Agenda

• PERS-41 Mission
• Connections through Inclusion & Diversity
• 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
Connections through Inclusion and Diversity

**Inclusion:**
- Fleet Engagements – SWFOTS, CTS, SNA, NNOA
- PERS-41 Fleet Engagements – Road Shows
- PERS-41 Newsletter
- SWO Network News – Female SWOs
- Midshipmen – USNA, ROTC, Summer Training
- Mentors At Sea (SWATT, BRMW, SAGT)
- Unit Level Mentorship programs
- CNSP Leaders to Sea (community engagement)
- Navyleader.org
- OOD Competency Checks (Fleet Concentration Areas – Sasebo, Yoko, Mayport, San Diego, Norfolk, Everett, Pearl Harbor)
- OFRP Survey; Human Factors Analysis
- NLDF 3.0 P4 to leadership
- Future – Mentorship Best Practices

**Diversity:**
- The Surface Force is the most diverse URL community
- SWO exceeds Navy Officer diversity statistics in nearly every category.
- SWO diversity trends have shown increases in diversity (particularly Asian and multiple races) over time
- Enlisted Sailors are more likely to encounter a female or diverse DIVO (53.84%) than a white, non-Hispanic male (46.16%) today
- Diversity is fertile ground to cultivate a Culture of Excellence – Combat Ready Ships with Battle Minded Crews
- Flexible career path to keep our most talented

*** Diversity And Inclusion Is Part Of SWO DNA! ***
*** Our Strength Via Diversity Has Been And Continues To Be A Valuable Force Multiplier! ***
Officer Demographics Comparison

Consistent increases in diversity through accessions and retention!

Junior Enlisted Sailors are more likely to serve under a DIVO who is female or diverse than a white male officer (46.16% of SWO JOs are white, non-Hispanic males)
Surface Warfare continues to lead diversity and inclusion in the Fleet!

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<td>12.65%</td>
<td>6.25%</td>
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What’s going on in Surface Warfare

- Midshipman Early Ship Selection Initiative option for COs
- 15 of 17 USNA & 5 of 9 NROTC Midshipmen activated their “Blue Chip” offer in Spring 2019
- New Division Officer Sequencing Plan
  - 30 / 18
  - No MCM / CVN 1st Tour DIVOs
  - LCS 1st Tour DIVOs coming online
  - Maximize Fleet-up tours → No shortened tours
- No Staff Tours as milestones → Post DIVO / DH
- Increased selectivity to serve as a DH
- First “Reward for Performance” bonus in DOD (DHRB)
  - DHRB payout schemes update
- DH Sequencing Plan Update
  - PTO Standardization
- Post DH detailing process update
- CDR CMD Board look timing update
Future Opportunities

• **USVDIV ONE**
  – FY-22
  – Operating under SURFDEVRON ONE
  – SEA HUNTER, MUSV, LUSV

• **Light Amphibious Warship (LAW)**
  – O-4 Command
  – FY-25

• **FFG-62 CONSTELLATION CLASS**
  – Highly-capable AEGIS fighting vessel
  – O-5 Command
  – FY-26
Career Progression and Milestones
Career “Requirements”

- To be competitive for screening to Major Command an officer’s career needs:
  - Master’s degree
  - JPME Phase I
  - Community tour (e.g. OPNAV N95/96, SWSC, SWMDC, CNSP/L, PERS-41, etc.)
  - JPME Phase II / Joint tour
  - DC tour
- Nuclear trained officers (SWO(N)) and Warfare Tactics Instructors (WTI) require a production tour in their specialized fields in addition to the above items
- These requirements can be combined, and quite often are
  - e.g. OPNAV N95/96 are both community and DC tours, many NPS curricula are both a Master’s degree and JPME Ph I, a SMWDC production tour is also a community tour, etc.
- The SWO career has five notional opportunities to complete these requirements
  - 1x post-DIVO
  - 2x post-DH
  - 2x post-CDR CMD

*** Sustained Superior Performance At Sea Remains the Primary Consideration at Screening Boards ***
SWO Career Path

Maximizing Our Time On Ships

** = Go/No Go assessment
When ANY officer completes their afloat tour, the Mariner Skills Logbook Data Summary is signed by the CO, must be sent to PERS-41.

- **Follow the template**
- **Break out night and day evolutions**
- **Capture evolutions which pre-date logbook implementation.**

Your data facilitates:
- Metrics for Community trends
- Experience thresholds for key billets (NAV, ASWO)
- Consideration of experience across all milestone tours (DIVO -> CO)
- Consideration for Bridge and evolution experience prior to slating

Your data DOES NOT:
- Inform any selection boards (unless you put it in your FITREP)
DIVO Slating Process

• 5 sea / shore slates per year
• 6-9 months from PRD for sea and shore – OOD Letter required
  – Screened for DH required to slate to shore
• Slate input includes:
  – Qualifications (OOD, EOOW)
  – FITREP performance (Latest FITREP / Individual TA vs. RSCA)
  – Preferences / CO input & assessment
• DIVO Tour lengths are 30 / 18 mos
  – SWO-N DIVO tours remain 21 months and 28 months (nuclear tour)
• COs can still fleet up to 2nd Tour jobs…including WTI
  – The decision to fleet up MUST be made before slating
• DESRON/PHIBRON are now post-DIVO tours
Expanded Shore Opportunities… for our MOST Talented JOs

- **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.

- **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)**
  - 2-3 year programs to lead, mentor, and train future Naval Officers. Master’s Degree opportunities exist.

**DHRB required… Attracting Top 10% of key YGs**

**Talent Management Board meets in August**
WTI:
A Surface Warfare Community Priority

• Expanded WTI Opportunity
  – From 2nd Tour JO to post-DH O-4s… and LDOs
  – CO’s can home-grow DIVO WTIs…must be WTI-selects; engage PERS early

• Variety of Productions Tours
  – Expect to complete a post-DIVO production tour
  – Full range of commands and homeports are identified and billets properly coded that will capitalize on the tactical investment

• Graduate Education Options
  – GEV, NWC (including Fleet Seminar), NPS Distance Learning, and service War Colleges

• Selection Process – NSMWDC led
  – Seeking our most promising tactical athletes… w/ strong CO support
  – Executing a rolling application process and screening applicants into an approved “WTI Bank”… identifying, selecting and slating as early as possible
FY 22 DH Selection Board

• 1st Look (YG 18)
  – 58% selection (468/805)
• 2nd Look (YG 17)
  – 56% selection (123/220)
• 3rd Look (YG 16)
  – 46% selection (27/59)

• Superior performance at sea was primary selection factor.
• Ship/Platform/Command, ship employment and billet assignment not factored.
• Advanced qualifications and above RSCA ranking was favorably viewed.
• No SWO = No Selection
• Board did not have a “Zero Defect” mentality.

Continuing to be the most selective DH Board process in a generation
Delayed Look/Special Additional Look

• **Delayed Look**
  – Any Officer can request to delay a specific look for Department Head
  – Common reasons to delay a look:
    • Attrition from another community
    • Operational deferment
    • LIMDU
    • IGEP
    • Limited opportunities to be observed at sea

• **Special Additional Look**
  – Governed by MPM article 1301-804
  – Granted if Officer was “uniquely disadvantaged” in regular looks or if Officer was “unfairly considered” in the normal process

• Both requests require a letter to the board to be submitted via your JO detailer

• The template can be found on the PERS-41 website.

• PERS-41 makes a recommendation and the board will vote on whether to approve or disapprove the request during board week.
**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

**SWO Compensation**

- **DHRB Max Value**
  - $105,000
- **Jr SWO CSRB**
  - $75,000
- **SWO LRB**
  - $46,000

**Up to $151K to Serve DH + 4 Years as LCDR**
DH Billet Structure Changes

• Improved Ship Readiness Initiatives
  – Standardized PTO and shifting the billets to a 2nd Tour DH
    • CG, DDG, LSD, LPD, LHA/D, LCS Test
  – LCS OIC billets integrated into core crew 2nd tour DIVO billets
  – CSO Fleet-Up open to all CRUDES
  – Shifted LSD CHENG billets back to the LDOs
  – SLT CHENG onboard FLT I/II DDGs

• COs may select any DH to fleet-up to CSO or PTO, as applicable
  – Submit a written request to PERS-41; otherwise WEPS will fleet up to CSO
  – TYCOM standardized the PTO billet and BST

• All DESRON/PHIBRON DH billets are now post-DH tours
  – Additional manning at DESRON/PHIBRON through SLT DH Pilot Program

Driving Improved Readiness
Post-DH Detailing

• Goal: Prepare Officers for **Milestone Screening (CO, XO/XO*/XO-SM)**
  – Competition is intense
  – DH performance alone may not be enough
  – Milestone screening drives statutory promotions

• Detailers review record focusing on DH performance and beyond
  – EOOW & TAO Letters, CMD Qual, JPME, Masters Degree
  – FITREP Breakouts (Hard and Soft against peer group)
  – FITREP Trait Avg vs RSCA & Summary Avg
  – Command Afloat Recommendations

• Detailers provide guidance on where officers need to go next to improve screening opportunity
  – Post-DH Sea/Operational Duty (30% of billet base and highest priority to fill)
  – Waterfront/Production Tours
  – DC or other high vis community tour

• Detailers timing priority is to maintain two 24-month tours between DH and CDR CMD pipeline

**Post-DH assignments are your last opportunity to maximize your chances of screening**
• **CDR CMD Board timing is anchored to YCS 12**
  – Officers will be considered on the CDR CMD board following their YCS 12 anniversary
  – For most officers, this will be at YCS 12.5
    • 1st look YCS 12.5, 2nd look YCS 13.5, 3rd look YCS 15.5

• Dec 2021 CDR CMD Board Composition
  – 1st look: YCS 12
    • Officers commissioned between 07DEC08 – 05DEC09
  – 2nd look: Mix (YCS 13 & PYG +3)
    • Officers commissioned before 06DEC08 who received their first look at the FY22 Board.
    • Includes remainder of YG07 and senior officers who promoted to LCDR in FY18
  – 3rd look PYG +5
    • LCDR PYG16 3rd Look in Dec 2021 (CO-Afloat or CO-SM)
    • Only XO-Afloat, XO-Afloat*, or XO-SM screen officers w/ CMD qual eligible
CDR CMD/XO Screening

• XO milestone tour update
  – As per the results of the FY-22 CDR CMD board, eligible officers competing for XO-Afloat milestones will be apportioned to XO-Afloat, XO-Afloat* and XO-Special mission.
  – XO-Afloat* officers will be primarily detailed to key O5 billets onboard CVNs, LHDs, and LHAs.
  – XO-Afloat* officers will attend XO leadership courses and be able to fill traditional XO-Afloat billets pending availability.
  – Officers apportioned to XO-Special Mission will be assigned to traditional XO-SM billets.

• Acquisition Professional (AP) Selection
  – Volunteers from 1st and 2nd look selects are screened
  – If timing allows, candidates are detailed to AP billets Pre-Command
  – Opportunity for AP career path post-Command
CDR CMD/XO Slating

- 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 to 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)
Acquisition Professional (AP) Candidates

- Post Command, AP candidates will serve in Acquisition assignments to gain the experiences necessary to be competitive for selection as a Major Program Manager (MPM), which is the equivalent of Major Command Afloat.
Career Management
### KeyFITREP 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

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**30**

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**44. Reporting Senior Address**

**COMMANDING OFFICER**

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**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.**

**I do not intend to submit a statement.**

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***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 JO development fleet wide. Her drive, mission focus, and command presence are unparalleled—performance on par with two XO’s!

- **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!**
Key FITREP Points

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

Ready to Succeed on Command Today! *** Number 1 of 5 Outstanding Department Heads! ***

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First Look Screen for Command, Deep Select for O4, Merit Re-Order! She is that good!
Key FITREP Points

BLK 41: Comments on Performance

Narrative should speak to what we value for Command at Sea

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

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

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 04, MERIT RE-ORDER SHE IS THAT GOOD! **

** FIRST LOOK SCREEN FOR COMMAND AND DETAIL TO OUR MOST VISIBLE COMMUNITY BILLETS! **
Statutory Board Considerations

• Ensure promotion recommendation included in blk 41

• Screening status is not part of record – need to 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
How Your Record is Briefed

Officer Summary Record (OSR)

Performance Summary Report (PSR)

- Tale of 2 CO’s
  1) HBO in 1st tour, then...
  2) ?? 2nd CO

- SWO Heavy-lift jobs post-DH

"Think of Halsey, Nimitz, and Spruance embodied in one SWO LT... Flag potential" - CO

"...potential is limitless" - CO

"Wicked Smaaht!

Official photos are required"
Selection / Screening Boards
• Surface Warfare is allocated ~120 voting membership and ~30 Assistant Recorder positions across ~40 different boards each FY
  – The majority of voting membership positions are required to be an O6
• Most boards require a week TDY
  – A few boards are longer, many are <1 week total TDY
• Volunteers are always encouraged
• We strategically build board experience in the fleet
  – Your first board support request will likely be for a non-community board
• O4, O5, and O6 statutory boards in addition to the DH, CDR CMD, and MAJ CMD administrative boards are critical to community health
Promotions/ Community Health

Community Health Initiative:
- SWO Senior Retention Bonus (Proposed, in routing at OPNAV)
  - $50K ($10K/year starting at YCS 18*)
  - No increase to existing bonus budget (paid for by tightening guidelines for DHRB/LRB, no effect on current bonuses)
Bottom Line

• Recent career path changes are facilitating more at-sea/operational time – which will lead to more experienced SWO cadre manning the fleet.

• Performance in milestone tours remains the primary consideration in next milestone screening.

• Selection to and subsequent superior performance at key post-milestone assignments is increasingly significant to follow on milestone screening.

Contact your detailer!
Questions and Answers