, community/Joint tours

★ = Go/No Go assessment
**Later DH SWO Career Path**

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1. **1st DH Look**
2. **2nd DH Look**
3. **3rd DH Look**

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1. **1st Lk CMD**
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3. **3rd Lk CMD**

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- Increased geographic stability PDV, consistent time ahead of DH tour for family planning, graduate education, production tour, or TM program
- ★ = Go/No Go assessment
Critical Skills Retention Bonuses

**DHRB - $75-105K**
- Up to additional $30K for screening first look and signing DH contract
- Officers can sign DHRB up to YCS 6 and receive full payout amount
- Signing before YCS 6 affords officers executive slating and Talent Management opportunities during Post-DIVO tour

**LRB - $46K**
- $22K on 2\(^{nd}\) anniversary of promotion to LCDR
- $12K on 3\(^{rd}\) and 4\(^{th}\) anniversary of promotion to LCDR
- Must apply between 11-12 YCS

**SORB - $48K**
- $48K bonus (4 installments) for CDRs and CAPTs
- Sign at YCS-19 and agree to serve to YCS-23
- Open to all post milestone officers starting with YG-02

**SWO Compensation**

Bonus money up to $151K to Serve DH + 4 Years as LCDR
Current DHRB Payment Schemes

- Current scheme allows officers up to three years following screening to commit without sacrificing total payout.
- Legal restraints to DHRB:
  - Yearly payments cannot exceed $25k
  - No payments past YCS10

1\(^{st}\) look screeners
- Commit before YCS6 – $105k
- Commit before YCS7 – $100k
- Commit before YCS8 – $75k

2\(^{nd}\) look screeners
- Commit before YCS7 – $95k
- Commit before YCS8 – $75k

3\(^{rd}\) look screeners
- Commit before YCS8 – $75k

### 1st Look Screened Payment Scheme

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### 2nd Look Screened Payment Scheme

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### 3rd Look Screened Payment Scheme

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Statutory Board Considerations

• Ensure promotion recommendation is included in block 41.

• Administrative screening status is removed from your OSR on statutory boards. Always include what community milestones you have screened for in block 41 or the O-4, O-5, and O-6 boards will not be tracking that screening status.

• 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.
Key FITREP Points

BLK 40: Milestone Rec

Clearly state Officer’s potential for next career milestone screening

Examples:
- DEPT HEAD: Pre-DH until reporting onboard for 1DH
- CDR CMD AFLOAT: 1DH until reporting onboard as CO
- MAJ CMD AFLOAT: CO thru reporting onboard for Maj Cmd

*** NUMBER 1 of 5 OUTSTANDING DEPARTMENT HEADS! ***
READY TO SUCCEED IN COMMAND TODAY! _____ is the heartbeat of our combat readiness!
- OUTSTANDING SURFACE WARFARE LEADER. Unquestionable wardroom leader. An inspirational mentor and dedicated professional. It would be impossible to find a more positive influence for J0 development fleet wide. Her drive, mission focus, and command presence are unparalleled — performance on par with two XOs!
- MY NUMBER ONE WARFIGHTER. Hands down my best TAO and special evolution OOD! The one I trust to train and qualify my four newest DH TAOs. Developed a comprehensive Strike Group Air Defense Training Plan establishing innovative lines of effort to increase CSG integration — sets the standard for all warfare commanders to follow. Finalist for SURFOR SWO of the Year!
- LEADS ENTIRE COMMAND TO SUCCESS! Led us to CNO/SECNAV Safety Awards, authored the Enlisted Women’s Leadership Award Winner, and garnered “best CIC team on the waterfront in three years” during ATG Warfare Assessment. Everything she leads turns to gold!

The most accomplished Department Head I’ve worked with in two Command Tours!

** FIRST LOOK SCREEN FOR COMMAND, DEEP SELECT FOR O4, MERIT RE-ORDER SHE IS THAT GOOD! **
BLK 41: Comments on Performance

Clear, concise statements above and below narrative

Examples:

- 1 of 5 DEPT HEADs
- 1 of 10 SQDN DHs
- 1 of 5 DHs across all designators

2 lines of bearing:
BLK 40 - CDR CMD Afloat
Correlates to
BLK 41 - SBO language and CAS recommendation

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Key FITREP Points Continued

Narrative should speak to what we value for Command at Sea

Specifically, proficiency in:
- Leadership
- Tactical watch standing
- Shiphandling

** FIRST LOOK SCREEN FOR COMMAND, DEEP SELECT FOR O4, MERIT RE-ORDER SHE IS THAT GOOD! **
Key FITREP Points Continued

BLK 42/43/45: Trait Average

Clear, concise, and consistent message

3 lines of bearing:
BLK 40 - CDR CMD Afloat
Correlates to
BLK 41 - SBO language and CAS recommendation
BLK 42-45 – HBO with numbers to match

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** FIRST LOOK SCREEN FOR COMMAND, DEEP SELECT FOR O4, MERIT RE-ORDER SHE IS THAT GOOD! **
Junior Officer Sea and Shore Slate Schedule

- Updated annually, available on the MyNavyHR PERS-412 page

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<thead>
<tr>
<th>SHORE Slate Schedule</th>
<th>SEA Slate Schedule</th>
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Talent Management Opportunities

- **FSEP (Fleet Scholar Education Program)**
  - Pursue advanced education at America’s most prestigious institutions of their choosing (in CONUS). Degrees offered are Data Science, Engineering, Public Policy/Public Administration and Technology Innovation/Management.

- **GET (Graduate Education and Teaching)**
  - Apply to a university in the National Capital Region, pursue a one year Master's Degree in ANY concentration desired, and then teach that subject area at USNA for two years.

- **LEAD (Leadership Education and Development)**
  - Pursue a Master's Degree from NPS followed by a two year tour as a Company Officer at USNA.

- **TWI (Tours with Industry)**
  - The opportunity to work at Amazon, Google, LinkedIn, Apple, La Quinta, Walmart, UPS, Memphis Grizzlies, etc.

- **GEV (Graduate Education Voucher)**
  - Pays up to $20,000 per year for a maximum of two years for graduate education, books and most fees.

- **NPS (Naval Postgraduate School)**
  - Pursue a Master’s Degree and JPME Ph I. Program lengths vary between 18-24 months and include programs within the National Security Studies, Operations Research, Engineering and Technology, and General Operations (USW, Computer Science, Network Operations, Space Systems, & Cyber Systems).

- **LGEP (Low Residency Graduate Education)**
  - This program offers 18 and 24 month graduate education opportunities at selected schools in strategic focused programs using a minimized on-campus model. It is ideal for officers to execute in conjunction with a tour at a valued community tour.

- **PMRI (Purdue Univ. Military Research Initiative)**
  - Pursue a Master's Degree or PhD (preferred). This program is 36 months and requires Aegis experience and Dahlgren training.

- **MIT-WHOI (Massachusetts Institute for Technology - Woods Hole Institute)**
  - Obtain a Master's Degree in an Oceanography based curricula. Practical / theater ASW experience preferred.

- **USMC EWS (Expeditionary Warfare School)**
  - Provides extensive training with the Marine Corp Planning Process during a 41 week in residence course at Quantico, VA.

- **Professional Initiatives Abroad**
  - Portsmouth, UK - Esquimalt, Canada - Marin, Spain - Canberra, Australia - La Spezia, Italy - Mons, Belgium - Lisbon, Portugal - Toulon, France! Expand your maritime portfolio via Instructor duty, BMD planner, Future Ops Maritime, and Maritime Lab Experimenter assignments.

- **NROTC (Naval Reserve Officer Training Corps)**
  - 2-3year programs to lead, mentor, and train future Naval Officers. Master’s Degree opportunities are school dependent.

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DHRB required - Talent Management Board meets in August
1DV to 2DV Slating Process

- \((\text{TA/RSCA of best 1DV FITREP}) \times 2\) + (.25 for EOOW and/or TAO) = Slate Number

- Slate number respective to all other officers on your slate will equate to your slate ranking.

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<td></td>
</tr>
<tr>
<td></td>
<td>USS</td>
<td></td>
<td></td>
<td>4.17</td>
<td>.13</td>
<td></td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>O1</td>
<td>1DIVO</td>
<td>STRIKE</td>
<td>CDR CO</td>
<td>3.84</td>
<td>3.82</td>
<td>0</td>
<td>0</td>
<td>9</td>
</tr>
<tr>
<td>O1</td>
<td>USS</td>
<td></td>
<td></td>
<td>4.29</td>
<td>25</td>
<td>0</td>
<td>0</td>
<td>X</td>
</tr>
<tr>
<td>O1</td>
<td>1DIVO</td>
<td>STRIKE</td>
<td>CDR CO</td>
<td>4.1</td>
<td>3.99</td>
<td>0</td>
<td>0</td>
<td>11</td>
</tr>
</tbody>
</table>

4.17 / 3.82 x 2 = 2.18 + .25 (EOOW) = 2.43
2DV to Shore Slating Equation

- (TA/RSCA of best DV FITREP) x2
  + (1 for EOOW and/or TAO, and .5 for FDNF PC/MCM experience)/4
  = Slate Number

- Slate number respective to all other officers on your slate, and having signed DHRB or not, will equate to your overall slate ranking.

- Example:

  \[
  \frac{4.86}{3.96} \times 2 = 2.45 \\
  2.45 + \left(\frac{1}{4} \text{ (EOOW Point)}\right) = 2.70
  \]
### Department Head Class Slate Timing

<table>
<thead>
<tr>
<th>DEDICATED YG ATTENDING</th>
<th>DH CLASS CONVENINGS</th>
<th>TRAINING DATES</th>
<th>PROSPECTIVE BILLETS LIST EMAILED</th>
<th>APPROVED SLATE RELEASED</th>
<th>ORDERS TO DH SCHOOL RELEASED</th>
<th>ORDERS TO SHIP RELEASED</th>
</tr>
</thead>
<tbody>
<tr>
<td>YG15</td>
<td>269</td>
<td>SWOS: 31MAY22-09DEC22 TACTICAL: JAN23-MAY23</td>
<td>JAN22</td>
<td>FEB22</td>
<td>DEC21</td>
<td>AUG22</td>
</tr>
<tr>
<td>YG15</td>
<td>270</td>
<td>SWOS: 08AUG22-03MAR23 TACTICAL: APR23-AUG23</td>
<td>APR22</td>
<td>MAY22</td>
<td>MAR22</td>
<td>NOV22</td>
</tr>
<tr>
<td>YG15</td>
<td>271</td>
<td>SWOS: 03OCT22-28APR23 TACTICAL: MAY23-SEP23</td>
<td>JUN22</td>
<td>JUL22</td>
<td>MAY22</td>
<td>FEB23</td>
</tr>
<tr>
<td>YG15</td>
<td>272</td>
<td>SWOS: 03JAN23-07JUL23 TACTICAL: AUG23-DEC23</td>
<td>SEP22</td>
<td>OCT22</td>
<td>AUG22</td>
<td>APR23</td>
</tr>
<tr>
<td>YG16</td>
<td>274</td>
<td>SWOS: 30MAY23-08DEC23 TACTICAL: JAN24-MAY24</td>
<td>JAN23</td>
<td>FEB23</td>
<td>DEC22</td>
<td>AUG23</td>
</tr>
<tr>
<td>YG16</td>
<td>275</td>
<td>SWOS: 07AUG23-02MAR24 TACTICAL: MAR24-JUL24</td>
<td>APR23</td>
<td>MAY23</td>
<td>MAR23</td>
<td>NOV23</td>
</tr>
<tr>
<td>YG16</td>
<td>276</td>
<td>SWOS: OCT23-APR24 TACTICAL: MAY24-SEP24</td>
<td>JUN23</td>
<td>JUL23</td>
<td>MAY23</td>
<td>FEB24</td>
</tr>
<tr>
<td>YG16</td>
<td>277</td>
<td>SWOS: JAN24-JUL24 TACTICAL: AUG24-DEC24</td>
<td>SEP23</td>
<td>OCT23</td>
<td>AUG23</td>
<td>APR24</td>
</tr>
<tr>
<td>YG16</td>
<td>278</td>
<td>SWOS: MAR24-SEP24 TACTICAL: OCT24-FEB25</td>
<td>NOV23</td>
<td>DEC23</td>
<td>OCT23</td>
<td>JUN24</td>
</tr>
</tbody>
</table>

1DH Slating Calculation

- (TA/RSCA from best competitive 2DV FITREPs) × 2 + .5 × (1 for EOOW and/or TAO and/or EC Selected + .5 for Special Circumstances) = Slate Number

- Example:

\[
\begin{align*}
4.86/3.96 \times 2 &= 2.45 \\
2.45 + \frac{1 \text{ (EOOW Point)}}{2} &= \frac{2.95}{2}
\end{align*}
\]
# 2DH Slate Timing

## 2DH Slate Schedule:

<table>
<thead>
<tr>
<th>2DH Slate</th>
<th>PRD Window</th>
<th>Proj Billet Release</th>
<th>Proj Slate Release</th>
</tr>
</thead>
<tbody>
<tr>
<td>21-4</td>
<td>Jun-22 – Aug 22</td>
<td>24 Sep 2021</td>
<td>19 Nov 2021</td>
</tr>
<tr>
<td>22-1</td>
<td>Sep 22 – Nov 22</td>
<td>28 Jan 2022</td>
<td>11 Mar 2022</td>
</tr>
<tr>
<td>22-2</td>
<td>Dec 22 – Feb 23</td>
<td>8 Apr 2022</td>
<td>20 May 2022</td>
</tr>
<tr>
<td>22-3</td>
<td>Mar 23 – May 23</td>
<td>22 Jul 2022</td>
<td>2 Sep 2022</td>
</tr>
<tr>
<td>22-4</td>
<td>Jun 23 – Aug 23</td>
<td>18 Nov 2022</td>
<td>16 Dec 2022</td>
</tr>
</tbody>
</table>

## 2DH Billets by Platform:

- CG – CSO/OPS/PTO
- DDG – CSO/PTO
- DDG 1000 – CSO/OPS/PTO
- LCC – OPS/1st LT
- LCS – OPS, PTO (LCS 1-4 only)
- LHA/LHD – 1st LT/NAV/PTO
- LPD – OPS/PTO
- LSD – PTO

* Not all billet combinations are available on every slate
2DH Slating Process

- Slating factors: DH FITREPs, qualifications, CO's comments and your preferences
- All records on the slate are graded accordingly:

**Pack ++** Hard Break Out, Command Recommendation, Above RSCA, EOOW+TAO, Strong CO Endorsement

**Pack +** Soft Break Out, MP, Command Recommendation, Above RSCA, EOOW+TAO, Strong CO Endorsement

**Pack** P FITREP with no Soft Break, EOOW or TAO, At RSCA, Positive CO Endorsement

**Pack -** P/SP FITREP, No Command Recommendation, Below RSCA, No EOOW or TAO, Weak/Negative CO Endorsement
### Post-DH Reconciliation Schedule

<table>
<thead>
<tr>
<th>Slating Month</th>
<th>Officers Eligible to Compete for Billets (Target PRD Window)</th>
<th>Filling Billets</th>
</tr>
</thead>
<tbody>
<tr>
<td>January</td>
<td>August</td>
<td>Now through August</td>
</tr>
<tr>
<td>February</td>
<td>September</td>
<td>Now through September</td>
</tr>
<tr>
<td>March</td>
<td>October</td>
<td>Now through October</td>
</tr>
<tr>
<td>April</td>
<td>November</td>
<td>Now through November</td>
</tr>
<tr>
<td>May</td>
<td>December</td>
<td>Now through December</td>
</tr>
<tr>
<td>June</td>
<td>January</td>
<td>Now through January</td>
</tr>
<tr>
<td>July</td>
<td>February</td>
<td>Now through February</td>
</tr>
<tr>
<td>August</td>
<td>March</td>
<td>Now through March</td>
</tr>
<tr>
<td>September</td>
<td>April, May</td>
<td>Now through May</td>
</tr>
<tr>
<td>October</td>
<td>June</td>
<td>Now through June</td>
</tr>
<tr>
<td>November</td>
<td>July</td>
<td>Now through July</td>
</tr>
<tr>
<td>December</td>
<td>No slating due to CDR CMD Board</td>
<td>N/A</td>
</tr>
</tbody>
</table>
Post-DH Reconciliation Discussions

• Strength of record?
  – Drives flexibility to give each officer a closer match to their preferences depending on current record and career needs

• What look for Commander Command are they on?
  – If not yet screened, your detailer will want to ensure you are reconciled to a billet that sets you up for the best possible chance for screening

• Impacts to timing and O-5 selection?
  – Screening for any Commander Command milestone drives O-5 selection

• How long can they feasibly serve at this new billet?
  – Officers selected for XO Afloat, XO Afloat*, and XO-SM typically start XO pipeline nine months after screening for that milestone
  – Will that timing satisfy the career needs of the officer and command needs for that billet?

• Advanced qualification status?
  – EOOW and TAO can impact assignment

• Command fill priorities?
• Slating/Tour Length
  – CO: Slate in seniority order (quarterly by FY)
    • Goal: out of command before O6 and MAJCMD boards
    • 18-1-18 is notional fleet up tour timing
    • Slate ~18m before reporting as XO/CO fleet up, ~12m prior for direct input CO
  – XO/XO*/XO-SM: Most officers can expect to start pipeline within 9 months of screening
    • Maximize chances of screening on 3rd look via observed XO FITREPs
    • 18m is notional tour length (some 12m unaccompanied)
  – Declinations: Officers screened for CO or XO afloat milestones that do not desire orders will be required to submit an official notification for NAVPERSCOM approval. Subsequent actions will result in the officer becoming Non-Due Course (NDC), and assignable to afloat and ashore billets per the needs of the Navy on a sea/shore rotation. Milestone declinations will be documented with a Field Code 17 (FC-17) entry in the officer's official record.

Milestone screening drives selection to O-5!
Post-CDR Command Detailing

• One on one executive detailing based on experience & record
  – 6-8 months prior to PRD
  – More PCC Billets than PCCs
  – Will match talent to task; preferences matter
  – Man the Fleet - Will fill sea billets ahead of shore billets

• Three career goals in mind (in priority order)
  – Select for CAPT
  – Screen for Major Command
  – Building your portfolio/future potential

• Break-outs in command determine follow-on tour
  – Hard break-out (EP) – Build skillset, Joint, WC... or Sea Duty/Operational Tour
  – MP or soft break-out – Sea, overseas, community job

• Timing also important
  – Major Command 1st Look/O-6 In-zone is O5 PYG + 5 yrs
  – 2 tours between CDR CMD and MAJ CMD (~4 yr window)
Questions and Answers