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

**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
  - Billet Availability
  - Navy Priority Jobs
  - Overseas Duty
  - Sea/Shore Duty
  - GSA/IA Requirements
  - WTI/Training Commands
PERS-41 Organization

- SWO(N) Detailer
- SWO OCM
- DC Placement
- SWO(N) OCM

- Deputy Director/O-6 Detailer
- Asst. O-6 Detailer
- Assistant Director
- Metrics

PERS-41
Director
Surface Officer Distribution Division

PERS-410/411
CDR/LCDR Assignments

PERS-412
Junior Officer Assignments

PERS-413
Surface Officer Placement

PERS-414
LDO/CWO Assignments

PERS-415
SPECWAR Assignments/Placement

PERS-416
EOD Assignments/Placement

PERS-46B
Training and Administration of the Reserves Assignments
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 2\textsuperscript{nd} 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 SAWSS 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

## "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

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**Increased SWO Career Flexibility = Increased WTI Opportunities**

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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, 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 Experimentor 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

- 1st DH Tour
  - 1st DIVO Tour
  - 2nd DIVO Tour
  - Shore/Sea Tour
  - Graduate Education
  - WTI / EC

- 2nd DH Tour
  - PD1 Sea/Shore Tour
  - PD2 Shore Tour
  - XO/XO-SM
  - CO/CO-SM Tour

- 3rd DH Tour
  - CG/LPD Command
  - CDS/LHD Fleet Up

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

**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

---

1. **BDOC OOD PHASE I BST**
   - Single Longer DIVO Tour

2. **OOD PH2 ADOC**
   - 1st DH Look
   - 2nd DH Look
   - 3rd DH Look

3. **Post DIVO Tour**
   - Graduate Education
   - WTI Production
   - Talent Management

---

4. **1st DH Tour**
   - CA
   - 1st Lk CMD
   - O4

5. **2nd DH Tour**
   - PD1 Sea/Shore Tour
   - 2nd Lk CMD
   - O5

6. **PD2 Shore Tour**
   - PXO
   - XO/XO-SM

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7. **PCO**
   - XO/CO Fleet Up
   - CO/CO-SM Tour
   - PCC

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8. **PCC Community / Joint Tours**
   - CG/LPD Command
   - PMC
   - CDS/LHD Fleet Up

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9. **1st Lk MC**
   - O6

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10. **2nd Lk MC**
11. **3rd Lk MC**

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12. **19.5 20 20.5 21 21.5 22 22.5 23 23.5 24 24.5 25 25.5 26**
   - PCO
   - PMC

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13. **10 10.5 11 11.5 12 12.5 13 13.5 14 14.5 15 15.5 16 16.5 17 17.5 18 18.5 19**

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14. **8.5 9 9.5 10 10.5 11 12 12.5 13 13.5 14 14.5 15 15.5 16 16.5 17 17.5 18 18.5 19**

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Early DH SWO Career Path

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

19 19.5 20 20.5 21 21.5 22 22.5 23 23.5 24 24.5 25 25.5 26

PD1 PD2 PD3 PD3 PD3 PD3 PD3 PXO XO/XO-SM XO/XO-SM XO/XO-SM XO/XO-SM PXO PXO/Shore CO / CO-SM Tour

1st Lk CMD 2nd Lk CMD 3rd Lk CMD

19 19.5 20 20.5 21 21.5 22 22.5 23 23.5 24 24.5 25 25.5 26

PCC Community / Joint Tours CG/LPD Command

PCO CDS/LHD Fleet Up PMC PMC

O6 1st Lk MC 2nd Lk MC 3rd Lk MC

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

*= Go/No Go assessment
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

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

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

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<td><strong>Department Head</strong></td>
<td><strong>Lieutenant Commander/O-4</strong></td>
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<tr>
<td>- YCS 3-5</td>
<td>- First look as early as YCS 9</td>
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<tr>
<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><strong>Commander Command</strong></td>
<td><strong>Commander/O-5</strong></td>
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<td>- As early as YCS 12</td>
<td>- As early as YCS 14</td>
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<tr>
<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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<tr>
<td><strong>Major Command</strong></td>
<td><strong>Captain/O-6</strong></td>
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<td>- As early as YCS 21</td>
<td>- As early as YCS 21</td>
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<tr>
<td>• Board held each November</td>
<td>• Board held each January</td>
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<tr>
<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.
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.
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

Key FITREP Points

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! **
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

*** 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 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

- 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!

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- 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 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

*** 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!
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Junior Officer Sea and Shore Slate Schedule

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

### SHORE Slate Schedule

<table>
<thead>
<tr>
<th>Officer PRD</th>
<th>Slate Month</th>
<th>Officer PRD</th>
<th>Slate Month</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jan-Mar 2024</td>
<td>May-23</td>
<td>Dec-Jan 2024</td>
<td>Apr-23</td>
</tr>
<tr>
<td>Apr-Jun 2024</td>
<td>Oct-23</td>
<td>May-Jun 2024</td>
<td>Sep-23</td>
</tr>
<tr>
<td>Jul-Sep 2024</td>
<td>Dec-23</td>
<td>Jul-Sep 2024</td>
<td>Nov-23</td>
</tr>
</tbody>
</table>

### TALENT MANAGEMENT

- Aug-23
- Feb-Apr 2024
- Jun-23

### SEA Slate Schedule

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

\[ \frac{4.17}{3.82} \times 2 + 0.75 \text{ (OOD + SWO + EOOW)} = 2.93 \]
2DV to Shore Slating Equation

- \((\text{TA/RSCA of best DV FITREP}) \times 2\) + (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:

<table>
<thead>
<tr>
<th>PG</th>
<th>STATION</th>
<th>DUTY</th>
<th>REPORTING SENIOR</th>
<th>AVERAGES</th>
<th>PROMOTION REC</th>
<th>RPT TYPE</th>
<th>MILESTONE1</th>
<th>MILESTONE2</th>
</tr>
</thead>
<tbody>
<tr>
<td>O1</td>
<td>NROTC</td>
<td>EXEC ASST</td>
<td>COL</td>
<td>0/0</td>
<td></td>
<td></td>
<td>REGULAR</td>
<td></td>
</tr>
<tr>
<td>O1</td>
<td>USS</td>
<td>1DIVO</td>
<td>STRIKE</td>
<td>4.17/13</td>
<td>X</td>
<td></td>
<td>REGULAR</td>
<td>DH AFLOAT</td>
</tr>
<tr>
<td>O1</td>
<td>USS</td>
<td>1DIVO</td>
<td>STRIKE</td>
<td>4.29/25</td>
<td>X</td>
<td></td>
<td>REGULAR</td>
<td>DH AFLOAT</td>
</tr>
<tr>
<td>O1</td>
<td>USS</td>
<td>1DIVO</td>
<td>STRIKE</td>
<td>4.1/3.99</td>
<td>11</td>
<td></td>
<td>REGULAR</td>
<td></td>
</tr>
<tr>
<td>O2</td>
<td>USS</td>
<td>1DIVO</td>
<td>STRIKE</td>
<td>4.43/7</td>
<td>X</td>
<td></td>
<td>REGULAR</td>
<td>DH AFLOAT</td>
</tr>
<tr>
<td>O2</td>
<td>USS</td>
<td>2DIVO</td>
<td>NAVIGATOR</td>
<td>4.86/30</td>
<td>X</td>
<td></td>
<td>REGULAR</td>
<td>DH AFLOAT</td>
</tr>
<tr>
<td>O2</td>
<td>USS</td>
<td>2DIVO</td>
<td>NAVIGATOR</td>
<td>3.95/3.96</td>
<td>8</td>
<td></td>
<td>REGULAR</td>
<td>EARLY CMD</td>
</tr>
</tbody>
</table>

\[
\frac{4.86}{3.96} \times 2 = 2.45 \\
2.45 + \left(1 \times \frac{\text{EOOW Point}}{4}\right) = 2.70
\]
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>YG18 285</td>
<td>SWOS: AUG25-MAR26</td>
<td>APR25</td>
<td>MAY25</td>
<td>MAR25</td>
<td>NOV25</td>
<td></td>
</tr>
<tr>
<td>YG18 286</td>
<td>SWOS: OCT25-APR26</td>
<td>JUN25</td>
<td>JUL25</td>
<td>MAY25</td>
<td>FEB26</td>
<td></td>
</tr>
<tr>
<td>YG18 287</td>
<td>SWOS: JAN26-JUL26</td>
<td>SEP25</td>
<td>OCT25</td>
<td>AUG25</td>
<td>APR26</td>
<td></td>
</tr>
<tr>
<td>YG18 288</td>
<td>SWOS: MAR26-SEP26</td>
<td>NOV25</td>
<td>DEC25</td>
<td>OCT25</td>
<td>JUN26</td>
<td></td>
</tr>
<tr>
<td>YG19 289</td>
<td>SWOS: JUN26-DEC26</td>
<td>JAN26</td>
<td>FEB26</td>
<td>DEC25</td>
<td>AUG26</td>
<td></td>
</tr>
<tr>
<td>YG19 290</td>
<td>SWOS: AUG26-FEB27</td>
<td>APR26</td>
<td>MAY26</td>
<td>MAR26</td>
<td>NOV26</td>
<td></td>
</tr>
<tr>
<td>YG19 291</td>
<td>SWOS: OCT26-APR27</td>
<td>JUN26</td>
<td>JUL26</td>
<td>MAY26</td>
<td>FEB27</td>
<td></td>
</tr>
<tr>
<td>YG19 292</td>
<td>SWOS: JAN27-JUL27</td>
<td>SEP26</td>
<td>OCT26</td>
<td>AUG26</td>
<td>APR27</td>
<td></td>
</tr>
<tr>
<td>YG19 293</td>
<td>SWOS: MAR27-SEP27</td>
<td>NOV26</td>
<td>DEC26</td>
<td>OCT26</td>
<td>JUN27</td>
<td></td>
</tr>
</tbody>
</table>

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:

\[
\frac{4.86}{3.96} \times 2 = 2.45
\]

\[
2.45 + \left(\frac{1 \text{ (EOOW Point)}}{2}\right) = 2.95
\]
2DH Slate Schedule:

<table>
<thead>
<tr>
<th>2DH Slate</th>
<th>PRD Window</th>
<th>Projected Billet Release</th>
<th>Projected Slate Release</th>
</tr>
</thead>
<tbody>
<tr>
<td>23-1</td>
<td>Sep-Nov 2023</td>
<td>27 Jan 2023</td>
<td>10 Mar 2023</td>
</tr>
<tr>
<td>23-2</td>
<td>Dec 23-Feb 24</td>
<td>14 Apr 2023</td>
<td>19 May 2023</td>
</tr>
<tr>
<td>23-3</td>
<td>Mar-May 2024</td>
<td>21 Jul 2023</td>
<td>01 Sep 2023</td>
</tr>
<tr>
<td>23-4</td>
<td>Jun-Aug 2024</td>
<td>17 Nov 2023</td>
<td>15 Dec 2023</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
- 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>No slating</td>
<td>N/A</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?
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)
Questions and Answers