



PERS 41

**Surface Warfare Officer
Community Brief**



**CAPT Brad Cooper
Director, Surface Officer
Assignments (PERS-41)**





Surface Warfare

Warfighting First – Operate Forward – Be Ready

Privilege of leading Sailors, early and often

Surface forces critical to the security of our nation,
everywhere in the world

Sailing and fighting a ship

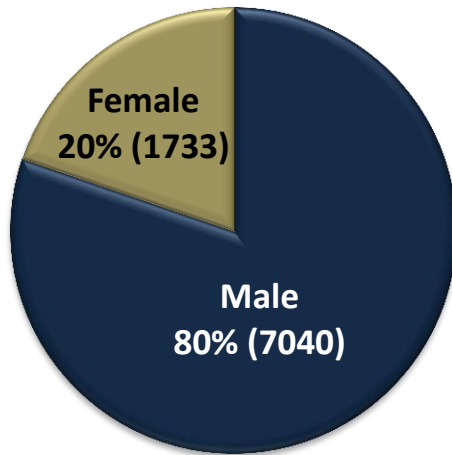
Opportunity: Command, Leadership, Service

Realize Your Potential

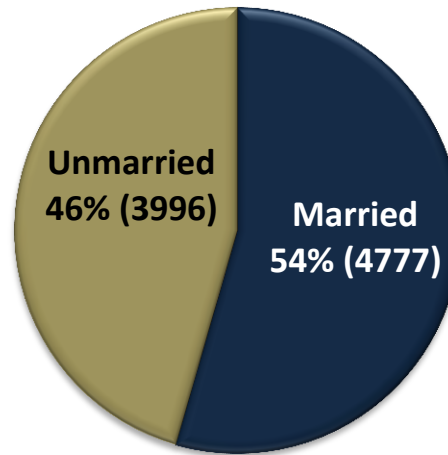


Who We Are

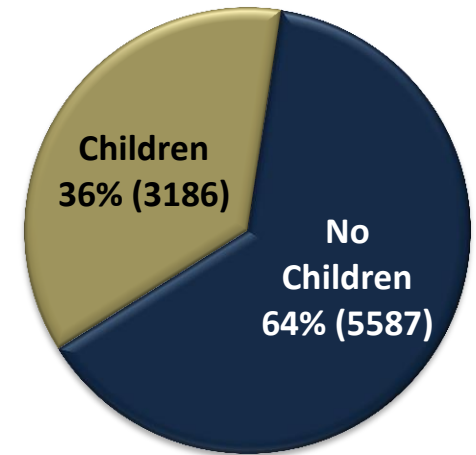
Gender



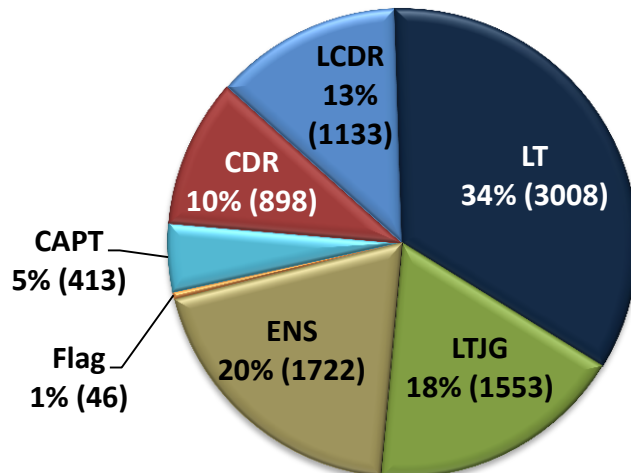
Marital Status



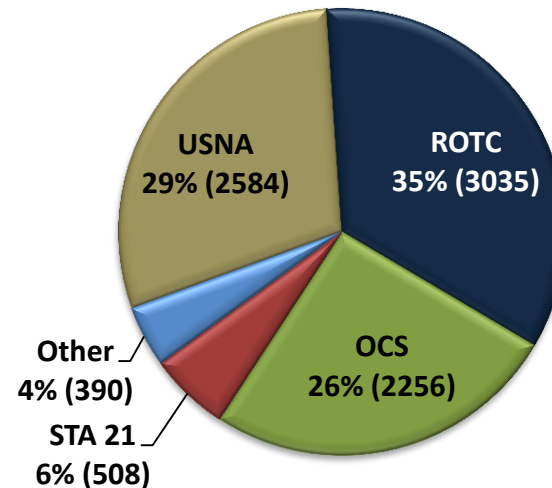
Children



Rank



Commissioning Source





PERS-41 Mission

The best officers to meet Fleet needs



Building Strong Careers is our Job



PERS-41 Organization

PERS-41
Director Surface Officer
Distribution Division

- Deputy Director/Asst. O-6 Detailer
- Executive Assistant
- Strategic Communications
- Metrics

PERS-410/411
CDR/LCDR
Assignments

PCC
Post-DH
XO-SM
XO-Afloat
CO-SM
CO-Afloat

PERS-412
Junior
Officer
Assignments

Accessions
DIVO – DH
(Conventional &
Nuclear)

PERS-413
Surface
Officer
Placement

SCP:
ATFP
MIW
SS
Missile Def

PERS-414
LDO/CWO

Admin
Security
OPSTEC
Deck
Electronics
Ordnance
Engineering

PERS-415
SPECWAR
Assignments/
Placement

CWO2 – CDR
Placement for
SEAL Commands

PERS-416
EOD
Assignments/
Placement

CWO2 - CDR
Placement for
EOD, Salvage, &
DIVE/EOD
Training
Commands

PERS-417
Full Time
Support
Assignments

ENS – CAPT
Sr. FTS rep at
NPC



Detailing Triad

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

Personal Preferences

Career Needs

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

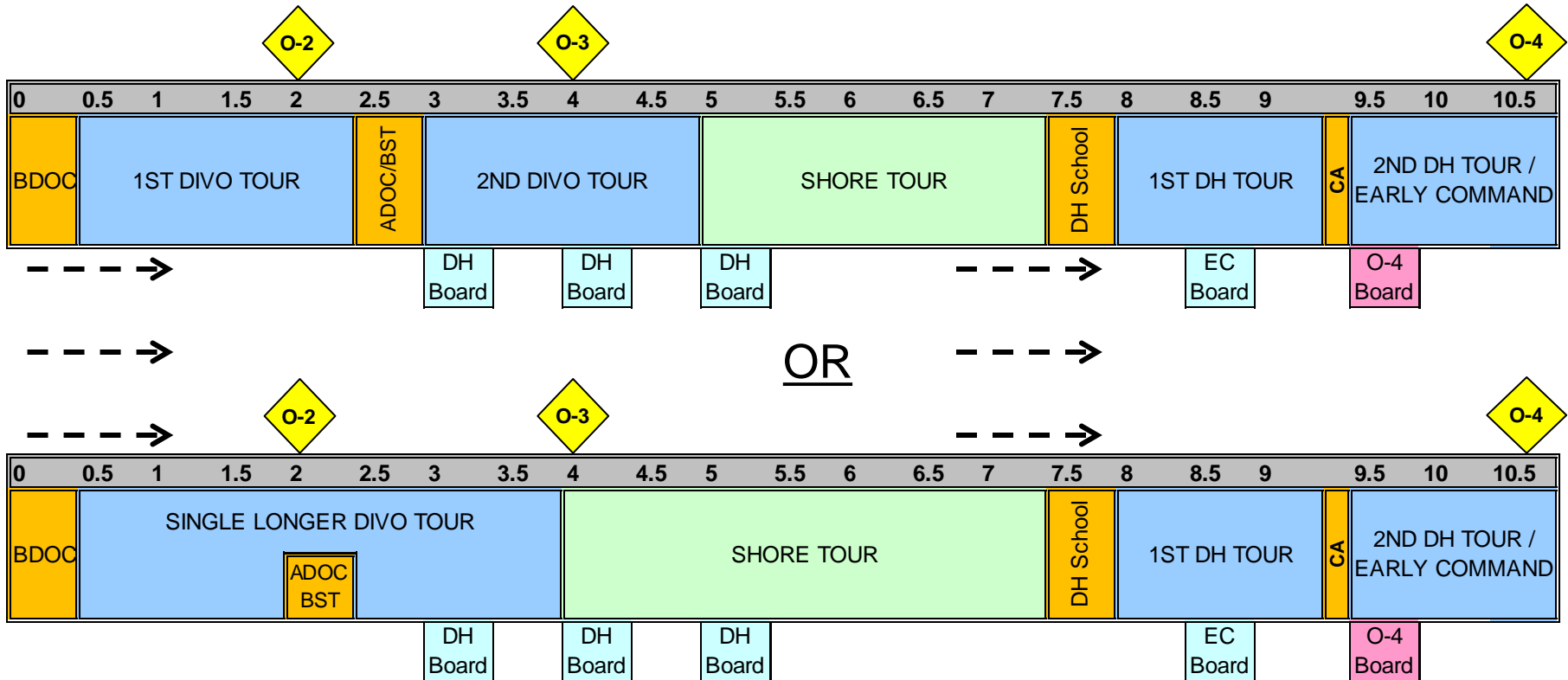
Needs of the Navy

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



Career Path Today: Only Two Linear Paths

“Conveyor Belt”



Reactionary, Needs-Driven, Limited Flexibility



Background

“Your careers will be defined by flexibility, transparency, and choice...”

“Whether we are talking about systems and tactics in the digital age or personnel management, we must evolve to meet the needs of the future battle space and the needs of our people. Today we shift from ‘what-ifs’ to ‘what’s next’...”

- *Secretary of the Navy Ray Mabus*
U.S. Naval Academy Address
12 May 2015



“Going Active”

- The Surface Warfare Community is putting the vision for talent management into action... today.
- This brief overviews and articulates:
 - A talent management model... where we are today in the Surface Force
 - Our Surface Warfare values
 - A new “SWO Career Chart” – transitioning away from a linear career path... and toward an agile, flexible, option-based, values-driven career plan that invests in our people
 - Sailor 2025 initiatives: key enablers and energizing components to the SWO Career Chart
 - The way ahead: a campaign strategy to retain our most talented officers
 - Transparency... not just words, but through meaningful action
 - Our leading edge approach to rewarding performance



Charting a New Course

Agile

WARFIGHTING FIRST!

Flexible

Reward Superior Performance

Develop skills we value

Education at America's elite institutions

Work at a Fortune 500 Company

Take time off

Transparency

Higher Selectivity

Empowerment

What if...?

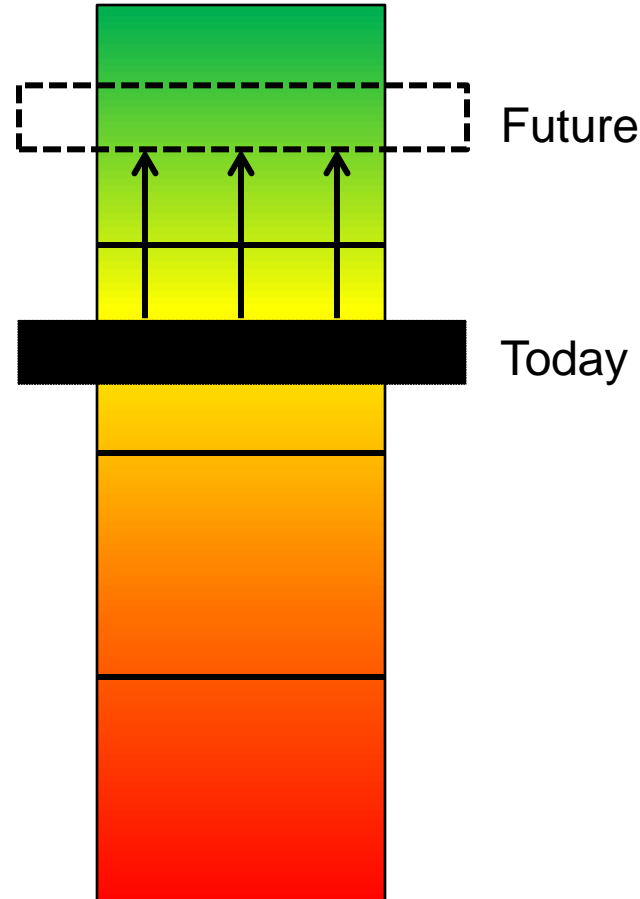
Why not...?

Option-based

Values-driven



Modeling Talent



GOAL: Raise the talent bar and retain our best as future Department Heads and Commanding Officers



Operationalizing Talent Management: “Why?”...“What?” ... “How?”

Why?

We need to retain more of our top talent
... who then lead and develop as CO's
... and Warfare Commanders
... and then DCNO's and Fleet Commanders
... to maintain our dominance as the world's premier maritime power

What?

The need: execute a fundamental strategic shift
From: “Retaining the most willing” (legacy approach)
To: “Retaining the most talented” (future)

How?

Addressed in ensuing slides

Executable: **TODAY**
The future: **STARTS RIGHT NOW !**



Sailor 2025 Initiatives

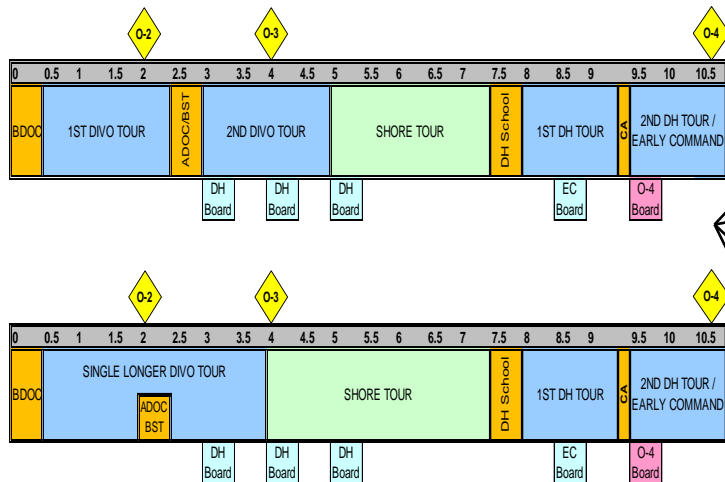
- **BLUF: Critical enabler to retention of top tier talent**
- **Adaptive workforce policies**
 - Increased bonus opportunities
 - Expanded Career Intermission Program (CIP)
 - Increasing Navy quotas from 40... to 400 (PROPOSED)
 - Future: CIP during bonus window
 - Revised spouse co-location policy
 - Our commitment: co-location is the standard
 - Expanded Maternity Leave
- **Building the “Warrior Scholar”**
 - SURFOR connects top talent with new opportunities for Civilian Grad Ed
 - SURFOR identifies top talent for new SECNAV Industry Tour Program
 - Enriching experience w/America’s leading companies
- **Positioning for merit based promotion and leading-edge, “market based” detailing**

New initiatives energize and incentivize top talent



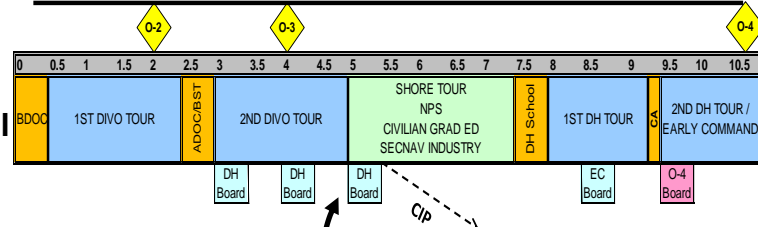
A new SWO Career Chart... Multiple Tracks

LEGACY CAREER PATH

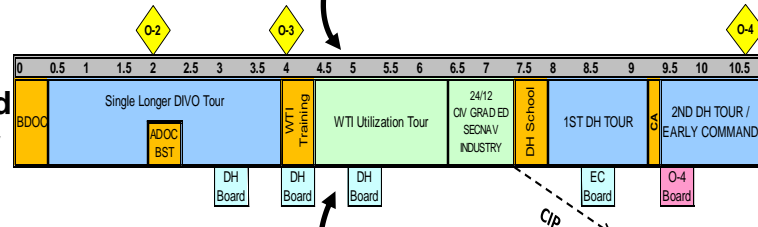


New: Surface Warfare Career Chart

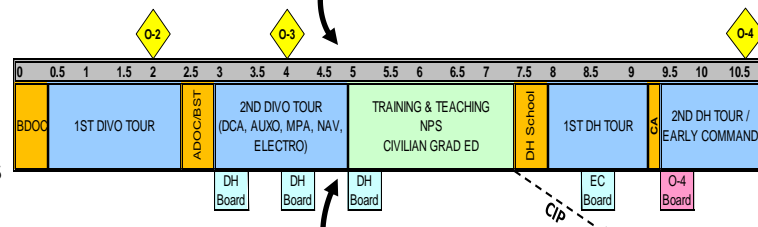
Track 1
Traditional
Path



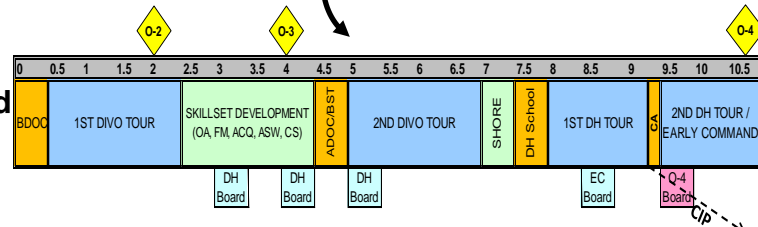
Track 2
Accelerated
Warfighter



Track 3
Enhanced
Readiness



Track 4
Accelerated
Skillset
Building

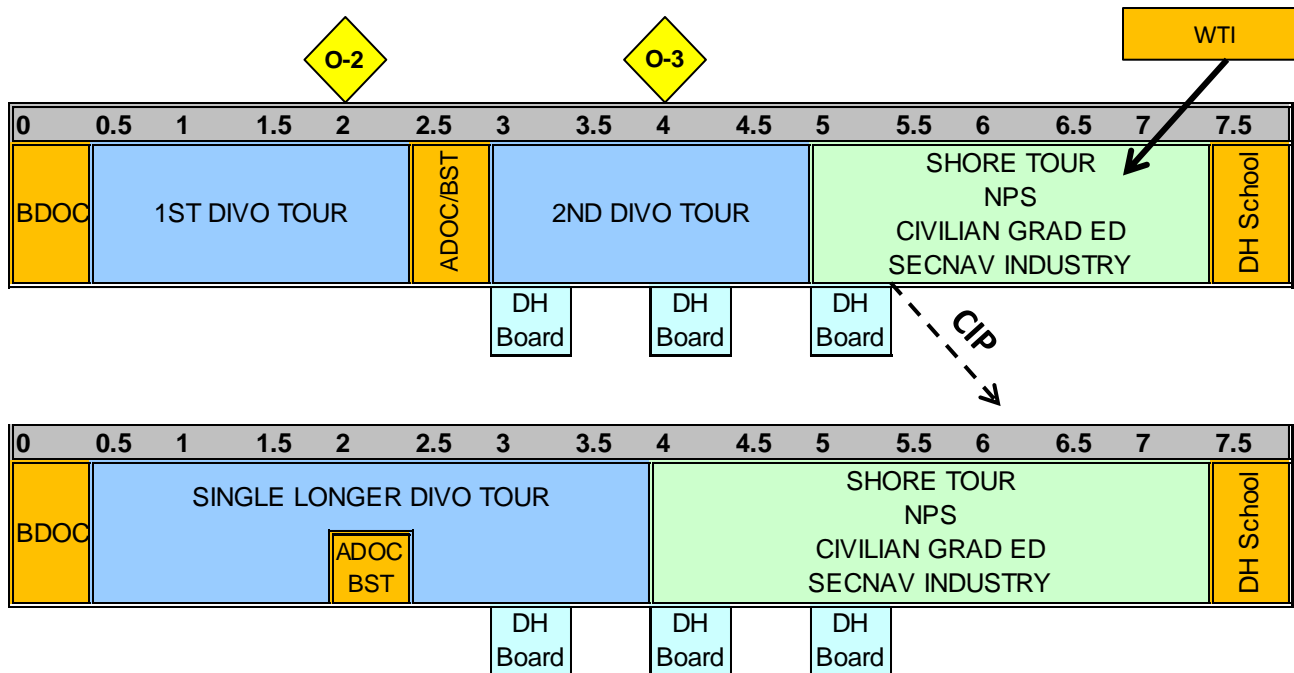


- Multiple paths that connect values with options and opportunities
- Build better CO's, Warfare Commanders and Navy leaders with skills to fight, win, and lead in a variety of environments.

Agile, Flexible, Options-Based, Values-Driven



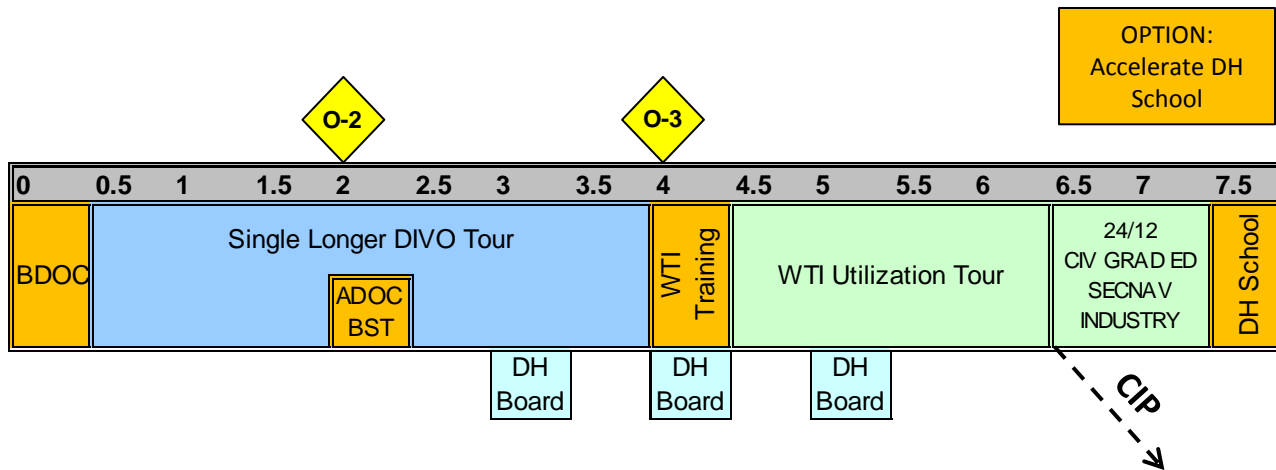
SWO Career Path – DIVO Traditional



- All current shore duty options remain available
- Proven value to Surface Warfare... sustains current readiness and opportunities
- Invests in tactical development of JO's as WTIs
 - WTI development reinforced with positive language in admin boards (now) and statutory board community briefs (now)
- Values "production tours" at SWOS / BDOC / ATG / NROTC / USNA, et al
 - Backed by precept language in admin boards (now)
- **New:** SECNAV Industry Tours and Civilian Grad Ed fully integrated
- **New:** Expanded opportunity for career intermission (CIP) integrated
- **New:** Well positioned to embrace changes to statutory promotion processes



SWO Career Path – DIVO “Accelerated Warfighter”

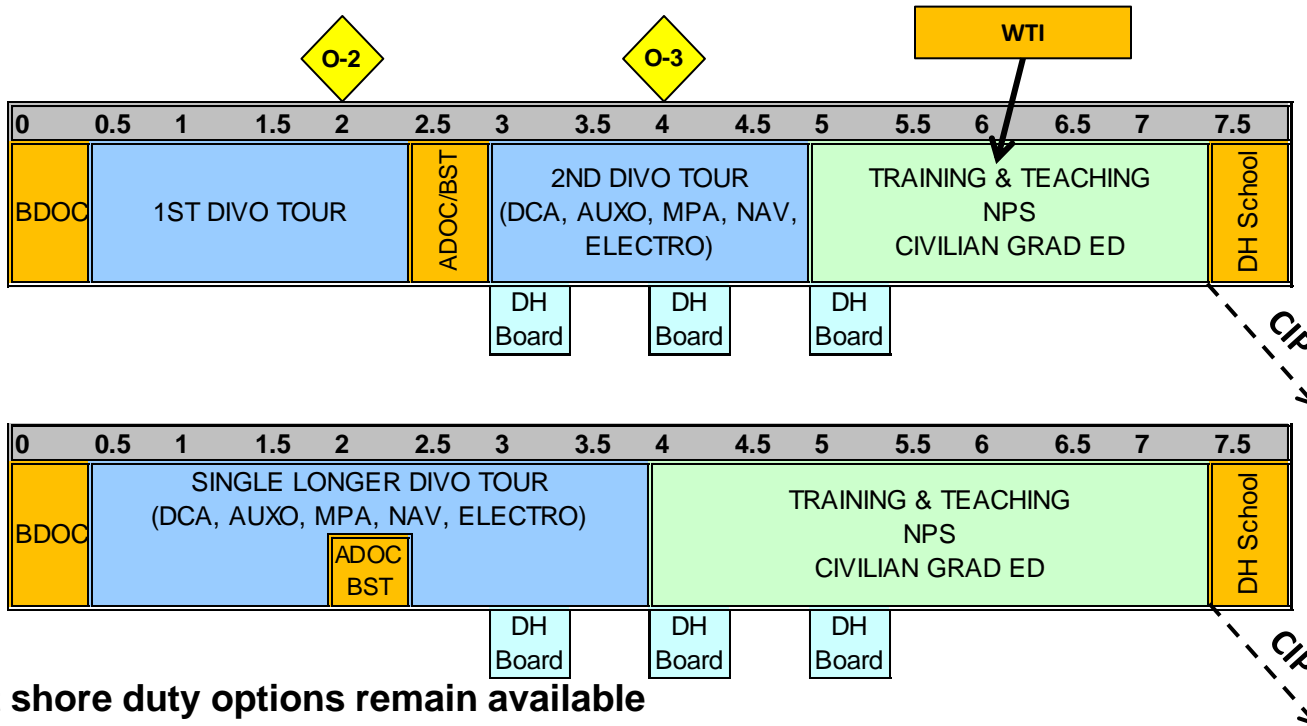


- Builds on strong efforts to date by NSMWDC to grow WTIs
- WTI development reinforced with positive language in admin boards (now) and statutory board community briefs (now)
- **New:** Drives investment in tactical expertise early... Warfare BST... with a defined track for growing warfighters – ASW, SUW, IAMD, AMW
- **New:** Empowers CO’s to identify / invest in talent with a “Warfighting First” priority
- **New:** Embraces and integrates Sailor 2025 initiatives to retain talent
 - Ex: FCO → IAMD WTI → Stanford Masters (not previously possible)
- **New:** Expanded opportunity for career intermission (CIP) integrated
- **New:** Well positioned to embrace changes to statutory promotion processes
- **New:** Option to accelerate to Dept Head School for our very best



SWO Career Path – DIVO

“Enhanced Readiness”

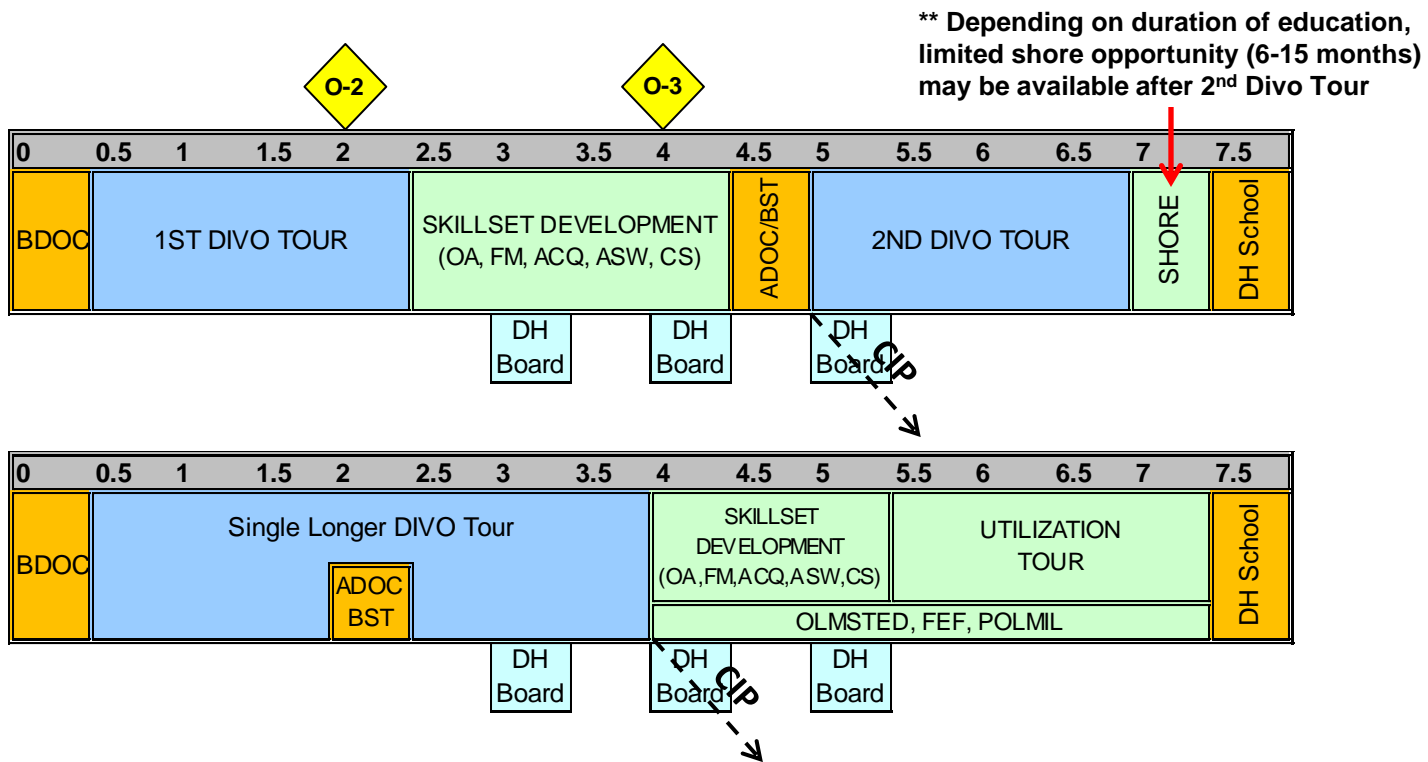


- All current shore duty options remain available
- Drives shipboard readiness expertise early... as a priority
 - Navigation, DC, Engineering
 - Eligible for WTI consideration
- **New:** Emphasizes value-added tours at key community production/readiness hubs
 - SWOS, ATG, BDOC, NROTC, USNA, et al...
 - Culture shift: these tours are VALUED in Surface Warfare
 - (<1 yr old) Value reinforced with precept language in community selection boards
- **New:** SECNAV Industry Tours and Civilian Grad Ed fully integrated
- **New:** Expanded opportunity for career intermission (CIP) integrated
- **New:** Well positioned to embrace changes to statutory promotion processes



SWO Career Path – DIVO

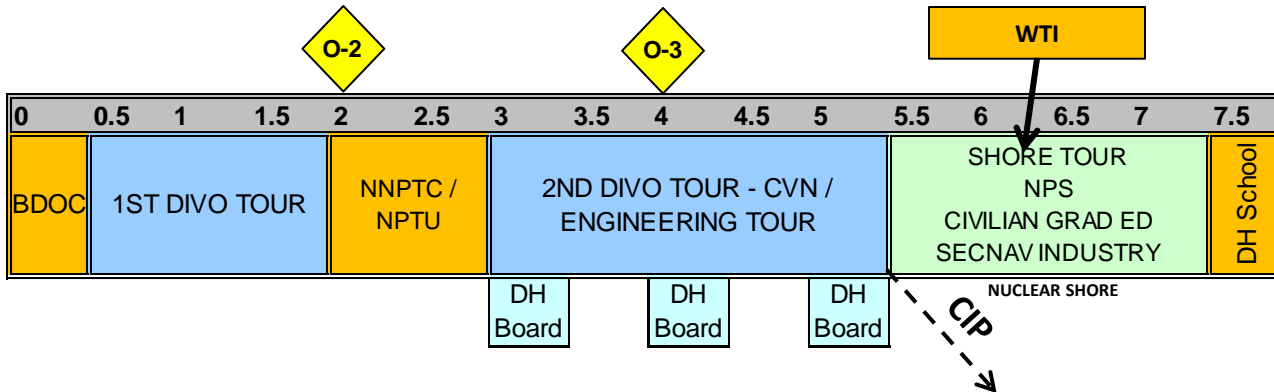
“Accelerated Skillset Development”



- Invests in people early to develop skillsets we need to lead, fight and win as CO's and Warfare Commanders
- **New:** Go to NPS after 1st Divo Tour... earn Masters... then back to sea as a 2nd Tour Divo
 - OR: Single Longer Divo Tour... earn Masters... Utilization Tour w/ OPNAV, CSCS, Olmsted/FEF/PolMil, etc.
- **New:** Heavy investment early in skillsets we value
 - Ops Analysis, Financial Management, Acquisition, ASW, Combat Systems
- **New:** Fleet readiness enabler: Fleet LT's will have afloat experience + broader education
- **New:** Expanded opportunity for career intermission (CIP) integrated
- **New:** Well positioned to embrace changes to statutory promotion processes



SWO Career Path – DIVO Nuclear



- All current shore duty options remain available
- Proven career balance to produce highly effective warfighting ship COs and technically competent CVN ROs
- **New:** Milestone-based career path
 - Provides tour length flexibility
 - Ensures requisite professional proficiency obtained
 - Targets top performers with increased career opportunities
- **New:** Conventional DIVO tour (target – 19 months)
- **New:** CVN DIVO tour (target – 26 months / can flex to 22 months)
- **New:** Opportunity for top performers to FLEX the nuclear track to take advantage of the SWO tracks (i.e., “Accelerated Warfighter”, “Enhanced Readiness”, “Accelerated Skillset Development”)



Cutting Edge Bonus Strategy

- **(New) Junior Officers: \$105K Bonus (PROPOSED)**
 - **(NEW) JO Talent and Performance Reward**
 - For 1st Look DH screened officers ONLY (for commitment as a DH)
 - *Eligible for additional \$30K (\$10K payments at 4, 5, and 6 YCS)*
 - Targeted retention for our TOP PERFORMERS
 - 2015: 80% selectivity ... 2016: 50-60% selectivity
 - 2nd and 3rd payments are based on the talent model, validated by the DH screening board and reward sustained performance
 - Smaller bonus for 2nd/3rd look screened officers
 - **\$75K legacy bonus for DH commitment remains intact**
- **LCDR Bonus remains intact**
- **(New) Post Command: \$36K Bonus (PROPOSED)**
 - \$12K/year for 3 years 19-22 YCS in exchange for 2 years of obligated service

Message:
PERFORMANCE counts and is REWARDED



Campaign Strategy: Targeting Our Best People

- Starting with our most recently screened Dept Heads
- Phase 1 – Talent Model Development
- Phase 2 – Identifying top 50% of talent
- Phase 3 – Outreach
 - Note to Commanding Officers
 - Talking Points to guide midterm counseling/DH Board results
 - CO's empowered and should ask “what will it take to keep you in our community?”
 - Targeted Flag engagement





Bottom Line

SECNAV's imperative

+

Our strong community values

+

Agile, flexible, options-based, values-driven

+

Integrated Sailor 2025 initiatives

+

A focused outreach strategy and transparent communications

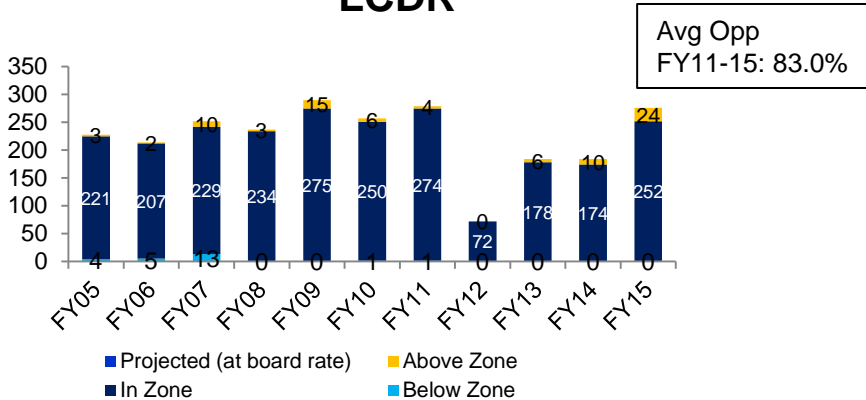
+

Top performance recognized and rewarded

**Surface Warfare community:
Well-positioned to retain our top talent
Elevate warfighting readiness to new heights**

Promotions

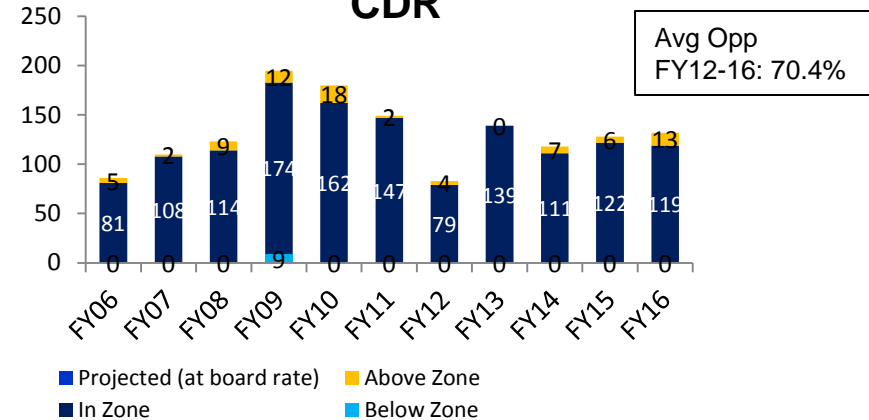
LCDR



FY14 LCDR (Board 70%, SWO 73.0%)

FY15 LCDR (Board 70%, SWO 92.6%)

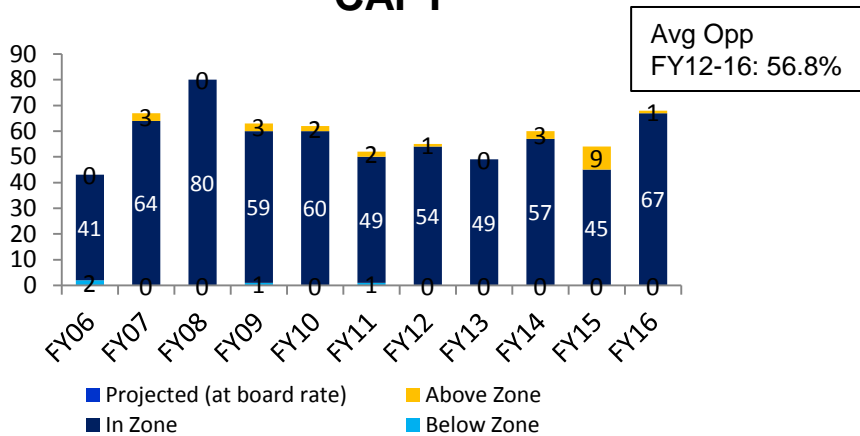
CDR



FY15 CDR (Board 70%, SWO 64.3%)

FY16 CDR (Board 70%, SWO 63.2%)

CAPT



FY15 CAPT (Board 50%, SWO 50.5%)

FY16 CAPT (Board 50%, SWO 50.7%)

- O4 promotion is the key to long term community health at the control grade
- CDR promotion consistent: milestone screening = path to O-5
- Successful CO-Afloat remains benchmark for promotion to CAPT

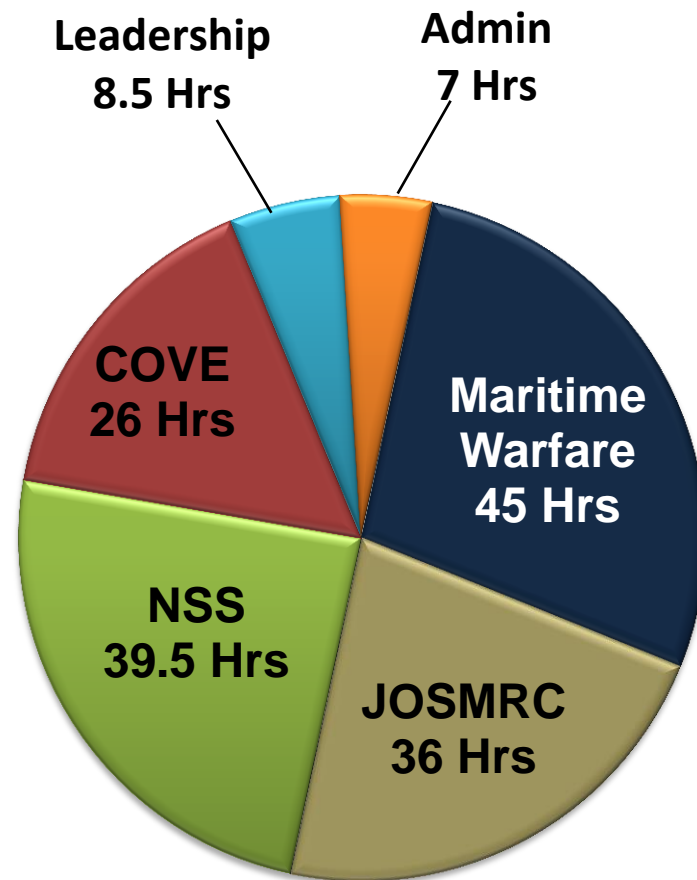
FITREPS MUST DOCUMENT MILESTONE SCREENING IN BLOCK 41

Control Grade promotions tied to milestone screening



ADOC at a Glance

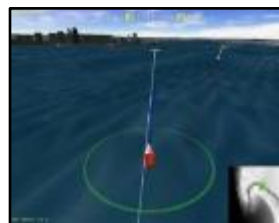
- Four Week Course
- Covers 60% of Platform Endorsement PQS
- Shiphandling Assessment in 2nd Tour Platform
- Foundation for follow-on billet specialty training
- Leadership training
- Foundation for 2nd tour qualification
 - EOOW
 - Warfare Coordinator



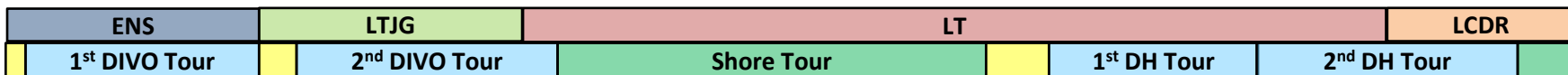
Building the “Fleet Lieutenant”



SWOS Training Continuum



1 2 3 4 5 6 7 8 9 10 11 12



BDOC

ADOC/
BST

DH
School

CA



13 14 15 16 17 18 19 20 21 22 23 24



PXO

PCO

PMC



Warfare Tactics Instructors



IAMD WTI Class 15-0010



SMWDC Advocacy

SWO progression milestones

2nd DH Tour

1st DH Tour

DH School

WTI Production Tour/Shore Duty (not all inclusive)

- NSMWDC
- CSG 4/15
- NSAWC
- CSCS
- SWOS
- TTGP/L
- EWTGP/L
- ATG P/L

WTI Training

2nd DIVO Tour

1st DIVO Tour

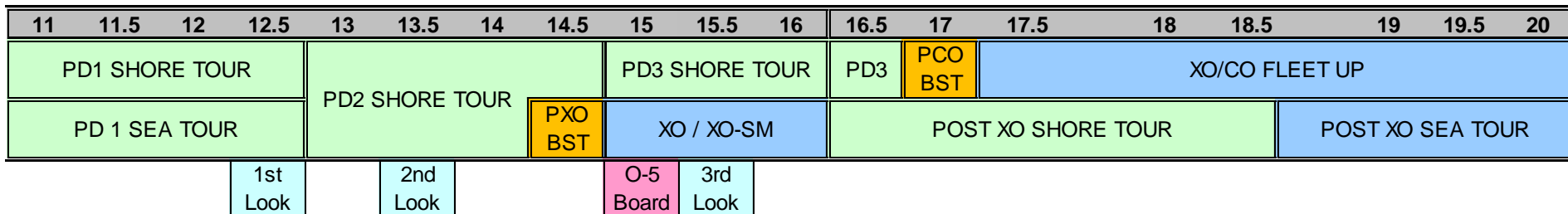
Warfare Area	Demand Signal per Year	Location
ASW/SUW	40	San Diego
IAMD	40	Dahlgren
AMW	30	Little Creek

If you think you have what it takes... contact SWO_WTI@navy.mil



SWO Clock

- CMD Screened/likely to screen officers serve in afloat or waterfront billets
 - Addresses atrophy of SWO skills between DH & XO tours
 - Keeps officers closer to the waterfront
 - Invests high quality officers back into community
 - Further professionalize the Force
 - Officer readiness ↑
 - Fleet readiness ↑
 - Enhance warfighting / SWO skills
 - Officer readiness ↑
 - Fleet readiness ↑
 - Billets Include:
 - TYCOMs, ATG, EAA/P, TTG, EWTG, SWOS, ATRC, NAMDC, NMAWC
 - FFC, CPF, # Fleets, CSFT, CSG, ESG, LHA/D NAV, Post-DH Early CMD



Paying the SWO Community First



Command Qualification

- Governed by CNSFINST 1412.2B (Updated Jun 2014)
- **Changes:**
 - Latest bibliography: 06 FEB 2015
 - Remove 60-day wait for 2-section failure
- **2-Part Process:**
 - Command Assessment (CA) between 1st and 2nd DH tours
 - Command Qual Exam (CQE)
 - Shiphandling assessment
 - Tactical Assessment
 - DH 360° feedback
 - PQS/Oral Board
- Full Command Qual (Including CQE) required for CDR CMD Board eligibility
 - CA required for DHs rolling to 2nd tour as of JUN 13
 - CQE offered via SIPR e-mail to officers currently ashore
 - SWOSCOLCOMINST 1412.1X



Complete Command Qualification as a DH



Command Opportunity

- Historic opportunity tied to LCDR Selection rate
 - Fleet-up removed XO screen, improving opportunity
 - Reduced LCDR promotions shrank eligibility pool for CDR CMD
- Command opportunity approximately 33% of Department Heads – not tied to LCDR selection rate

Consistent command opportunity across all YGs



SWO Acquisition Corps

- Integrate warfighter experience into critical acquisition positions
- Requirements for “Acquisition Eligible” panel:
 - Undergraduate degree in specified fields (business, finance, contracts, systems engineering, etc.)
 - Certification
 - 4 years experience
- Candidates identified at the CDR Command Board
- Major Command opportunity as Major Program Manager
- Call your detailer to discuss opportunities



Early Command

- Forward Deployed
 - 10 PCs, 4 MCMs in Bahrain
 - 4 MCMs in Sasebo
 - Permanent Crews
- Opportunity to command at 9-10 YCS
- CO tours in lieu of 2nd/3rd DH tour
- High screen rate for CDR CMD
- Challenging and Rewarding



Command Early, Command Often



Career Progression and Milestones





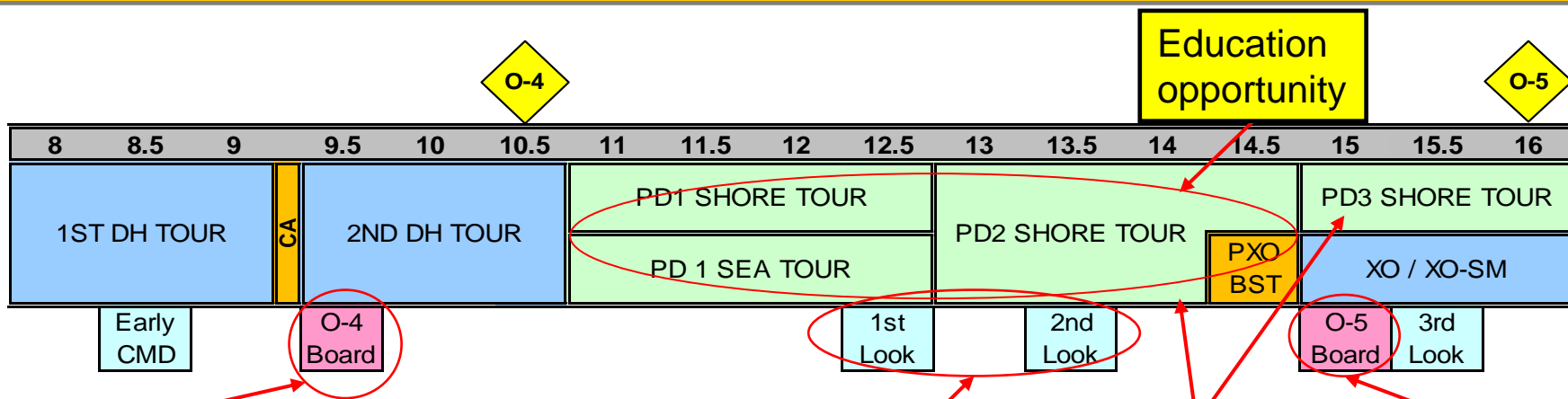
EVERY SWO is Valued

- Post DH LCDRs & XO/XO-SM served Officers are in demand
 - Provide URL continuity and integration
 - LCDR and CDR inventory shortages increase SWO market value
- Post-XO/XO-SM assignment follows regular sea/shore flow
- Rewarding opportunities at sea, overseas, and ashore
 - Joint / Coalition
 - Education: War Colleges
 - Subspecialty (FM, BMD, Pol/Mil, ASW, OA, Manpower)
 - Major Staffs
 - Community tours
- Opportunities to continue valuable service
- Expand & refine marketable skills

We **NEED** and **VALUE** your continued service



SWO Career Path – DH



Observed DH FITREP 7.5 to DH school key

Hard/soft breaks in DH tours PD tours in community jobs

SWO Clock/Joint tour targets

Screening status primary driver

Expectations	<ul style="list-style-type: none"> • Select for O-4 • Qualify for Command at Sea • Early Command 	<ul style="list-style-type: none"> • Position for CDR Command Screening • Sea Tour: NAV, CSG • Overseas: Fleet, COCOM • OPNAV / Community tour • MCM Command 	<ul style="list-style-type: none"> • SWO Clock • Joint • OPNAV • Community tour • Subspecialty
---------------------	---	---	---

Performance at Sea drives Command Screen, Professional portfolio drives shore assignment

Post DH Detailing

- Downstream fill list posted on 410/411 Post DH-PCC web page
 - Billets notionally posted by Placement Officers 8-10 months from fill date
 - List updated around the 1st week of each month
- All officers must provide preferences w/in 6 months of PRD
 - Submit 5 preferences (must include 1 GSA or NOW billet)
- Preferences competed each month among officers in detailing window



SWO LCDR DOWNSTREAM FILL LIST:

**** WAR COLLEGE UPDATE: We are currently taking inputs for SUMMER '09 Senior WC Seats. If you are interested, please look at the hyperlink (hyperlink) on the previous web page, and then submit your preferences to your Detailer.****

GSA BILLETS ARE PRIORITY FILL BILLETS

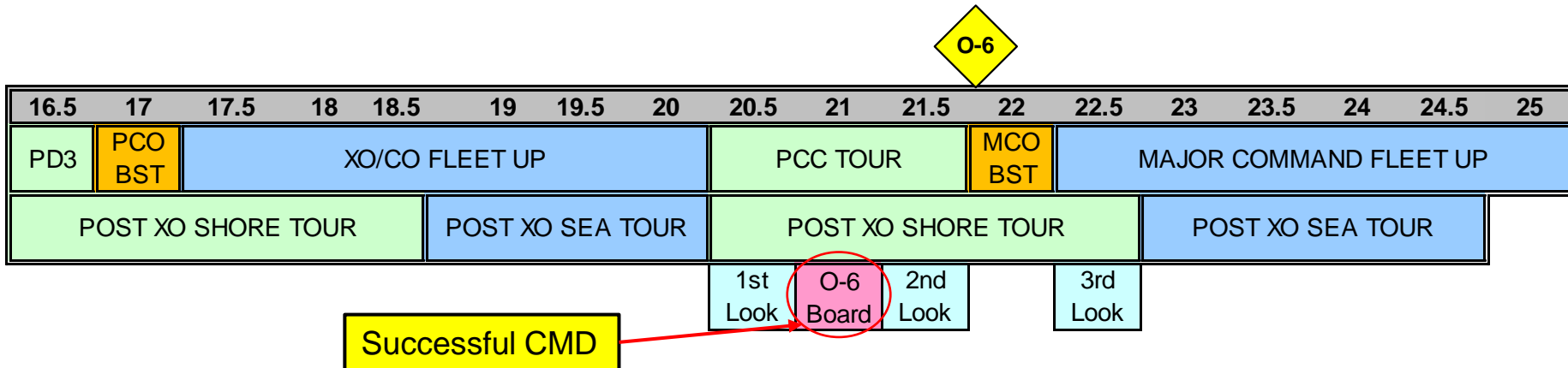
HOT FILLS ARE COLOR CODED RED IN THE COMMAND LINE

FILL DATE	UIC	BSC	COMMAND	BILLET TITLE	HMPRT	AQD /SCP	NOTES
GSA BILLETS							
200905	42795	00250	ECRC FWD NORFOLK	LNO CENTCOM - N5 - NE19540065	NORVA		TS/SCI CLEAR, PRD 1005, NMPS 11MAY09, AEGIS
				PERFORMS LIAISON DUTIES IN SUPPORT OF USNAVCENT'S MISSION AS ASSIGNED AND DIRECTED BY COMUSNAVCENT. SUPPORTS			
200906	4060A	00242	ECRC FWD SAN DIEGO - IRAQ	JCCS-1 DIVISION OPS - NE22090017	SDGO		SEC CLR: TS/SCI, PRD: 1005, NMPS: 20090622, SUB RULE: AEGIS
				CENTCOM, CTEWCC, CFLCC, JIEDDO, ATEC, AMC, BRIGADE AND BATTALION COMMANDERS, OTHER AGENCIES AND PROGRAM MANAGERS ON ALL MATTERS RELATED TO EW OPERATIONS, CAPABILITIES AND CREW SYSTEM PROCUREMENT, TESTING, INSTALLATION AND SUSTAINMENT. RESPONSIBLE FOR TRAINING THROUGHOUT THE DIVISION.			
NON-GSA BILLETS							
NOW	00948	73010	FLTASWTRACENPAC	INST NAV SCI/302L	SDGO		
NOW	00948	74010	FLTASWTRACENPAC	TRNG/ CS DIV HD	SDGO	ASW	
200902	00011	86335	OPNAV	STF REDI GEN/LCS REQUIREMENTS	ARLING		AP BILLET
200902	00074	81500	CNSWC	EQ PGM SUP/NAVY POM	CORNDO		
200903	00011	42410	OPNAV	LOGISTICS/N424F OPLOG & ASST CLF PGM MGR	ARLING		Potential SS-SCP Billet
200903	00038	35400	USPACOM	PLANS OFFICER	PEARL		JD1
200904	52739	10010	ESG 3	FLAG SEC	SDGO		NOMINATIVE BILLET
200905	32778	92010	COMFLEACT CHINHA	OPS ASHR	CHINHA		
200906	44040	20200	PEP CANADA-ESQUI	2ND CAN SODN OPS OFF	VICTCA		
200906	63190	73130	SWOSCOL.COM NPORT	INST TECH/CMBT SYS/DDG WEP- CSO 9545 2544	NEWPORT		

Balancing Fleet needs with personal preferences – applying talent to task



SWO Career Path – Command



Expectations	<ul style="list-style-type: none"> • Performance in CDR CMD • PCC tour may be at sea or ashore 	<ul style="list-style-type: none"> • MC screening largely rests on CC performance • PCC objective: <ul style="list-style-type: none"> • JPME I/II • Joint • DC • Subspecialty 	<ul style="list-style-type: none"> • Performance and subspecialty drive future (post-Major Command) assignments • Most post-MC assignments are in DC
--------------	--	--	--

Developing Senior Leadership for Community & Navy



FITREPs

- Give your best officers all you have!
- RSCA: live for the moment – support officers NOW!
- Send a clear signal to the board
- Include promotion and administrative milestones
- O4 Board = XO/CO Fleet Up recommendation
- Make use of white space...leave some
- Personalize
- Bumper stickers

FITREP *must* include administrative screening

FITREPs & Selection Boards

*SWO milestone screening
drives promotion
screening*

FITREPs

- Blk 40 Recommendations
- Blk 41 Soft break out (SBO) (X of XX)
- Blk 42 Hard break out (HBO)
- RSCA & Summary Group Avg
- Timing

Command Boards

CDR CMD

- HBO / RSCA / SBO / CMD Rec in DH tour
- EC / Post DH jobs matter

MAJ CMD

- HBO / RSCA / SBO in CMD tour
- PCC tour / career milestones met
- Potential for future service (skill set)

Promotion Boards

- HBO / RSCA / SBO / CMD Rec
- Milestone tours served
- Screening CO, XO, SCP
- IA / GSA

**Board Members Rely on Your FITREPs to Describe
Your Performance**



How Your Record is Briefed

Officer Summary Record (OSR)

Performance Summary Report (PSR)

FOR OFFICIAL USE ONLY - PRIVACY SENSITIVE

NAVPERS DPW113 (REV 3-2008)

OFFICER SUMMARY RECORD

NAME		YG 03		DATE PROC: 140308	
SIN	FILE NO	INDUCTION	DATE OF BIRTH	AGE	PROF SER. DATE
██████████	██████████	1110	██████████	██████████	██████████
SECRET FLAG	CAPT	COM	LOG	LT	LTJG
			100901	040601	020524
PRESENT DUTY DESIGN			PRESENT BELLET		
CNAVPERS/COM MILL			PERS DIST OFF/		
EDUCATION	LANG. PROF	SIG. SPEC	SERVICES SCHOOLS ATTENDED		
COLLEGE	DATE LEVEL	GRADE	LANG. PROF	SIG. SPEC	
MONTEREY USNA	86 MASTER	MECH ENG NAV ARCH	FRA 2616	5002P	COURSE: SWOS DEPT HD
	88 BACH 1 PR			6205S	DATE/WEKS: 0709 24
					COURSE: ADV OFF LEADERSHIP
					DATE/WEKS: 0211 01
					COURSE: DATE/WEKS:
ACTIVE DUTY DATE	PREVIOUS MILITARY SERVICE	YEAR	MONTHS	REMARKS	REMARKS
009524					
PERSONAL RECOGNITIONS					
NAV COM 03					
NAV ACHV 03					
SPECIAL DESIGNATIONS					
1 PERS DIST OFF	2 SURFACE WARFARE	3 ASW/ANTOWOP	4 ASW/TOWOP	5	6
7 FLAG LT	8 COMBAT SYS	9 SMS AGES 03	10 OOD FLEET 03	11	12
13 SHIP NAVY GEN	14 ASW WEP	15 NTDS SMO 03	16 JPMC PHASE 1	17	18
19 SURF WAR 03					

Wicked Smaah!t!

Fully Qual'd

- 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 VERY vanilla.

PERFORMANCE SUMMARY REPORT

NAME(LAST, FIRST, MIDDLE)				DESIG/RATE		SSN		PAGE 1 OF 2				
██████████				1110		*****						
PG	STATION	DUTY	DATES	M O S	REPORTING SENIOR NAME	PG	TITLE	TRAITS 1 2 3 4 5	AVERAGES IND SUM R/S CUM	PROMOTION REC SP PR P MP EP	PRT	RPT TYPE
01	SOURCE SCHOOL	SAIL INSTR	052400 062600	1	██████████	06	CO		0.00 0.00	0 0 0 0 0		P/WS RG
01	SOURCE SCHOOL	SAIL INSTR	062700 083000	2	██████████	06	CO		0.00 0.00	0 0 0 0 0		P/WS RG
01	SWOS NEWPORT RI	STUDENT	083100 031601	7	██████████	06	DIRECTOR		0.00 0.00	0 0 0 0 0		P/WS RG
01	USS SHIP	ASWO	031601 101802	14	██████████	05	CO	0 0 0 4 3	4.43 4.32	0 0 0 X 4 0 0		P/WS RG
02	USS SHIP	ASWO	052402 101802	5	██████████	05	CO	0 0 0 2 5	4.71 4.72	0 0 0 X 1 0 0		P/WS RG
02	USS NEXT SHIP	NAVIGATOR	101902 020703	4	██████████	05	CO	0 0 0 4 3	4.43 4.30	0 0 0 X 7 0 0		P/WS RG
02	USS NEXT SHIP	NAVIGATOR	020803 050304	15	██████████	06	CO	0 0 0 7 0	4.00 3.92	1 0 0 X 4 0 0		P/WS RG CO
03	NAVPGSCOL MONTEREY	STUDENT	050404 013105	9	██████████	06	DEAN OF STU		0.00 0.00	0 0 0 0 0		P/WS RG
03	NAVPGSCOL MONTEREY	STUDENT	020105 013106	12	██████████	04	DEPUTY DEAN		0.00 0.00	0 0 0 0 0		P/WS RG
03	NAVPGSCOL MONTEREY	STUDENT	020106 121506	11	██████████	05	DEAN OF STU		0.00 0.00	0 0 0 0 0		P/WS RG
03	SWOSCOLCOM	STUDENT	121606 090707	9	██████████	05	DIR MAR WAR		0.00 0.00	0 0 0 0 0		P/WS RG
03	USS 3rd SHIP	CHENG	090807 013108	5	██████████	06	CO	0 0 0 0 6	5.00 4.89	0 0 0 0 1 X 1		P/WS RG CO
03	USS 3rd SHIP	CHENG	020108 022208	6	██████████	06	CO	0 0 0 0 7	5.00 4.90	0 0 0 0 2 X 1		P/WS RG
04	USS 4th SHIP	CHENG	020109 123109	9	██████████	06	CO	0 0 0 2 5	4.43 4.66	0 0 0 0 0 X 1		P/WS RG
04	USS 4th SHIP	CHENG	043010 043010	9	██████████	06	CO	0 0 0 2 5	4.71 4.71	0 0 0 0 0 X 1		P/WS RG
04	PD1 SHORE	FLAG AID	050110 103110	6	██████████	08	COMMANDER		5.00 4.90	0 0 0 3 2 X 2		P RG
04	PD1 SHORE	FLAG AID	110110 040011	5	██████████	08	COMMANDER		5.00 4.88	0 0 0 0 0 X 1		P RG
04	PD2 SHORE	AO	040911 103111	7	██████████	06	DIRECTOR	0 0 0 4 2	4.33 4.65	0 0 0 X 7 6 3		PP RG MC
04	PD2 SHORE	AO	110111 103112	12	██████████	06	DIRECTOR	0 0 0 1 5	4.83 4.74	0 0 0 7 5 3		PP RG MC

"...Only limited by FR system to a P. My BEST DH, even as a JG" - CO



Your Service Record

- **Qualifications**

- Detailers can update quals/AQDs
 - OOD (LB2)
 - SWO (LA9)
 - TAO (LF6/7)
 - ECO (BS1/BS2)
 - ASWE (BA1/BA2)
 - EOOW (LC3/LC2/LC1)

- **Official photo** – Mail NAVPERS form 1070/884 (04-07) to PERS-312C

- **PFA – PRIMS @**
<https://www.bol.navy.mil>

- **FITREPs**

- **1 of 1** – contact PERS-32 @ (901) 874-4881
- **Competitive** - must be submitted by command

- **Awards**

- Must be updated by Navy Awards Office (DC)
- <https://awards.navy.mil>

- **NPC Address:**

Naval Personnel Command
5720 Integrity Drive
Millington, TN 38055-3120

Check your professional record online at:

<http://www.npc.navy.mil/CareerInfo/Recordsmanagement/>

For more on managing your record:

[http://www.public.navy.mil/bupers-npc/officer/Documents/Officer%20Record_Management_Brief_\(Updated_Mar14\).pdf](http://www.public.navy.mil/bupers-npc/officer/Documents/Officer%20Record_Management_Brief_(Updated_Mar14).pdf)

Nobody cares more about your record than you!



Career Management and Benefits





Other Navy Opportunities

- Executive MBA Program (EMBA)
- Fellowship Programs
- Olmsted Scholar Program
- AFPAK Hands
- Specialty Career Path (SCP)



Critical Skills Retention Bonuses

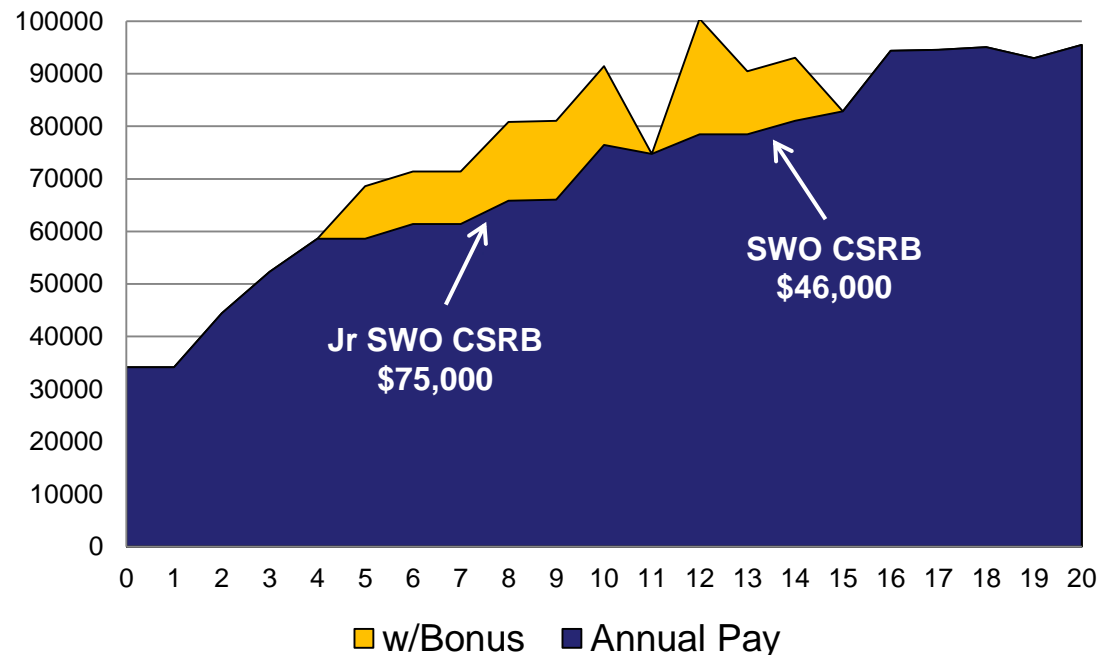
Junior SWO CSRB - \$75K

- \$10K upon commitment to serve two DH tours and confirmation of eligibility
- \$10K on 6th and 7th anniversary of commissioned service
- \$15K on 8th, 9th and 10th anniversary of commissioned service

SWO CSRB - \$46K

- \$22K on 2nd anniversary of promotion to LCDR
- \$12K on 3rd and 4th anniversary of promotion to LCDR

SWO Compensation



\$121K to Serve DH + 4 Years as LCDR!



Retirement Compensation

For a married LT, age 26, at 4 years service...

Annual pay(including BAH/BAS): \$78K

Equivalent starting salary to maintain lifestyle: \$89K*

Retirement (paygrade @ YCS)	O-4 @ 20 (Retire at 42)	O-5 @ 20 (Retire at 42)	O-5 @ 25 (Retire at 47)	O-6 @ 25 (Retire at 47)	O-6 @ 30 (Retire at 52)
Annual retirement pay (assumes 2%/yr annual increase)	\$60K (50% base pay)	\$69K (50% base pay)	\$98K (62.5% base pay)	\$114K (62.5% base pay)	\$162K (75% base pay)
Total retirement equivalent (assumes member lives to age 79)	\$3.25M	\$3.72M	\$4.33M	\$5.05M	\$5.73M
Annual investment required to achieve equivalent retirement (assumes 5% APY til retirement)	\$47.8K	\$54.8K	\$48.6K	\$56.8K	\$51.3K
<i>Annual compensation</i> required to achieve equivalent retirement**	\$136.9K	\$143.8K	\$137.6K	\$145.8K	\$140.3K

*Based on OSD Military Compensation Calculator for a LT (family of three, avg BAH)

** Annual compensation accounts for civilian equivalent pay and required annual investment to amount to the same annuitized payout from the military retirement system.



Post-9/11 GI Bill Highlights

Eligibility:

- Served 90 days active aggregate duty post-9/11
- Full benefits available after 36 months of qualifying service
- USNA / NROTC graduates: qualifying start date follows completion of MSR

Active Duty Benefits:

- Full tuition and fees
- Up to 36 months of benefits
- Monthly tutoring funds available for qualifying officers

Check your status! Visit <https://www.dmdc.osd.mil/milconnect>

Obligated service requirements depend on acceptance of benefits by program manager

Visit the NPC Post-9/11 benefits page at <http://www.public.navy.mil/bupers-npc/career/education/GIBill/Pages/default.aspx>

Transferability to dependents (p.13 entry required):

- 4 years of additional service REQUIRED (exemption policy expired AUG 2013)
- Exceptions:
 - Already have 10+ years of qualifying service and will be separated from service by policy or statute (i.e. SERB, 2 x FOS, statutory retire). Must then continue service to mandatory separation.

[Service obligation will be incurred. Refer to NAVADMIN 203/09 for details and admin requirements](#)

- The Dept of Veteran's Affairs administers / manages the Post-9/11 GI Bill.
- DOD manages the transferability provision.

GI Bill transferability is a powerful retention incentive



Connect With Your Detailer

We're Everywhere!

Newsletters

Phone/E-mail

Road Shows

Virtual Town Hall (VTC)

On the web:

NPC PERS-41 Website

<http://www.public.navy.mil/bupers-npc/officer/Detailing/surfacewarfare/Pages/default.aspx>



Twitter - twitter.com/pers41



Facebook - facebook.com/pers41

- Career management advice
- Special program assistance
- Downstream billets
- Orders negotiation
- Board preparation
- Board participation
- Policy changes
- Slates
- News
- More...

EXIT



Driving 
Cross-country?
Stop in
Millington!

Maintain two-way communications with your detailer!



Bottom Line

Surface Warfare Officers:

- Warfighting First
- We're charting a new course
- Agile, Flexible, Option-Based, Values-Driven
- Superior performance valued
- Focused on talent retention
- Increasing selectivity



Surface Warfare: The most extraordinary career... in America!



PERS 41

Questions and Answers