Surface Warfare Officer Community Brief

CAPT Gene Black
Agenda

• SWOs: Making a difference
• PERS-41: Who & What
• Career Progression and Milestones
• Career Management & Benefits
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

Making a Difference Every Day
What PERS-41 Does

• Help build Surface readiness
• Attract – and keep – the best
• Provide capable officers for all milestones
• Match talent to task
• Respond to Fleet needs

Building Strong Careers is our Job
PERS-41 Organization

PERS-41
Director Surface Officer Distribution Division

- Deputy Director/Asst. O-6 (CDR DeVore)
- Executive Assistant (LCDR Gaines)
- Strategic Communications (LCDR Tryon)
- Metrics (LCDR DeMeyer)

PERS-410/411
CDR/LCDR Assignments
(CDR McPherson)

PERS-412
Junior Officer Assignments
(CDR Baxter)

PERS-413
Surface Officer Placement
(LCDR Murphy)

PERS-414
LDO/CWO Assignments
(CDR Dwyer)

PERS-415
SPECWAR Assignments/
Placement (CAPT Mollo)

PERS-416
EOD Assignments/
Placement (LCDR Healy)

PERS-417
Full Time Support Assignments
(CDR Cruz)

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

Accessions
DIVO – DH
(Conventional & Nuclear)

SCP:
ATFP
MIW
SS
Missile Def

Admin
Security
OPSTEC
Deck
Electronics
Ordnance
Engineering

CWO2 – CDR Placement for SEAL Commands

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

ENS – CAPT Sr. FTS rep at NPC
Detailing Triad

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

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

"Deliver the Right Skills, at the Right Time, for the Right Job"
Current Issues Snapshot

- Promotions
- Basic Division Officer Course
- Division Officer Billet Base
  - New 2\textsuperscript{nd} Tour DIVO billets
  - Revised tour lengths (24/24)
- SWO Clock
- Command Qualification
- NSEWDC (Navy Surface & Expeditionary Warfare Development Command)
Promotions

FY13 LCDR (Board 70%, SWO 79.5%)
FY14 LCDR (Board 70%, SWO 73.0%)

FY13 CDR (Board 70%, SWO 74.7%)
FY14 CDR (Board 70%, SWO 65.2%)

- 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
BDOC at a Glance

<table>
<thead>
<tr>
<th>Guidance</th>
<th>Scorecard</th>
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<tbody>
<tr>
<td>• At least 70% of the 100 and 200 series SWO PQS</td>
<td>![Checkmark]</td>
</tr>
<tr>
<td>• Equivalent formal training in:</td>
<td></td>
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<tr>
<td>– 3M (Maintenance University)</td>
<td>![Checkmark]</td>
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<tr>
<td>– General DC Wet Trainer</td>
<td>![Checkmark]</td>
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<tr>
<td>– Shipboard Fire Fighting</td>
<td>![Checkmark]</td>
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<tr>
<td>– 9mm Qualification</td>
<td>![Checkmark]</td>
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<tr>
<td>– DIVO Leadership Course</td>
<td>![Checkmark]</td>
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<tr>
<td>• <strong>NOT</strong> the old SWOSDOC - Classroom instruction complemented by practical applications (ship tours, VMS training, COVE simulator, JO/DH/CMC/CO panels)</td>
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<tr>
<td>• Challenging areas: Maritime Warfare, Rules of Road, Engineering/Damage Control</td>
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<tr>
<td>• <strong>UNCLAS</strong> course of instruction</td>
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<tr>
<td>• Instructors: professional, competent, and motivated</td>
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<td>• Facebook sites:</td>
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<tr>
<td>• Norfolk: <a href="https://www.facebook.com/BDOCNorfolk">www.facebook.com/BDOCNorfolk</a></td>
<td></td>
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<tr>
<td>• San Diego: <a href="https://www.facebook.com/BDOCwest">www.facebook.com/BDOCwest</a></td>
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95% of 100 and 200-Level SWO PQS Line Items validated and completed.

• Practical application satisfies some 300-Level SWO PQS Line Items.
• Includes ATFP module.

Rigorous course – designed to level the playing field
DIVO Billet Base

• Revised in response to Fleet feedback
• Results in additional experienced 2\textsuperscript{nd} tour DIVOs aboard ships
• Scrub of billet base resulted in 2\textsuperscript{nd} Tour DIVO “plus up”
  – DDG/CG/FFG: Add FPO & ASWO - Weapons Tactics Instructor (WTI) en route
  – CDS/CPR: Add two 2\textsuperscript{nd} tour DIVOs per Squadron Staff
  – LSD/LPD: Add FPO (both) & ADCA/AUXO (respectively)
  – LHA/D: Add E-DIVO & FCO
  – MCM: Add 1\textsuperscript{st} LT
• Shifts DIVO tours from 30/18 to 24/24
• 2-year phase-in with >50% completion to date
• Funded ASW Weapons Tactics Instructor (WTI) training

Improve SWO tactical proficiency and experience - “Fleet LT”
Weapons Tactics Instructors

WTI COIs – Kick off Summer 2013
• Injects tactical expertise into wardrooms
• Individually selected candidates
• Goal: ASW WTI (DIVO) and IAMD WTI (DH) per CRUDES
• Recapitalize expertise in waterfront production

ASW – led by NMAWC
• ICW 2nd Tour ASWO training pipeline
• 4 weeks ASWE + 4 weeks ASW WTI
• Every CRUDES + DESRON (103 total)
• Two year phase-in of 2nd Tour ASWOs
  – 80% of ASWO billets either filled or slated
  – 85% of Staff ASW billets filled or slated

IAMD – led by NAMDC
• Targets post-Aegis DIVOs
• 19 weeks of training at Dahlgren
• Key IAMD tours ashore / Major staff billets filled by WTIs
• 2 convenings/year (12 max/convening)
**SWO Clock**

- CMD Screened/likely to screen officers serve in afloat or waterfront billets
  - Addresses atrophy of SWO skills between DH & XO tours
  - Further professionalize the Force
    - Keeps officers closer to the waterfront
    - Invests high quality officers back into community
  - Enhance warfighting / SWO skills
    - Officer readiness ↑
    - Fleet readiness ↑

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<th>18</th>
<th>18.5</th>
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<tbody>
<tr>
<td>PD1 or Clock</td>
<td>PD2 or Clock</td>
<td>BST</td>
<td>XO Afloat</td>
<td>BST</td>
<td>XO-SM</td>
<td>PD3 or Clock</td>
<td>BST</td>
<td>CO Afloat / COSM</td>
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<td>24mos</td>
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<td>(notional) 36mos</td>
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<td>Post-XO Shore</td>
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**Pay the SWO Community first**
Command Qualification

• Governed by CNSFINST 1412.2B (Updated Mar 2013)

• 2-Part Process:
  – Command Assessment (CA) between 1st and 2nd DH tours
    • DH 360° feedback
    • Shiphandling assessment
    • Tactical Assessment
    • Command Qual Exam (CQE)
  – PQS/Oral Board
    • Command Qual Record Sheet including SWO, EOOW, TAO, and shiphandling assessment completion
    • Oral Board

• Full Command Qual (Including CQE) required for CDR CMD Board eligibility
  – Prior CMD Qual not sufficient for officers screened for CDR CMD at or after FY14 (DEC 12) board
  – 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

- CDR CO historic opportunity (prior to fleet-up) was ~42% of eligible LCDRs (post-XO)
  - ~30% of DH to CO Afloat
  - ~10% of accession YG
- Fleet-up removed XO screen, improving opportunity
  - ~36% of DH to CO Afloat
  - ~12% of accession YG
- Reduced LCDR opportunity reduces eligibility pool for CDR CMD. ~70% promotion opportunity allows:
  - ~28% of DH to CO Afloat @42% of eligible
  - ~9% of accession YG @ 42% of eligible
- Future selection to CO based on DH numbers
  - ~1/3 of DHs screen for CO, regardless of promotion opportunity

Consistent command opportunity across all YGs
Future Opportunities

- Littoral Combat Ship
  - Homeported in San Diego and Mayport
  - Rotational forward deployment opportunities
- DDG 1000
  - ZUMWALT wardroom reporting aboard
  - MONSOOR wardroom ETA 2015
  - Built in Bath, ME; homeport in San Diego
- LHA 6
  - Joint Strike Fighter capable
  - Built in Pascagoula, MS; homeport in San Diego
- Flight III DDG
- AEGIS Ashore (Romania)

SWOs are leading the Navy’s forces into the future
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 - DIVO

Performance At-Sea Determines Follow-on Tours
Slate worksheet and Officer’s preference used to determine slating
SWO Career Path - DH

Expected 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
- Select for O-4
- Qualify for Command at Sea
- Early Command

- Position for CDR Command Screening
- Sea Tour: NAV, CSG
- Overseas: Fleet, COCOM
- OPNAV / Community tour
- MCM Command

- SWO Clock
- Joint
- OPNAV
- Community tour
- Subspecialty

Performance at Sea drives Command Qual, 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 on or about the 1st 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:

<table>
<thead>
<tr>
<th>FILL DATE</th>
<th>MC</th>
<th>BSC</th>
<th>COMMAND</th>
<th>BILLET TITLE</th>
<th>IMPRT</th>
<th>ADD</th>
<th>SCP</th>
<th>NOTES</th>
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<td>NORVA</td>
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<td>LNO CENTCOM - NS - NE1654005</td>
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<td>200906</td>
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<td>00242</td>
<td>ECRC FWD SAN DIEGO - IRAQ</td>
<td>JCS-1 DIVISION OPS - NE-Z2000017</td>
<td>SDGO</td>
<td>SDGO</td>
<td>SDGO</td>
<td>SDGO</td>
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GSA BILLETS ARE PRIORITY FILL BILLETS

HOT FILLS ARE COLOR CODED RED IN THE COMMAND LINE

Balancing Fleet needs with personal preferences – applying talent to task
SWO Career Path - Command

Expectations

- Performance in CDR CMD
- PCC tour may be at sea or ashore

- MC screening largely rests on CC performance
  - PCC objective:
    - JPME I/II
    - Joint
    - DC
    - Subspecialty

- Performance and subspecialty drive future (post-Major Command) assignments
- Most post-MC assignments are in DC

Developing Senior Leadership for Community & Navy
FITREPs & Selection Boards

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

**SWO milestone screening drives promotion screening**

**Command Boards**
- **CDR CMD**
  - HBO / RSCA / SBO 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
- 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)

- Always above RSCA
- SWO Heavy-lift jobs post-DH
- HBO in DH

Performance Summary Report (PSR)

- Fully Qual’d
- Wicked Smaaht!
- Best CSO in 6 Aegis ships and 28 years, could be my XO NOW… Future Flag” -CO
- CNSL Tactician of the Year

PRESS 100 NOW
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**

- **PFA – PRIMS**

- **FITREPs**
  - 1 of 1 - email detailer for POC
  - Competitive - must be submitted by command

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

Check your professional record online at:

Nobody cares more about your record than you – Stay on top of it!
Career Management and Benefits
Other Navy Opportunities

- Career Intermission Pilot Program (CIPP)
- 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

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

Consider this example:
For a married LT, age 26, at 4 years service…
Annual pay(including BAH/BAS): $78K

*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.

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

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 Townhall (VTC)

On the web:

NPC PERS-41 Website

Twitter - twitter.com/pers41
Facebook - facebook.com/pers41

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

Two-way communications with your detailer are critical!
Get Smart and Stay Smart about your Career Path

- Newsletter
- Mentors
- Web Sites
  - www.staynavy.mil
  - www.facebook.com/PERS41
  - twitter.com/PERS41
- Detailer Visits
  - Call Customer Service 1-866-U-ASK-NPC

Career Management: A Dynamic Process
Bottom Line

Surface Warfare Officers:

- Leadership from Day One
- Train as Warfighters
- Command opportunities early and often
- Challenge and adventure in taking ships to sea
- Broad and diverse opportunities afloat and ashore
- It is an **honor** to lead and serve

Any man who may be asked in this century what he did to make his life worthwhile, I think can respond with a good deal of pride and satisfaction:

"I served in the United States Navy"

- John F. Kennedy (JFK)