

Surface Warfare Officer Community Brief



CAPT Jeff Heames

Director

Surface Officer Assignments

PERS-41





Agenda

- PERS-41 Mission and Organization
- Community Updates
- Career Progression and Milestones





PERS-41 Mission

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



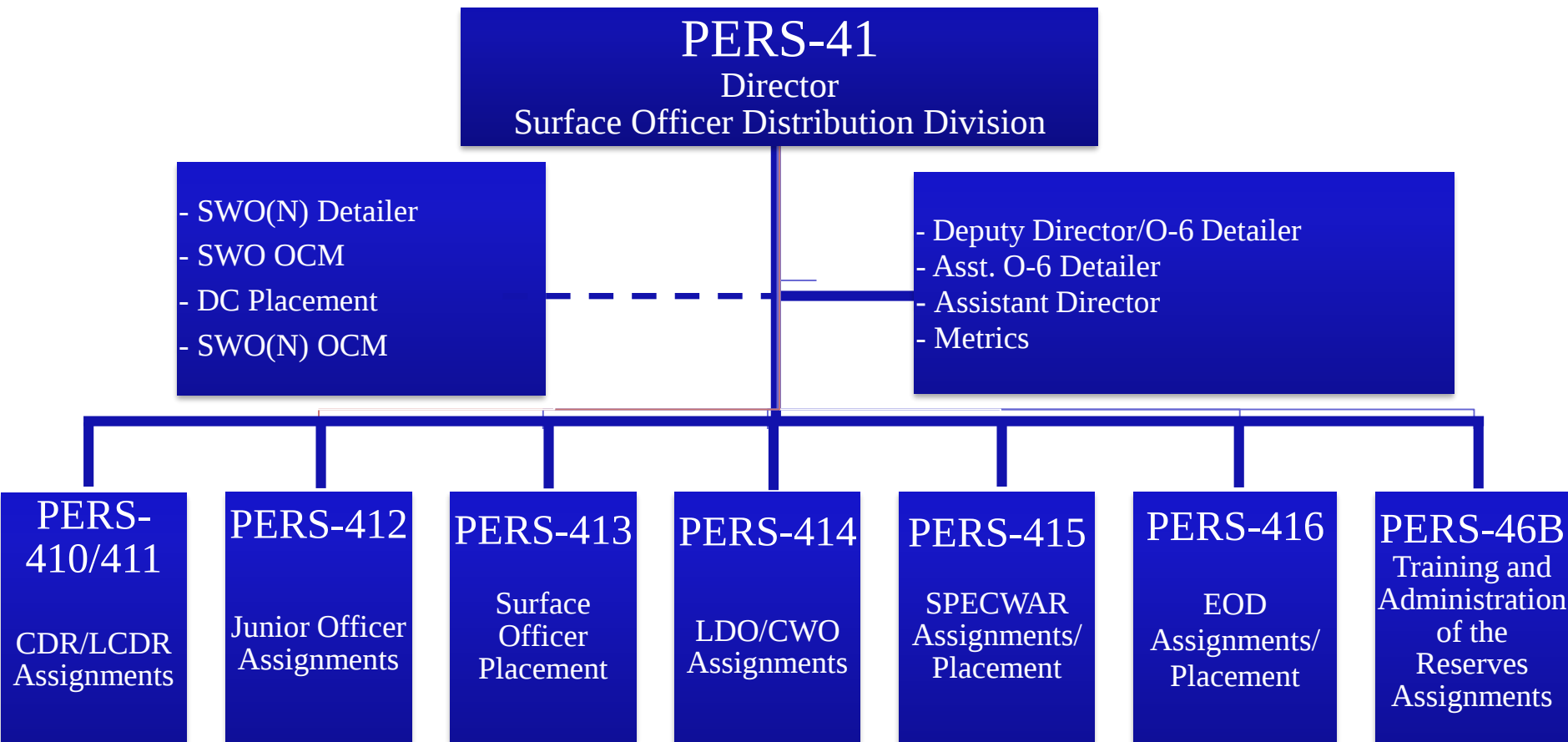
- Homeport/Ship Type/Billet
- Deploying Ship
- Geographic Stability
- Graduate/Joint Education
- Family Needs

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





PERS-41 Organization



Community Updates





Community Updates

- Division Officer Sequencing Plan Updates
 - **Single Longer Division Officer Tour**
 - 24/27/30 month first tour length based on qualification timing
- Flexible Career Path (DH School Start Between YCS 5-9)
- OOD and SWO Quality Points Added to 2DV Slating Calculation
- Select Staff Billets are now available to 2nd Tour Division Officers
 - 600 OOD Hours and CO recommendation required
- WTI Warrior Scholar Available on Talent Management Board
- **NEW EARLY COMMAND OPPORTUNITIES**
 - AMW Naval Beach Element
 - UxS Task Group CO
- Tailored Career Transition (TCT) EDO/FAO/MSO
- One CDS/CPR N-Head to be filled by XO Afloat* Officers
- 100% War College fills
- Senior Officer Retention Bonus (SORB) approved – \$48K YCS 19-23



Early Command Opportunities

MCM Early Command

- XO/CO Fleet up Tours (~15 months each tour)
- LCDR CMD
- Billets available in Bahrain and Sasebo

***** New Early Command Billets *****

Naval Support Element Commander

- One 18 month tour
- LCDR CMD
- Billets available in San Diego and Little Creek
- AMW WTI and Amphib experience required
- Commanders will be assigned to deploying ARGs and will command landing craft to include LCAC, LCU and LARC

Unmanned UxS Task Group CO

- One 18 Month Tour
- LT CMD
- Billets available in Port Hueneme and Bahrain
- DHRB encouraged, not required





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 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. Who's My Detailer? (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!



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

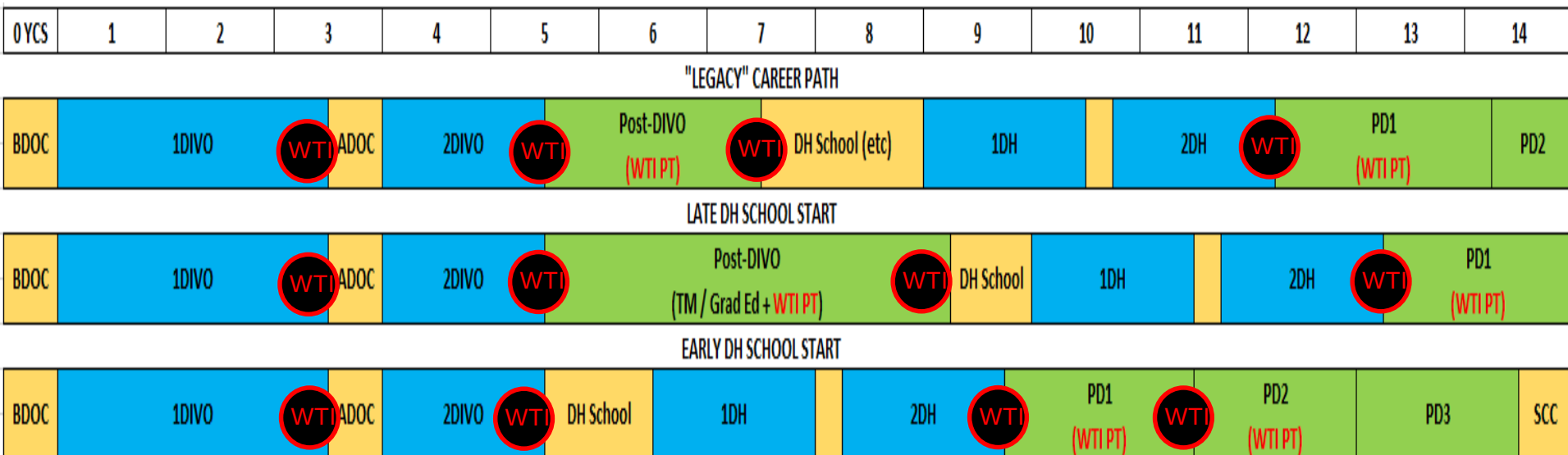
- 16 Week Curriculum – KW4 AQD
 - 13 Weeks in San Diego, CA
 - 1 Week in Panama City, FL
 - 2 Week Capstone in San Diego, CA
 - Additional 11 weeks in Belgium for select few

BEGINNING CY 24 ALL WTI COIs WILL BE TAUGHT AT SAWS IN SAN DIEGO, CA

EACH COI WILL BEGIN WITH 1 WEEK OF INSTRUCTOR SKILLS TRAINING AND END WITH A 1 WEEK CAPSTONE EVENT



WTI Career Path Opportunities



Increased SWO Career Flexibility = Increased WTI Opportunities

- **“Legacy” Career Path**
 - **Between DIVO Tours, post-DIVO, before DH School, or post-DH**
- **Late DH School Start**
 - **Increased post-DIVO time ashore allows completion of Talent Management / Grad Ed + WTI COI + Production Tour prior to DH School**
- **Early DH School Start**
 - **Multiple opportunities to complete WTI COI ICW other required training, or following DH sea tours**
- **Can also attend COI TAD if command supports**



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, Qualcomm, 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.

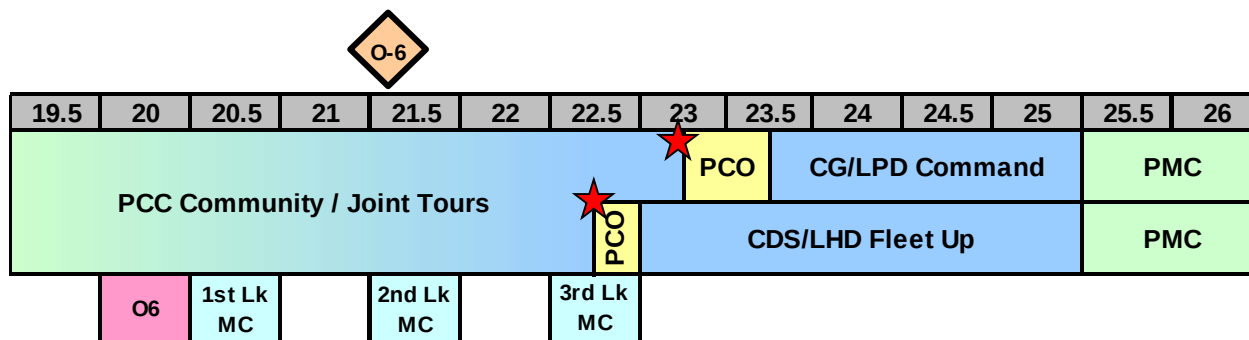
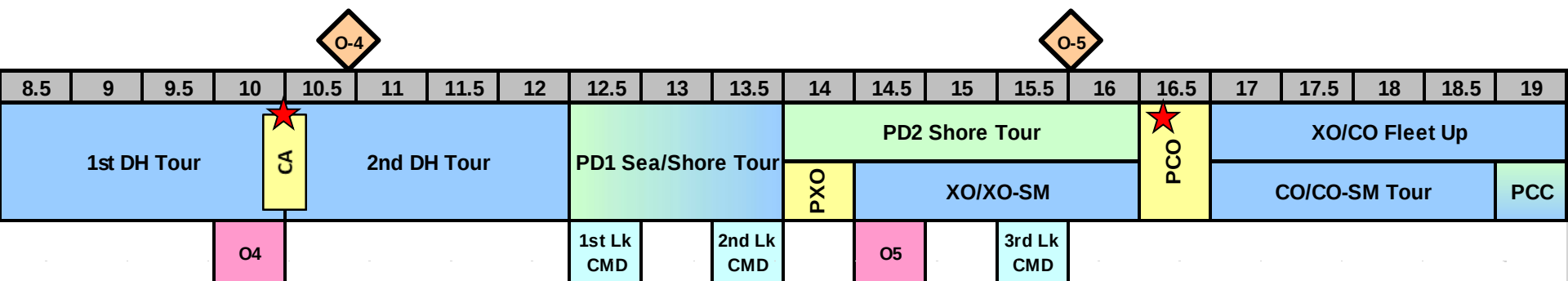
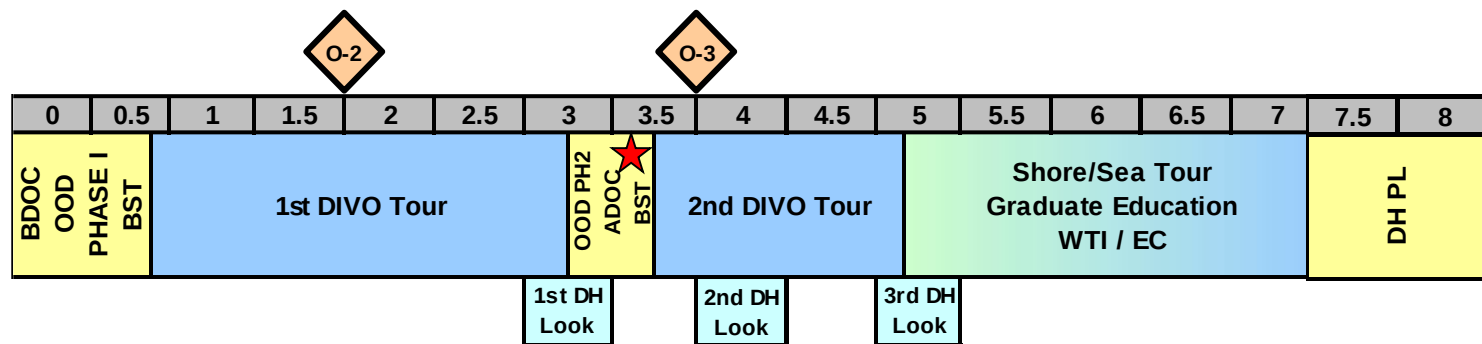
NO LIMIT TO WTI OPPORTUNITIES! Couple with TM Programs!

Career Progression and Milestones





Legacy SWO Career Path

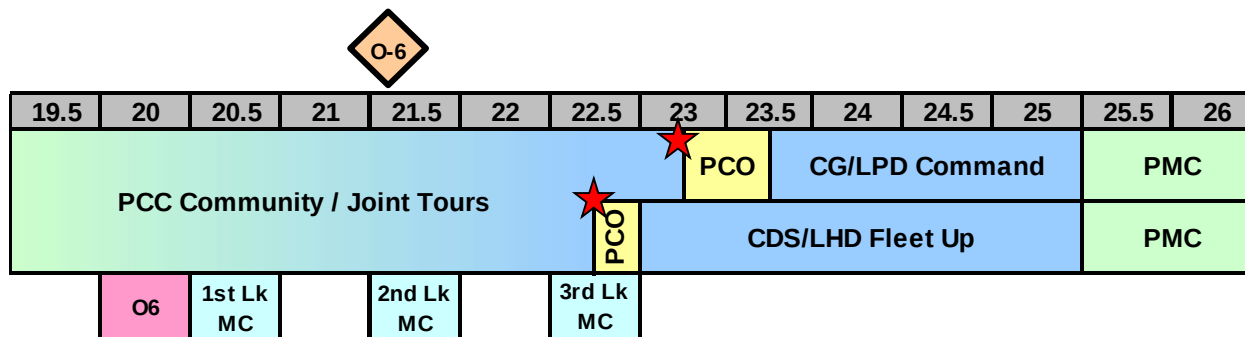
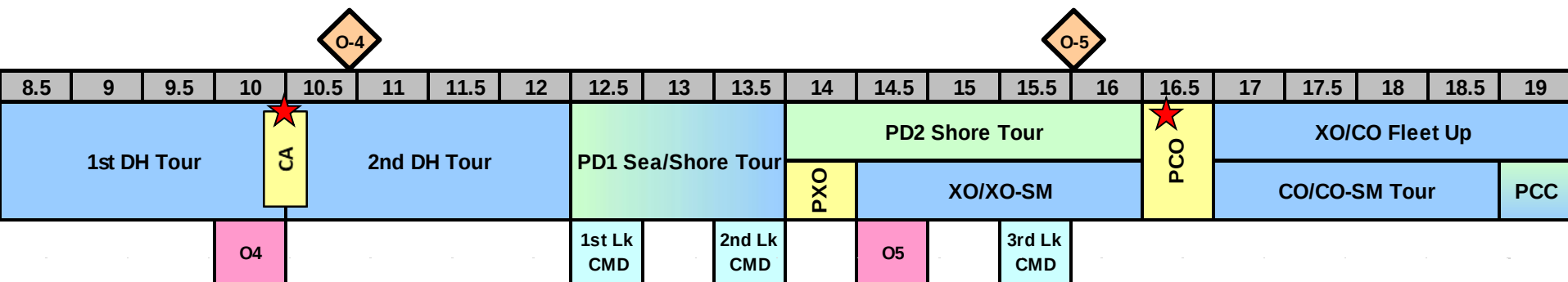
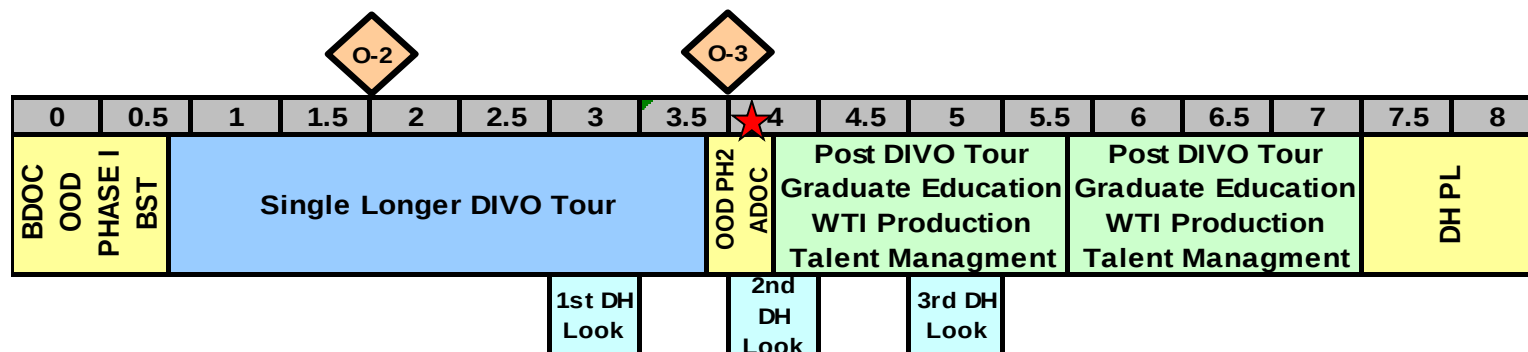


2-3 year shore tour opportunity post DV, DH school start YCS 7-8, 2-3 year shore tour opportunity post DH

★ = Go/No Go assessment



SLT Legacy SWO Career Path

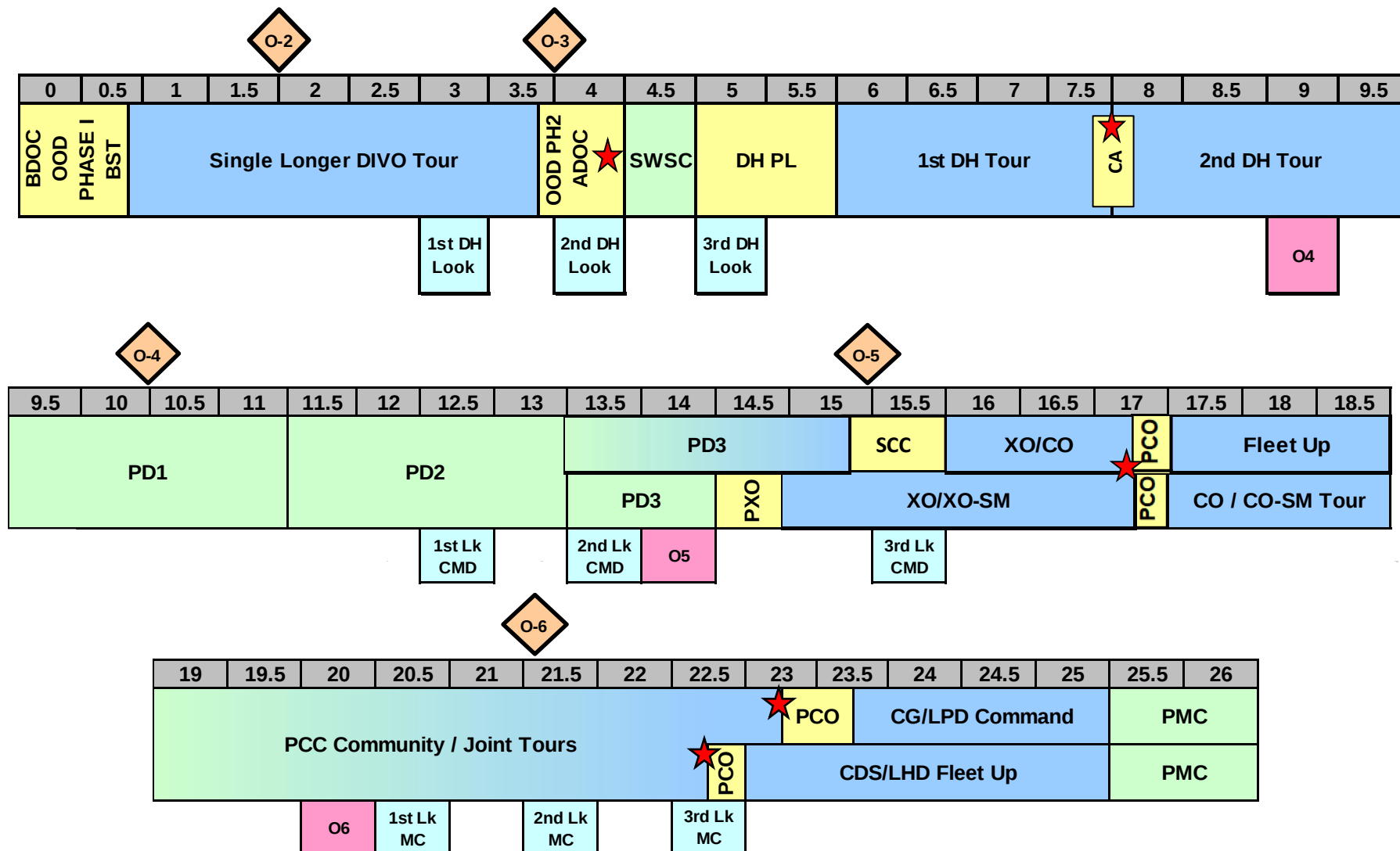


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Early DH SWO Career Path

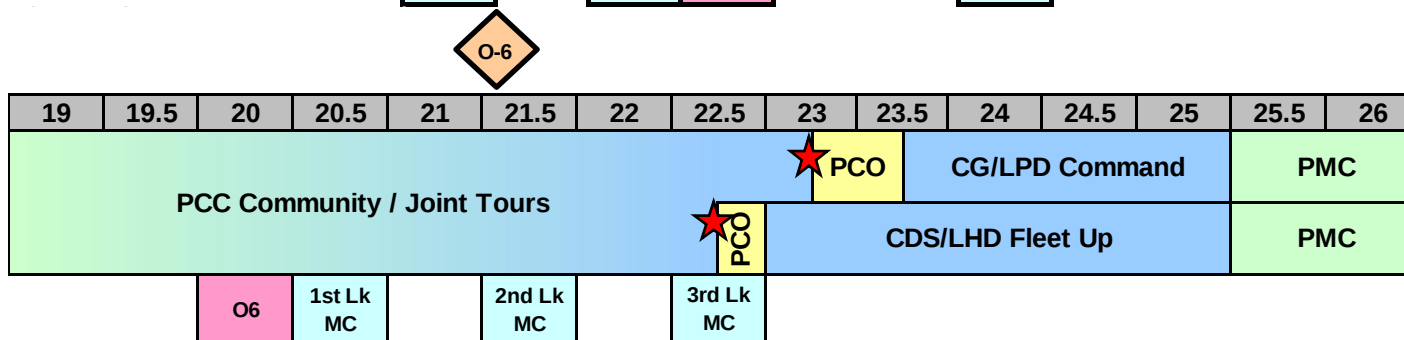
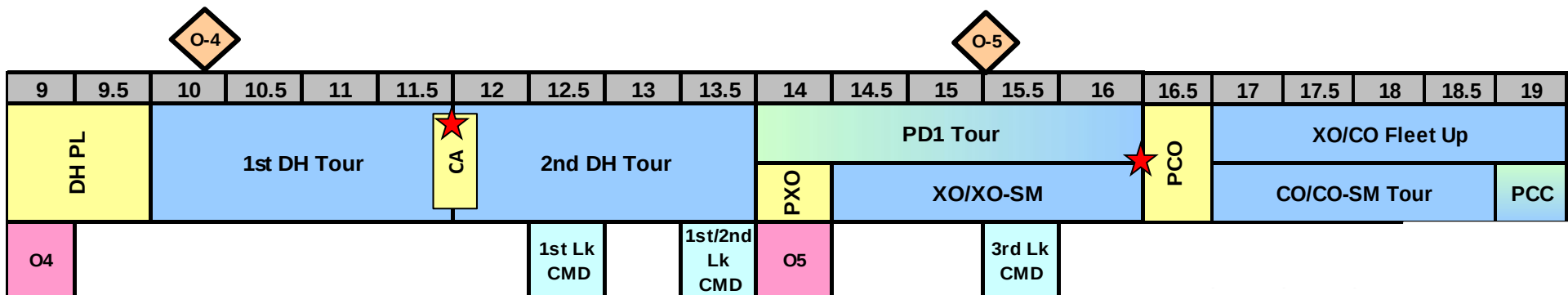
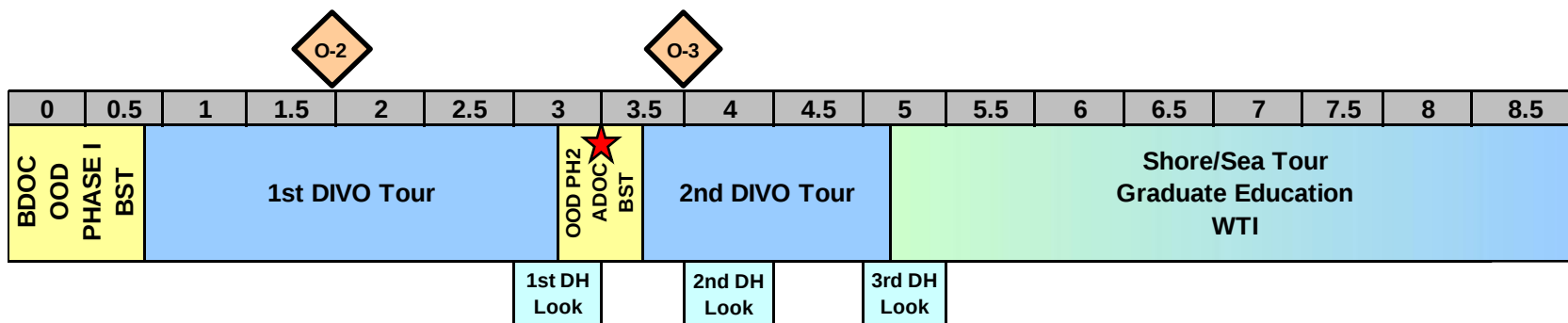


Increased geographic stability PDH, consistent time for family planning, graduate education, community/Joint tours

★ = Go/No Go assessment



Later DH SWO Career Path



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

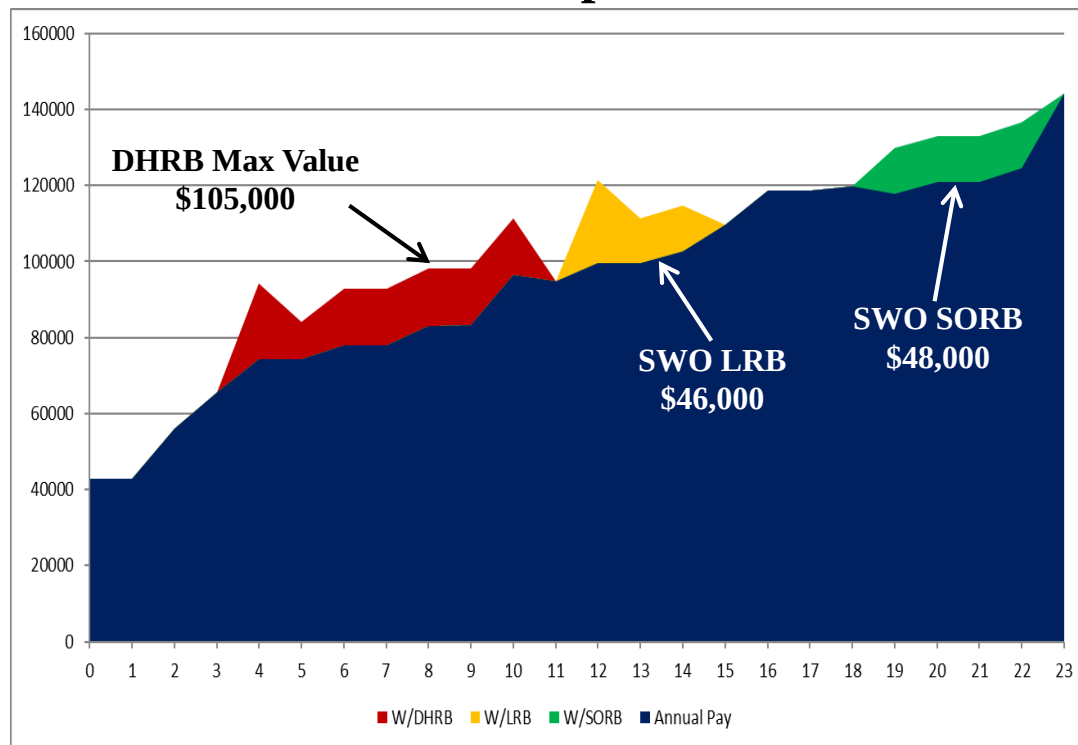
LRB - \$46K

- \$22K on 2nd anniversary of promotion to LCDR
- \$12K on 3rd and 4th 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
- 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
	YCS9	15	15	15	25
	YCS10	15	15	15	25
Total		105	105	105	100

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
	YCS9	15	15	15	25
	YCS10	15	15	15	25
Total		95	95	95	75

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



Administrative (Screening) vs. Statutory (Promotion) Board Timing

Administrative (Screening) Boards

- Department Head →
 - YCS 3-5
 - Board held each Summer
 - Based on performance in DIVO tours
- Commander Command →
 - As early as YCS 12
 - Board held each December
 - Based on performance in DH tours
- Major Command ←
 - As early as YCS 21
 - Board held each November
 - Based on performance in CDR CMD

Statutory (Promotion) Boards

- Lieutenant Commander/O-4
 - First look as early as YCS 9
 - Board held each May
 - SWOs ideally have signed DHRB and have an observed DH FITREP by the time of the board
- Commander/O-5
 - As early as YCS 14
 - Board held each February
 - SWOs are afforded two looks to screen ahead of the board
- Captain/O-6
 - As early as YCS 21
 - Board held each January
 - Successful completion of CDR CMD

When administrative milestone screenings *precede* statutory boards, it increases our community's opportunity for promotion selections.



Control Grade Selection Priorities

- O-6
 - “SUCCESSFULLY SERVED OR SERVING IN COMMAND”
 - CO AFLOAT **OR** CO-SM
- O-5
 - “SCREENED **ANY** XO OR CO MILESTONE”
 - Added LK8 (Surface Executive Officer Screened) AQD for all Officers that screen for an O-5 Milestone (XO-SM → XO/CO Afloat)
- O-4
 - “DH SCREENED **AND** DHRB CONTRACT SIGNED”



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

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.						CDR COMMAND AFLOAT		EARLY COMMAND	
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.									
*** 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 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! **									
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address COMMANDING OFFICER		
42. INDIVIDUAL						X			
43. SUMMARY		0	0	0	1	1			
45. [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. ☐ I do not ☐			
Member Trait Average: 5.0		Summary Group Average: 4.71							



Key FITREP Points Continued

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

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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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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Junior Officer Sea and Shore Slate Schedule

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

DETAILERS

41A CAPTAINS

410/411 POST DH-PCC

412 DEPARTMENT HEADS

412 DIVISION OFFICERS **

SWO (N)

LDO/CWO

MIDSHIPMEN

PAY & INCENTIVES

WHO IS YOUR DETAILER?

Conventional SWO JO Detailing is split up by alphabet among four Detailers.

1. All New Accessions/SWO(N) First Tour - 901-874-4162
2. Last Names C-G - 901-874-2358
3. Last Names H-M - 901-874-4699
4. Last Names N-S - 901-874-3710
5. Last Names T-B - 901-874-3909

DETAILING 101

JO SEA_SHORE SLATE SCHEDULE

SHORE Slate Schedule

SEA Slate Schedule

Officer PRD	Slate Month	Officer PRD	Slate Month
Oct-Dec 2023	Mar-23	Oct-Nov 2023	Feb-23
Jan-Mar 2024	May-23	Dec-Jan 2024	Apr-23
TALENT MANAGEMENT	Aug-23	Feb-Apr 2024	Jun-23
Apr-Jun 2024	Oct-23	May-Jun 2024	Sep-23
Jul-Sep 2024	Dec-23	Jul-Sep 2024	Nov-23



1DV to 2DV Slating Process

- (Trait Average (TA) divided by Reporting Senior Cumulative Average (RSCA) of best 1DIVO FITREP) X 2 + (.25 for OOD, SWO, EOOW and/or TAO) =Slate Number
- Slate number respective to all other officers on your slate will equate to your slate ranking.

- Example:

PG	STATION	DUTY	REPORTING SENIOR			AVERAGES		PROMOTION REC					RPT TYPE	MILESTONE1
			NAME	PG	TITLE	IND SUM	R/S CUM	SP	PR	P	MP	EP		MILESTONE2
O1	NROTC	EXEC ASST		COL	CO	0	0						REGULAR	
O1	USS					4.17	13			X			REGULAR	DH AFLOAT
O1	1DIVO	STRIKE		CDR	CO	3.84	3.82	0	0	9	0	0		PG SCHOOL
O1	USS					4.29	25			X			REGULAR	DH AFLOAT
O1	1DIVO	STRIKE		CDR	CO	4.1	3.99	0	0	11	0	0		PG SCHOOL

$$4.17/3.82 \times 2 = 2.18 + .75 \text{ (OOD + SWO + EOOW)} = 2.93$$



2DV to Shore Slating Equation

- (TA/RSCA of best DV FITREP) X 2
+ (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:

PG	STATION	DUTY	REPORTING SENIOR			AVERAGES		PROMOTION REC					RPT TYPE	MILESTONE1
			NAME	PG	TITLE	IND SUM	R/S CUM	SP	PR	P	MP	EP		MILESTONE2
O1	NROTC	EXEC ASST		COL	CO	0	0						REGULAR	
						0	0	0	0	0	0	0		
O1	USS 1DIVO	STRIKE		CDR	CO	4.17	13			X			REGULAR	DH AFLOAT
						3.84	3.82	0	0	9	0	0		PG SCHOOL
O1	USS 1DIVO	STRIKE		CDR	CO	4.29	25			X			REGULAR	DH AFLOAT
						4.1	3.99	0	0	11	0	0		PG SCHOOL
O2	USS 1DIVO	STRIKE		CDR	CO	4.43	7			X			REGULAR	DH AFLOAT
						4.43	4.31	0	0	1	0	0		FLAG AIDE
O2	USS 2DIVO	NAVIGATOR		CAPT	AFLOAT	4.57	62			X			REGULAR	DH AFLOAT
						4.54	4.43	0	0	9	0	0		FLAG AIDE
O2	USS 2DIVO	NAVIGATOR		CAPT	AFLOAT	4.86	30			X			REGULAR	DH AFLOAT
						3.95	3.96	0	0	8	0	0		EARLY CMD

$$4.86 / 3.96 \times 2 = 2.45$$

$$2.45 + (1 \text{ (EOOW Point)} / 4) = \mathbf{2.70}$$



Department Head Class Slate Timing

DEDICATED YG ATTENDING	DH CLASS CONVENINGS	TRAINING DATES	PROSPECTIVE BILLETS LIST EMAILED	APPROVED SLATE RELEASED	ORDERS TO DH SCHOOL RELEASED	ORDERS TO SHIP RELEASED
YG18	284	SWOS: MAY25-DEC25 TACTICAL: JAN26-MAY26	JAN25	FEB25	DEC24	AUG25
YG18	285	SWOS: AUG25-MAR26 TACTICAL: APR26-AUG26	APR25	MAY25	MAR25	NOV25
YG18	286	SWOS: OCT25-APR26 TACTICAL: MAY26-SEP26	JUN25	JUL25	MAY25	FEB26
YG18	287	SWOS: JAN26-JUL26 TACTICAL: AUG26-DEC26	SEP25	OCT25	AUG25	APR26
YG18	288	SWOS: MAR26-SEP26 TACTICAL: OCT26-FEB27	NOV25	DEC25	OCT25	JUN26
YG19	289	SWOS: JUN26-DEC26 TACTICAL: JAN27-MAY27	JAN26	FEB26	DEC25	AUG26
YG19	290	SWOS: AUG26-FEB27 TACTICAL: MAR27-JUL27	APR26	MAY26	MAR26	NOV26
YG19	291	SWOS: OCT26-APR27 TACTICAL: MAY27-SEP27	JUN26	JUL26	MAY26	FEB27
YG19	292	SWOS: JAN27-JUL27 TACTICAL: AUG27-DEC27	SEP26	OCT26	AUG26	APR27
YG19	293	SWOS: MAR27-SEP27 TACTICAL: OCT27-FEB28	NOV26	DEC26	OCT26	JUN27

- Projected through YG20, available at:
<https://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-41-SWO/Detailers/412-Department/>



1DH Slating Calculation

- (TA/RSCA from best competitive 2DV FITREPs) x2 + .5 x (1 for EOOW and/or TAO and/or EC Selected + .5 for Special Circumstances) = Slate Number
- Example:

PG	STATION	DUTY	REPORTING SENIOR			AVERAGES		PROMOTION REC					RPT TYPE	MILESTONE1 MILESTONE2
			NAME	PG	TITLE	IND SUM	R/S CUM	SP	PR	P	MP	EP		
O1	NROTC	EXEC ASST		COL	CO	0	0						REGULAR	
O1	USS 1DIVO	STRIKE		CDR	CO	4.17	13			X			REGULAR	DH AFLOAT PG SCHOOL
O1	USS 1DIVO	STRIKE		CDR	CO	4.29	25			X			REGULAR	DH AFLOAT PG SCHOOL
O2	USS 1DIVO	STRIKE		CDR	CO	4.43	7			X			REGULAR	DH AFLOAT FLAG AIDE
O2	USS 2DIVO	NAVIGATOR		CAPT	AFLOAT	4.57	62			X			REGULAR	DH AFLOAT FLAG AIDE
O2	USS 2DIVO	NAVIGATOR		CAPT	AFLOAT	4.86	30			X			REGULAR	DH AFLOAT EARLY CMD
O3	USS 2DIVO	NAVIGATOR		CAPT	AFLOAT	3.95	3.96			8			REGULAR	DH AFLOAT EARLY CMD
O3	SHORE	INSTRUCTOR		CAPT	DIR	4.86	35					X	REGULAR	DH AFLOAT EARLY CMD
O3	SHORE	INSTRUCTOR		CAPT	DIR	4.86	4.18			0		1	REGULAR	
O3	SHORE	INSTRUCTOR		CAPT	DIR	0	0			0		0	REGULAR	
O3	SHORE	INSTRUCTOR		CAPT	DIR	4.17	153					X	REGULAR	DH AFLOAT EARLY CMD
O3	SHORE	INSTRUCTOR		CAPT	DIR	4.15	4.1			14		14	REGULAR	DH AFLOAT EARLY CMD
O3	SHORE	INSTRUCTOR		CAPT	DIR	4.33	53					X	REGULAR	DH AFLOAT EARLY CMD
O3	SHORE	INSTRUCTOR		CAPT	DIR	4.04	4.1			13		14	REGULAR	DH AFLOAT EARLY CMD

$$4.86/3.96 \times 2 = 2.45$$

$$2.45 + (1 \text{ (EOOW Point)} / 2) = 2.95$$



2DH Slate Timing

2DH Slate Schedule:

2DH Slate	PRD Window	Projected Billet Release	Projected Slate Release
23-1	Sep-Nov 2023	27 Jan 2023	10 Mar 2023
23-2	Dec 23-Feb 24	14 Apr 2023	19 May 2023
23-3	Mar-May 2024	21 Jul 2023	01 Sep 2023
23-4	Jun-Aug 2024	17 Nov 2023	15 Dec 2023

2DH Billets by Platform:

- CG – CSO/OPS/PTO
- DDG – CSO/PTO
- DDG 1000 – CSO/OPS/PTO
- LCC – OPS/1st LT
- LCS – OPS
- 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

Slating Month	Officers Eligible to Compete for Billets (Target PRD Window)	Filling Billets
January	August	Now through August
February	September	Now through September
March	October	Now through October
April	No slating	N/A
May	December	Now through December
June	January	Now through January
July	February	Now through February
August	March	Now through March
September	April, May	Now through May
October	June	Now through June
November	July	Now through July
December	No slating due to CDR CMD Board	N/A



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?



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
 - 6-8 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)



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Questions and Answers