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# **RC Aerospace Engineering Duty Officer (Engineering and Maintenance)**

## **Community Brief**

**LCDR Will Phillips**

**Community Manager**

**1 October 2014**



# RC Aerospace Engineering Duty Officer Community POCs



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**RDML Kirby Miller** – Director, Naval Air  
Systems Command Reserve Program

**CAPT Eric Washington**– NAVAIR OSO;  
Reserve AED/AMD Career Management/ TF  
Strategy & Management:  
[eric.washington1@navy.mil](mailto:eric.washington1@navy.mil), (301) 342-9680

**CDR Debra Vavrus**– NAVAIR Reserve  
Program Manager: [debra.vavrus@navy.mil](mailto:debra.vavrus@navy.mil),  
301-757-2153

**LCDR Will Phillips**– RC AED/AMD Officer  
Community Manager:  
[william.p.phillips@navy.mil](mailto:william.p.phillips@navy.mil), 901-874-4989



# Billets By BSO



Requirements (FY14)	CWO (Maint)	LDO (Maint)	1525	1515	1500	1527	Totals
NAVAIR (19)	0	0	91**	102	6*	5	204
NAVPERS (22)	0	0	0	0	0	2	2
SPAWAR (39)	0	0	0	5	0	0	5
LANTFLT (60)	0	2	1	1	0	0	4
PACFLT (70)	0	3	2	5	0	0	10
CNAFR (72)	13	20	7**	3	0	58	101
NETC (76)	0	0	0	0	0	1	1
<b>Totals</b>	<b>13</b>	<b>25</b>	<b>101</b>	<b>117</b>	<b>6</b>	<b>66</b>	<b>331</b>

- \* 1 Flag Officer (RDML)
- \*\* Includes recall billets, NAVAIR 1, CNAFR 6



# AMDO ISO FTS Aviation



**NAS Whidbey**  
VP69 - P3C  
VR61- C40  
VAQ209 - EA-18G

**NAS Fallon**  
VFC13 - F5

**NAS PT Mugu**  
VR55 - C130

**NAS North Island**  
MSW  
VR57 - C40  
HSC85 - HH60H

**MCAS Kaneohe**  
VR51- C20G  
ETD PAC - C37A(G-V)

**NAS JRB FT Worth**  
TSW  
FLSW  
VR59 - C40

**NAS NOLA**  
VR54 - C130  
VFA204 - FA18A

**NAS Key West**  
VFC111 - F5

**NAS Sigonella**  
ETD MED- C20A

**NAF Andrews**  
VR1 - C37B/C20D  
VR53 - C130

**McGuire AFB**  
VR64 - C130

**NAS Oceana**  
VR56 - C40  
VFC12 - FA18A

**NAS Jacksonville**  
VR58 - C40  
VR62 - C130  
VP62 - P3C

**NAS Mayport**  
HSL60 - SH60B





# Direct Commissioned Officer Board Competitive Selection Profile



## Current Competitive AEDO Candidates:

- Meets all requirements of PA 232
- Strong GPA in a technical field; engineering is valued most, however, other fields *may* be considered if there is significant technical work experience
- At least 1 year of work experience in a technical field, directly related to defense
- Demonstrated leadership at work and/or in the community
- Strong communication skills as demonstrated through interviews
- Strong professional references from supervisors or current AEDOs

## Current Competitive AMDO Candidates:

- Meets all requirements of PA 204A
- Prior military experience or experience in an operational military aircraft setting is preferred
- History of significant work in the Aviation, Aviation Maintenance, or Aviation Engineering field with a minimum of five years supervisory experience
- Record of sustained superior performance documented in Fitness Reports / Evaluations. (if applicable)
- Strong professional references from supervisors or current AMDOs



# Direct Commissioned Officer Board Competitive Selection Profile



- Strong motivation to serve as an officer and a positive attitude towards public service.
- Demonstrated willingness and an ability to lead and mentor a diverse workforce.
- Demonstrated leadership and teamwork skills and ability to manage multiple tasks to include positions of leadership and responsibility in academic or civic organizations
- Make sure the package is complete and up to date. If the member completes a degree after they have submitted the package then that should be provided to the recruiter for an update.
- Make sure the personal statement is appropriate for the position they are applying for. The board looks for sincerity and applicability. They should clearly state why they specifically believe that they would be of value to the Navy Reserve and the 15XX community.
- Make sure copies of transcripts are clear and easy to read
- If the applicant is near or over the age 42 limit, then the package must be especially stellar to warrant the request for a waiver.
- Don't make the board have to guess or question something. Everything needs to be complete, well organized and clearly stated.



# Career Progression



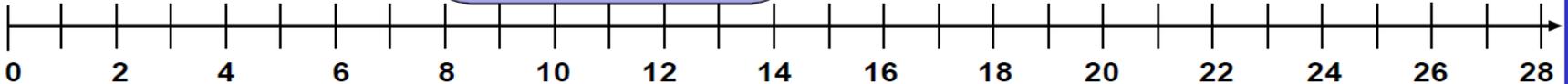
## Aerospace Engineering Duty Officer Career Progression



### Career Path

O3 and below Milestone	O4 Milestone	O5 Milestone	O6 Milestone
<b>FLEET: Squadron Aircrew</b>	Assistant OIC Project Lead Assistant DH DH Deputy IPT Lead	DH Flag Staff Member IPT Lead XO OIC	CO IPT Lead Flag Staff Chief of Staff Deputy Chief of Staff
<b>DCO: Acquisition/Engineering/ Operational Experience</b>			

Lateral Transfer Window  
8-14 YCS



### Education

Master's Degree (Technical/Business)  
Test Pilot School  
DAWIA Level I/II

Senior NR Officer Orientation Course  
Joint Forces Reserve Officers Course  
Navy Reserve Unit Management

DAC Membership Selection

Continuous Process Improvement  
White/Yellow Belt  
DAWIA Level I Certification

Continuous Process Improvement Green/Black Belt  
Defense Acquisition Corps Membership  
DAWIA Level II Certification



# Career Progression



## Aerospace Engineering Duty Officer Community Values

- Community Values
  - Consistent demonstration of Leadership and Technical expertise in increasingly challenging billets that bring value to the customer
  - Initiative-Leadership assignments throughout career
- Valued achievements for ALL AEDOs
  - Master's degree (Technical, Business, Military War College), Test Pilot School
  - Mobilization supporting Overseas Contingency Operations (OCO) missions, active duty (ADSW) support of NAVAIR program, project or initiative
  - Critical fleet support missions: CASTL, PGSS, FDCR, Copperhead, Fire Scout, Tomodachi, or similar
  - Continuous professional development – DAWIA, JPME, CPI
  - Policy board member, BUPERS board recorder/voting member, Flag Staff
- Valued achievements prior to LIEUTENANT COMMANDER
  - Operational squadron junior officer tours
  - AOIC, Project Lead, DH tours
  - DAWIA Level I Certification
- Valued achievements prior to COMMANDER
  - XO/OIC Deputy IPT Lead, SNROOC, JFROC, NRUMS courses
  - DAWIA Level II Certification, DAC membership, JPME, Flag Staff member
- Valued achievements prior to CAPTAIN
  - CO, IPT Lead, Principal Flag staff positions, SNROOC, JFROC, NRUMS, NRAMS courses
  - DAWIA Level III Certification, Defense Acquisition Corps membership, JPME
  - Space Cadre IV (for Space Cadre officers)



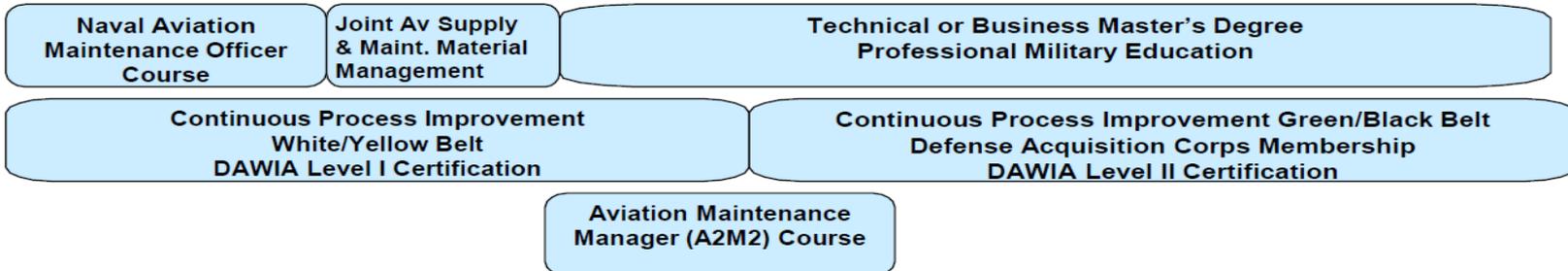
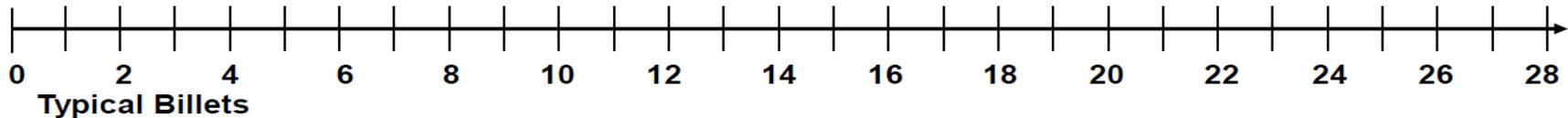
# Career Progression



## Aerospace Maintenance Duty Officer Career Progression

### Career Path

O3 and below Milestone	O4 Milestone	O5 Milestone	O6 Milestone
SHORE/SEA O-Level I-Level/FRC	Assistant OIC Project Lead/Assistant DH DH Deputy IPT Lead	DH Flag Staff Member IPT Lead XO OIC	CO IPT Lead Flag Staff Chief of Staff Deputy Chief of Staff
ON RAMP - JO Shore & Sea Tours			





# Career Progression



## Aerospace Maintenance Duty Officer Community Values

- Community Values
  - Consistent demonstration of Leadership and Technical expertise in increasingly challenging billets that bring value to the customer
  - Initiative-Leadership assignments throughout career
- Valued achievements for ALL AMDOs
  - Master's degree (Technical, Business, Military War College)
  - Mobilization supporting Overseas Contingency Operations (OCO) missions, active duty (ADSW) support of NAVAIR program, project or initiative
  - Critical fleet support missions: CASTL, PGSS, FDCR, Copperhead, Fire Scout, Tomodachi, or similar
  - Fleet Maintenance experience (DCOs)
  - Continuous professional development-DAWIA, JPME, CPI
  - Policy board member, BUPERS board recorder/voting member, Flag Staff
- Valued achievements prior to LIEUTENANT COMMANDER
  - Experience in Organizational (O-level), FRC (I-level), and Depot (D-level) Maintenance Officer billets
  - MCO/MMCO/AOIC, Project Lead, DH tours
  - DAWIA Level I Certification
- Valued achievements prior to COMMANDER
  - XO/OIC, IPT Lead, SNROOC, JFROC, NRUMS courses
  - DAWIA Level II Certification, DAC membership, JPME, Flag Staff member
- Valued achievements prior to CAPTAIN
  - CO, IPT Lead, Principal Flag staff positions, SNROOC, JFROC, NRUMS, NRAMS courses
  - DAWIA Level III Certification, Defense Acquisition Corps membership, JPME

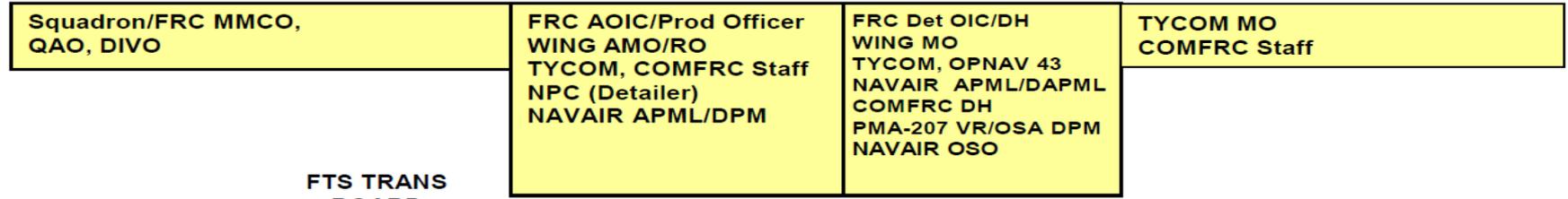


# Career Progression

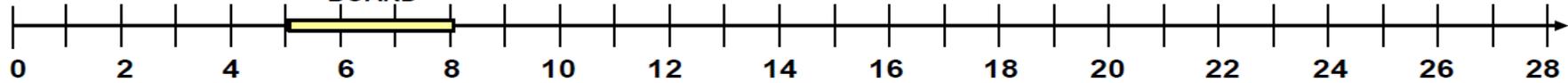


## Aerospace Maintenance Duty Officer (FTS) Career Progression

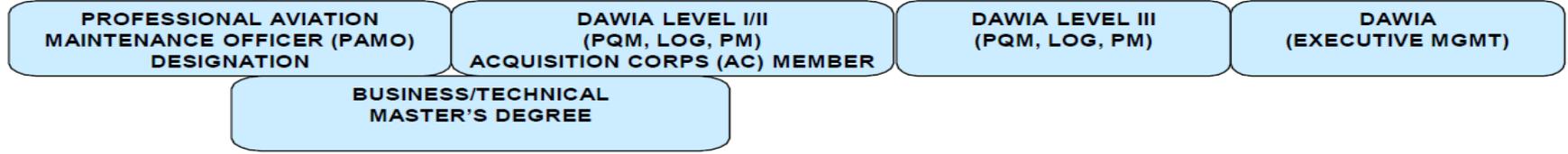
### Career Path/Milestone Billets



FTS TRANS BOARD



### Valuable Training/Certifications





# Career Progression

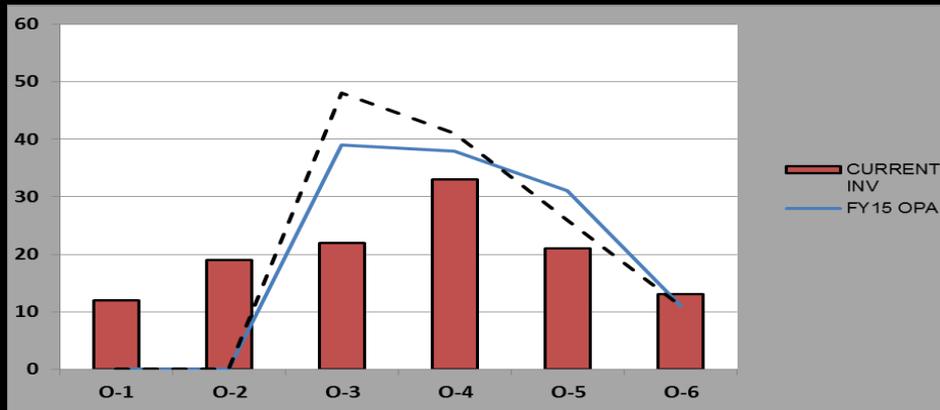


## Aerospace Maintenance Duty Officer (FTS) Community Values

- Valued achievements prior to LIEUTENANT COMMANDER
  - Sustained Superior Performance
  - O and I Level Mix – Successful Squadron MMCO Tour
  - Professional Maintenance Officer Qualification (PAMO)
  - Acquisition Level I Certification (PQM, LOG)
- Valued achievements prior to COMMANDER
  - Sustained Superior Performance
  - FRC Assistant OIC/Production Officer
  - STAFF: NAVAIR, TYCOM, NPC, COMFRC, CNATT
  - WING AMO/RO
  - Defense Acquisition Corps member and Level II certification (PQM, LOG or PM)
  - Management/Technical Graduate Degree
- Valued achievements prior to CAPTAIN
  - Sustained Superior Performance
  - STAFF: OPNAV, NAVAIR, TYCOM, COMFRC
  - FRC OIC/DH or Type Wing Maintenance Officer
  - Defense Acquisition Corps member and Level III certification (PQM, LOG or PM)

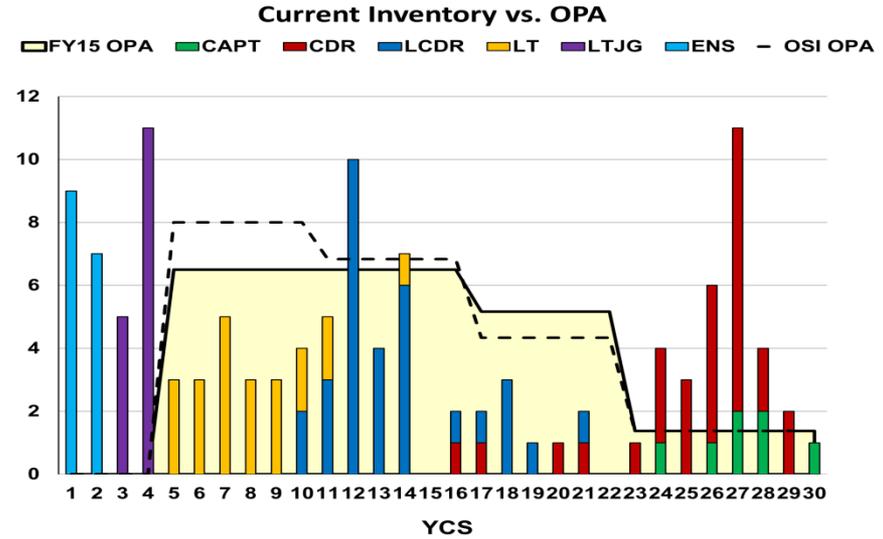
# SELRES AEDO (1515)

## INV vs. OPA PAYGRADE

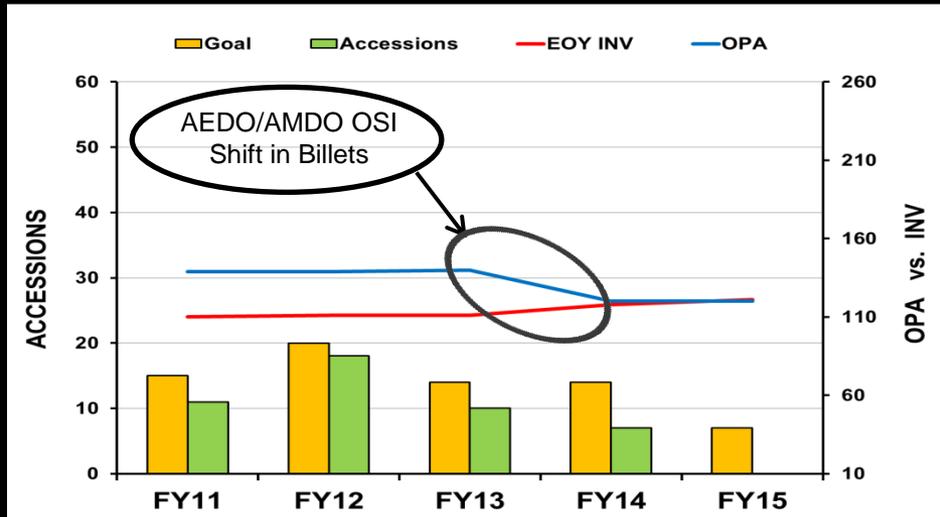


	O-1	O-2	O-3	O-4	O-5	O-6	TOTAL
% INV / OPA	N/A	N/A	56%	87%	68%	118%	101%
FY15 OPA	0	0	39	38	31	11	119
CURRENT INV	12	19	22	33	21	13	120
OSI OPA	0	0	48	41	26	11	126

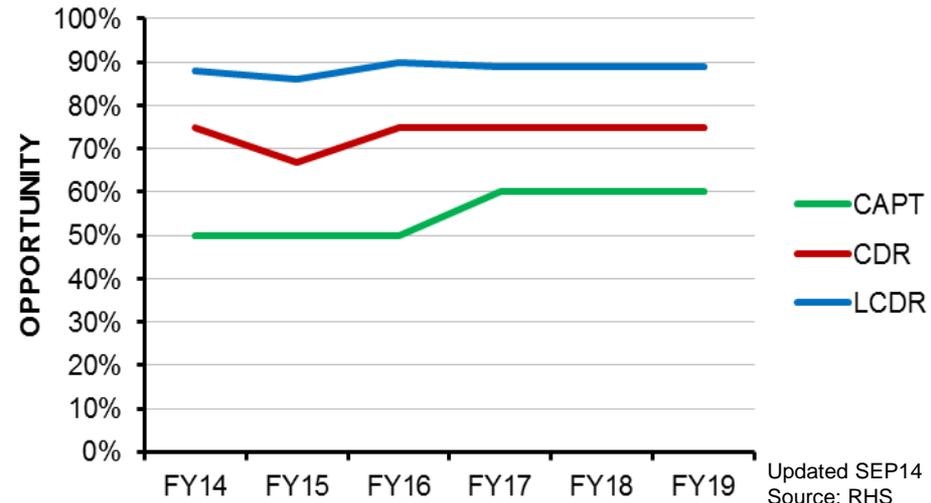
## LOS CHART (INV vs. OPA)



## ACCESSIONS



## PROMOTIONS





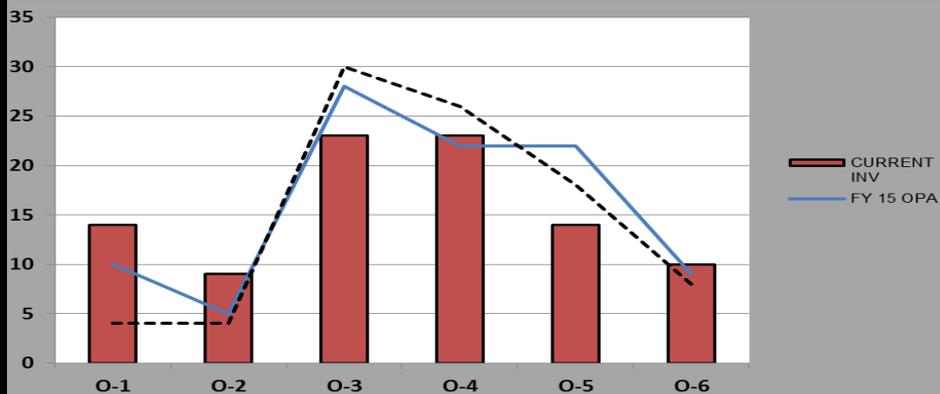
# SELRES AEDO (1515)



- Community is healthy but has challenges at LT/LCDR rank
  - Manned at 101%
    - NAVET community recently supplemented with a DCO program
  - Sustainable NAVET/DCO accession model
  - Stable promotion opportunity through FYDP
    - FY 14 Signed Plan
- Phase I OSI conducted due to over-manned AMDO (138%) and under-manned AEDO (76%) communities - Complete
  - Shifted billets (RFAS coded for either AEDO/AMDO) from AEDO to AMDO
  - Stabilized both communities at about 92% with realistic accession goals
- Phase II OSI ongoing to roll up/down billets for a healthy OPA
  - Current planned OSI OPA depicted on Quad Chart
- Approximately 6 accessions per year (4 DCO / 2 NAVET) required to sustain community

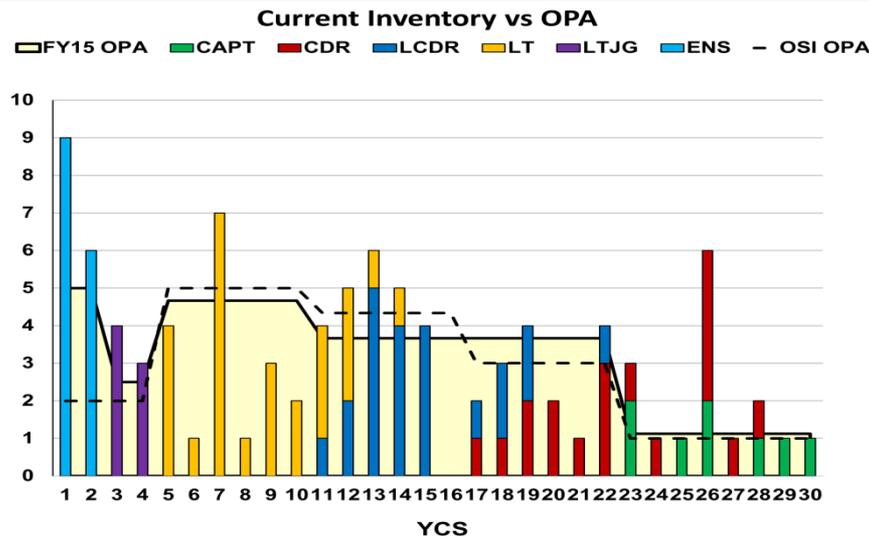
# SELRES AMDO (1525)

## INV vs. OPA PAYGRADE

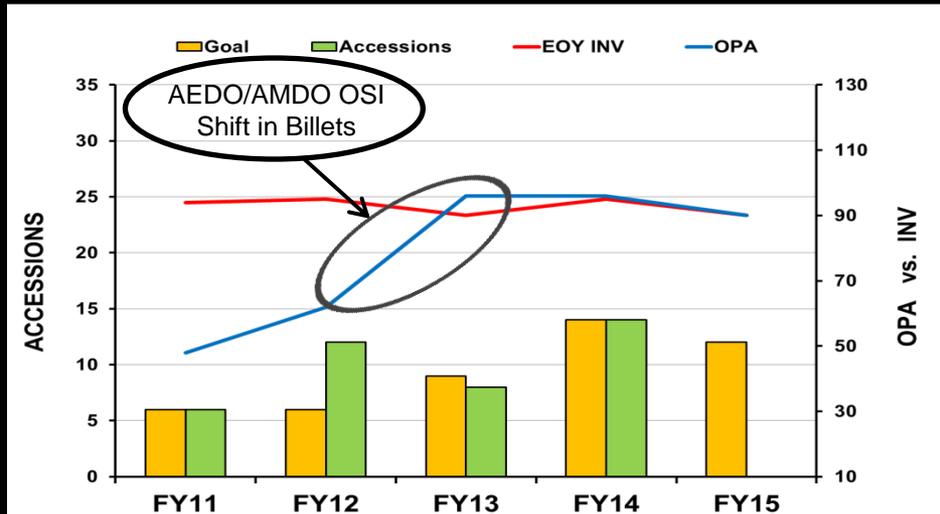


	O-1	O-2	O-3	O-4	O-5	O-6	TOTAL
% INV / OPA	120%	160%	96%	77%	77%	100%	94%
FY 15 OPA	10	5	28	22	22	9	96
CURRENT INV	14	9	23	23	14	10	90
OSI OPA	4	4	30	26	18	8	90

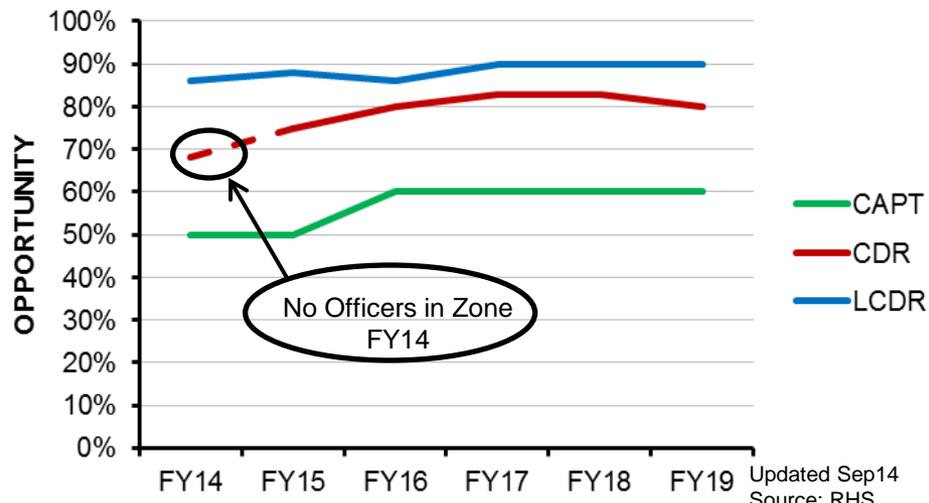
## LOS CHART (INV vs. OPA)



## ACCESSIONS



## PROMOTIONS





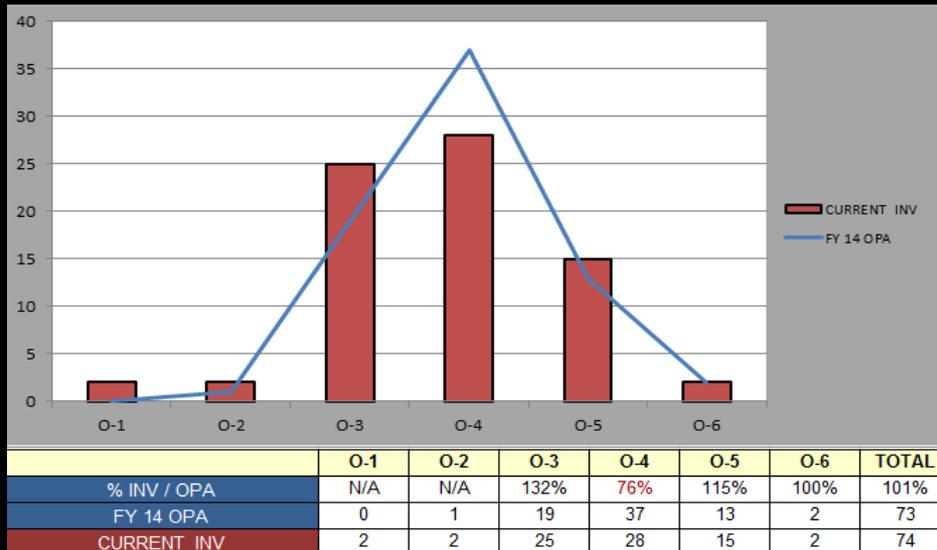
# SELRES AMDO (1525)



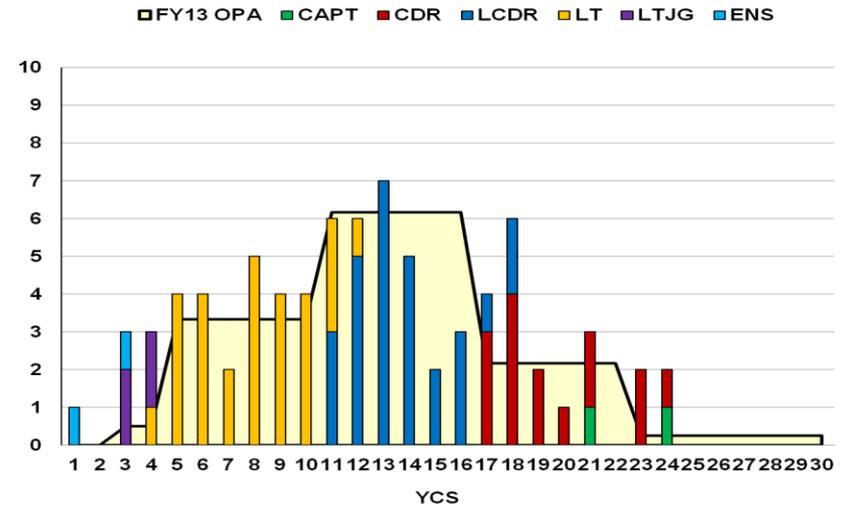
- Community is healthy but has challenges at LCDR/CDR rank
  - Manned at 94%
  - NAVET community recently supplemented with a DCO program
  - Sustainable NAVET/DCO accession model
  - Stable promotion opportunity through FYDP
- Phase I OSI conducted due to over-manned AMDO (138%) and under-manned AEDO (76%) communities - Complete
  - Shifted billets (RFAS coded for either AEDO/AMDO) from AEDO to AMDO
  - Stabilized both communities at about 92% with realistic accession goals
- Phase II OSI ongoing to roll up/down billets for a healthy OPA
  - Current planned OSI OPA depicted on Quad Chart
- Approximately 7 accessions per year (3 DCO / 4 NAVET) required to sustain community

# FTS AMDO (1527)

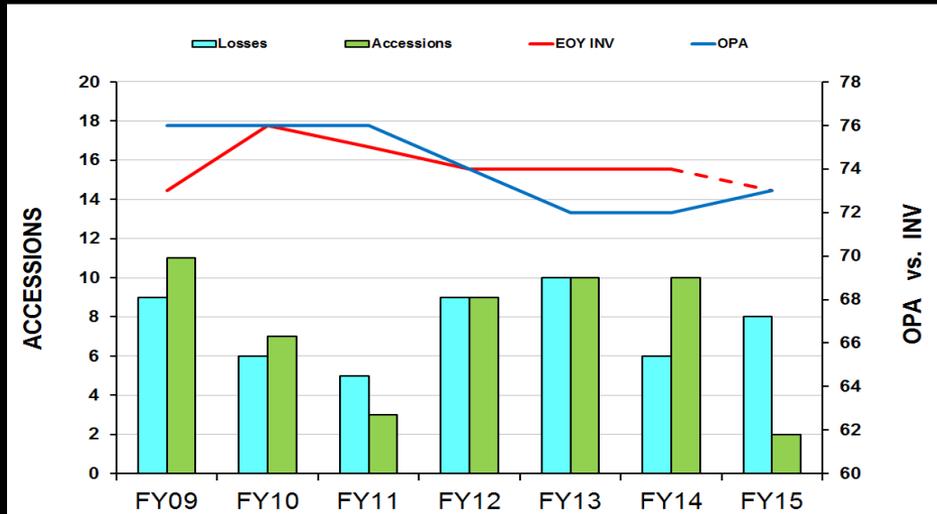
## INV vs. OPA PAYGRADE



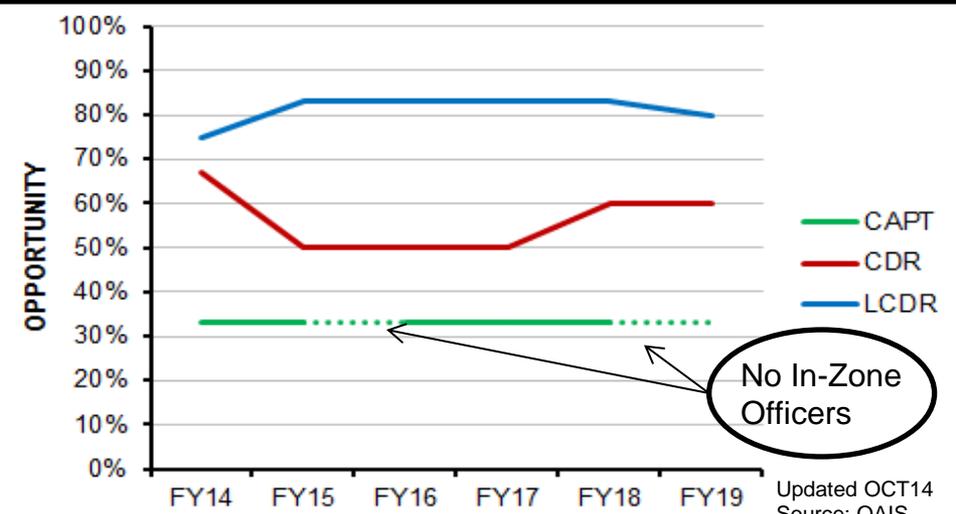
## LOS CHART (INV vs. OPA)



## ACCESSIONS



## PROMOTIONS





# FTS AMDO (1527)



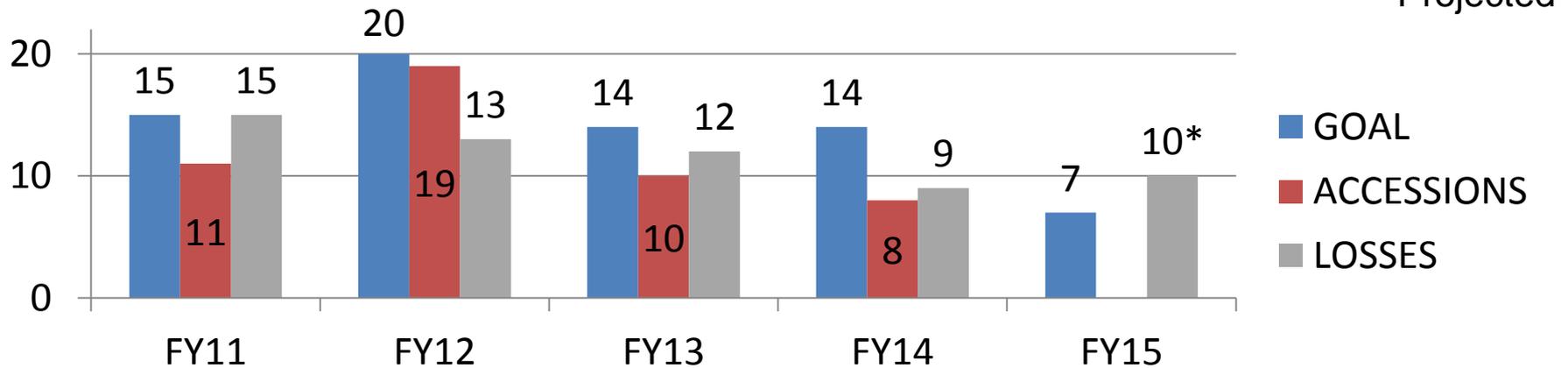
- FTS AMDO is over-manned by 1 officer
- AMDO is extremely specialized with very restrictive requirements
  - Most AMDO Officers have prior service
  - The divot in the middle of the LOS chart is due to voluntary retirements
- Challenges
  - Close monitoring is required due to the small size of the competitive category
- Promotion rates remain relatively stable in FTS AMDO
  - The deviation in promotion rates is due to the small number of eligible officers (2 of 4 (50%) vs 3 of 5 (60%))



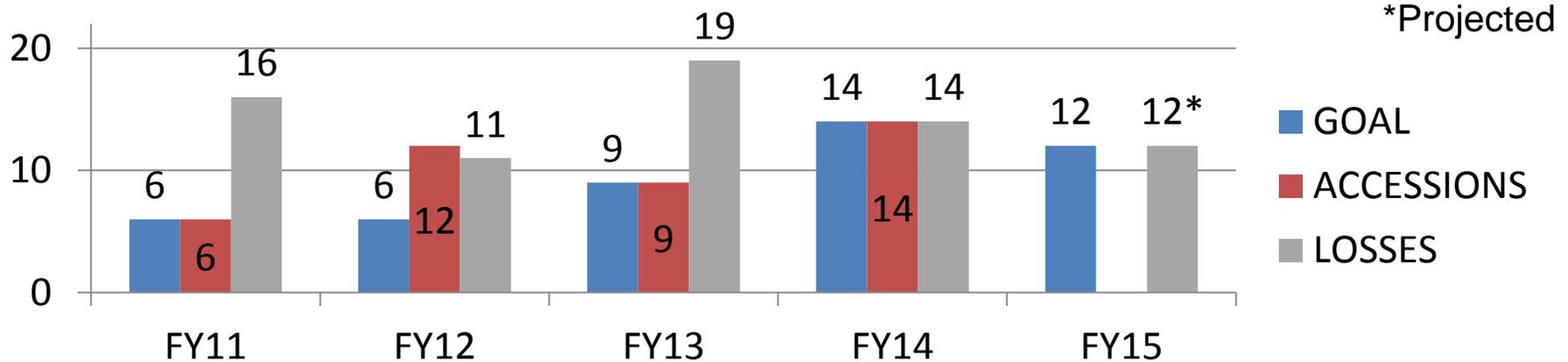
# RC AED/AMD Officer Accessions and Losses



## 1515



## 1525





# Promotion Planning Opportunity and Time in Grade (TIG)

Grade	Law 10 USC § 14303, 14304, 14305, and 12242		Navy SECNAVINST 1420.1B SECNAVINST 1412.6L (ENS/LTJG) SECNAVINST 1412.8B (LDO/CWO)
CAPT CDR LCDR  LT LTJG	<p>“The number of officers that should be placed in the promotion zone in each of the next five years to provide to officers in those years relatively similar opportunities for promotion.”</p>	<p style="text-align: center;"><u>TIG</u></p> <p>&gt; 3 years 3 to 7 years 3 to 7 years  2 to 5 years &gt; 18 months</p>	<p>“...provide relatively similar promotion opportunity over a period of five years.”</p> <p>AFQ: 24 Months AFQ: 24 Months</p>
CWO5 CWO4 CWO3	<p>“... shall be governed by such regulations as the Secretary concerned may prescribe.”</p>		<p style="text-align: center;"><u>TIG</u></p> <p style="text-align: center;">N/A</p> <p style="text-align: center;">36 months 36 months (AFQ)</p>



# FY15 Promotions



## FY15 15X5 and 1527 PROMOTION PHASING

The promotion plan spreadsheet shows how the promotions of those selected will be spread out (or phased) throughout the current fiscal year. It shows the number to be promoted on the first day of the month.

**IMPORTANT: This is an approximation only.** The authority to perform the promotion comes solely from the monthly NAVADMIN message and should be available on the NPC website on approximately the 25th of the month prior to your promotion.

FY 15 1515/1525 LCDR PROMOTIONS		
NAME	DESIG	MONTH
Mathews Oscar	1515	OCT
Balsamello Anthony James	1525	OCT
Leslie Grant Stewart	1525	JAN
Caton William Bryan	1515	FEB
Daniels Charles Edward	1525	MAR
Lively Paul Berry	1525	MAY
Fleming Robert James	1515	JUN
Chambers Todd James	1525	JUN
Webb Douglas Edward	1515	JUL
Savage Kenneth Eugene	1525	JUL
Kiefer Matthew Joseph	1515	AUG
Blanchard Christopher J	1525	AUG
John Oral Webster	1525	AUG
Goul Steven	1515	SEP
Michaels Jason Christo	1525	SEP

FY 15 1527 LCDR PROMOTIONS		
NAME	DESIG	MONTH
Poland Aaron M	1527	OCT
Smith Jae S	1527	FEB
Miller Matthew A	1527	JUN
Keith James Patrick	1527	JUL
Michaelis Brandon Scott	1527	AUG
Rajhel Jeffrey Allan	1527	SEP

FY 15 1515/1525 CDR PROMOTIONS		
NAME	DESIG	MONTH
Shipstad Scott Michael	1515	OCT
Sookma Attapol	1525	OCT
Pizanti Jeffrey D	1525	JUN
Allee Christina Marie	1515	AUG
Olsen Peter Edgar	1525	AUG

FY 15 1527 CDR PROMOTIONS		
NAME	DESIG	MONTH
Vavrus Debra A	1527	OCT
Eader James A	1527	AUG

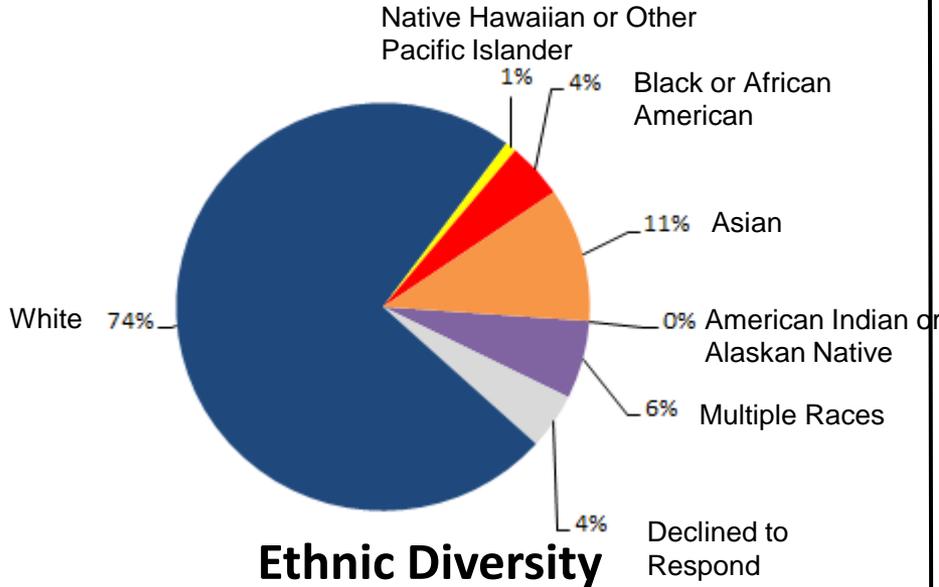
FY 15 1515/1525 CAPT PROMOTIONS		
NAME	DESIG	MONTH
Mouriski Mark J	1515	OCT
Storr David R	1525	OCT

FY 15 1527 CAPT PROMOTIONS		
NAME	DESIG	MONTH
Young Billy Craig	1527	OCT

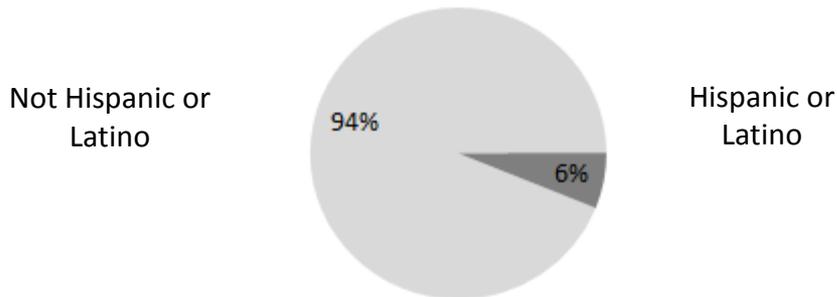
# Racial and Ethnic Diversity

## 1515 Officer

### Racial Diversity

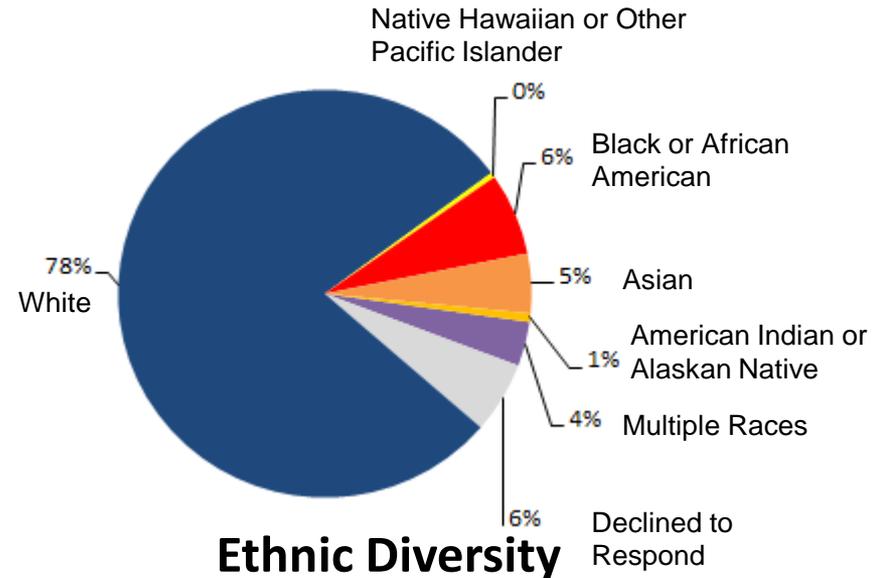


### Ethnic Diversity



## All Navy RC Officer

### Racial Diversity



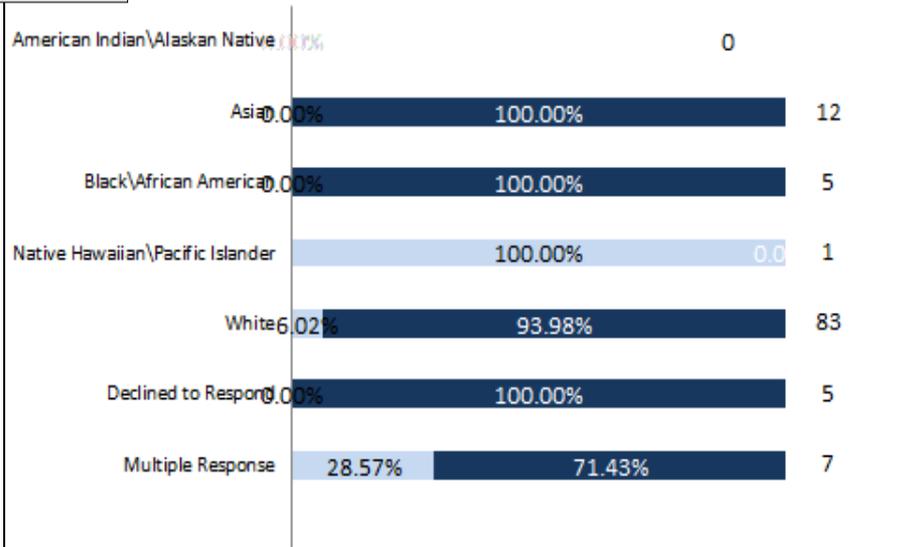
### Ethnic Diversity



# Gender Diversity

## 1515 Officer

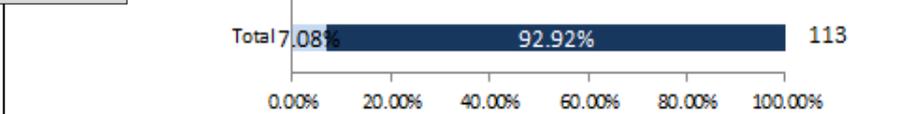
### Racial



### Ethnic



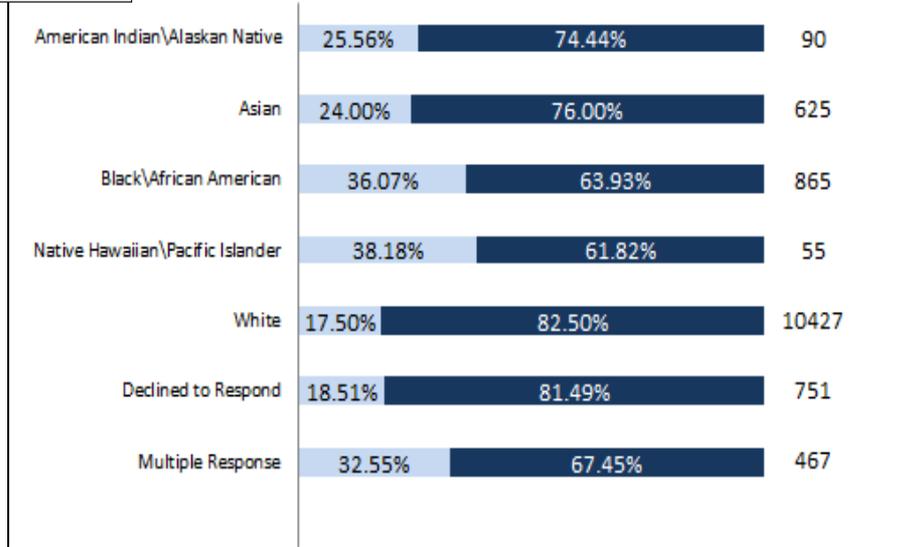
### Gender



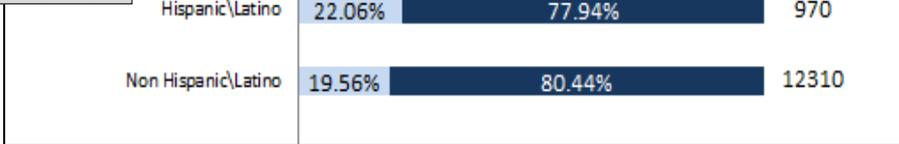
## All Navy RC Officer

Total

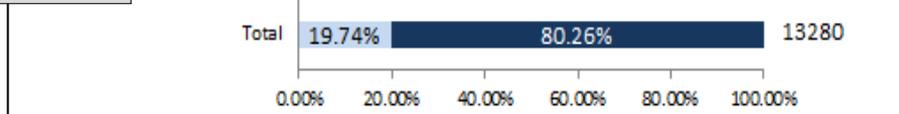
### Racial



### Ethnic



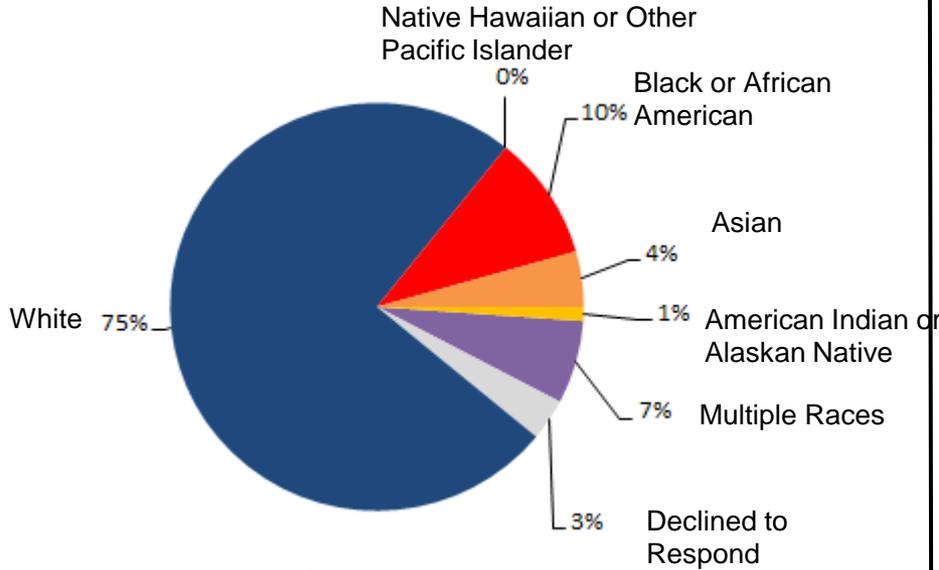
### Gender



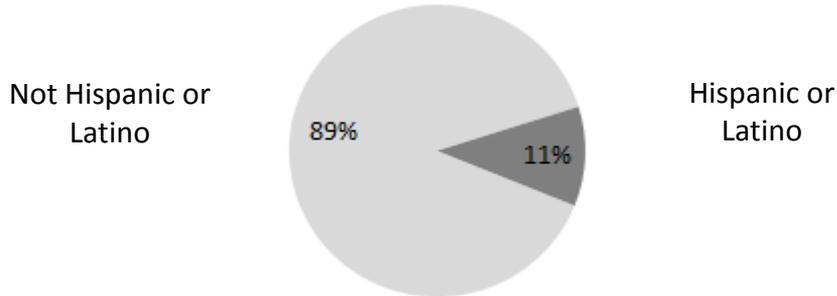
Female Male

# Racial and Ethnic Diversity

1525 Officer  
Racial Diversity

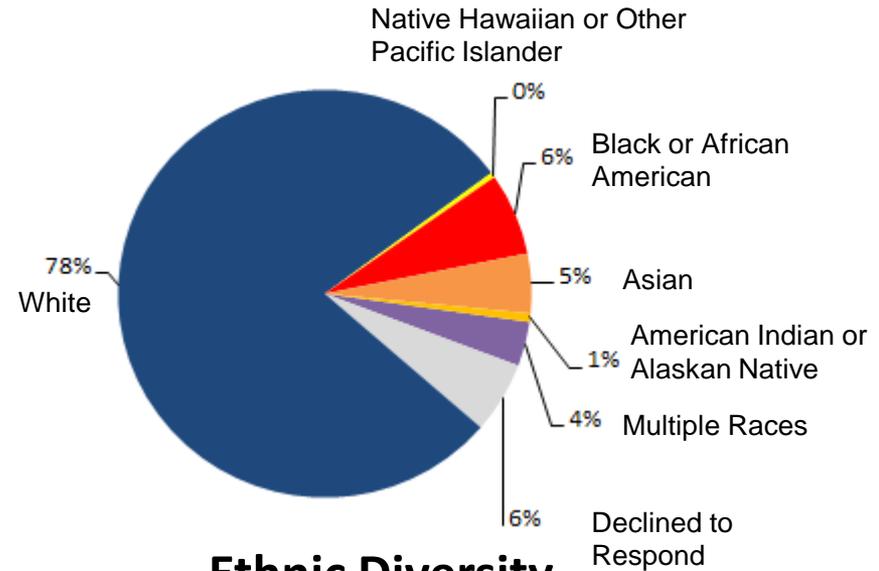


Ethnic Diversity



All Navy RC Officer

Racial Diversity



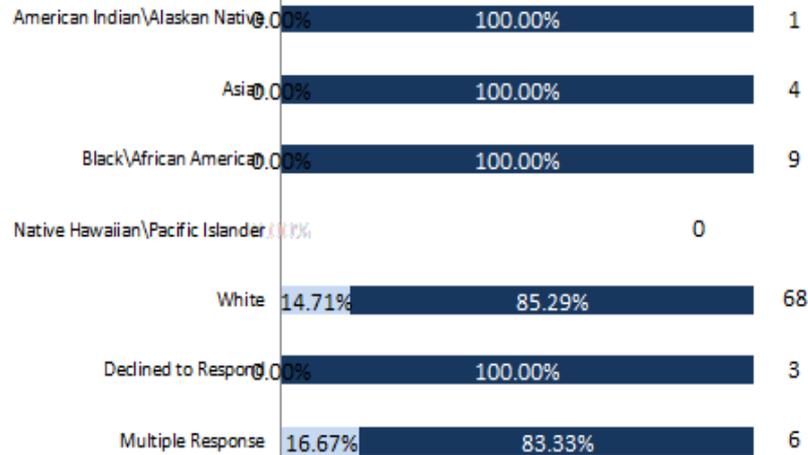
Ethnic Diversity



# Gender Diversity

## 1525 Officer

### Racial



### Ethnic

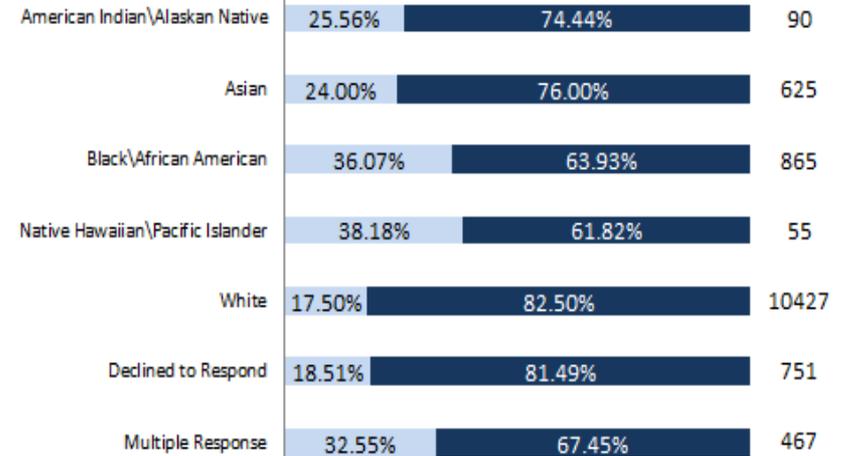


### Gender



## All Navy RC Officer Total

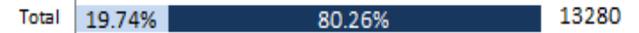
### Racial



### Ethnic



### Gender



Female Male



# RC Aviation Maintenance CWO/ LDO Community Management



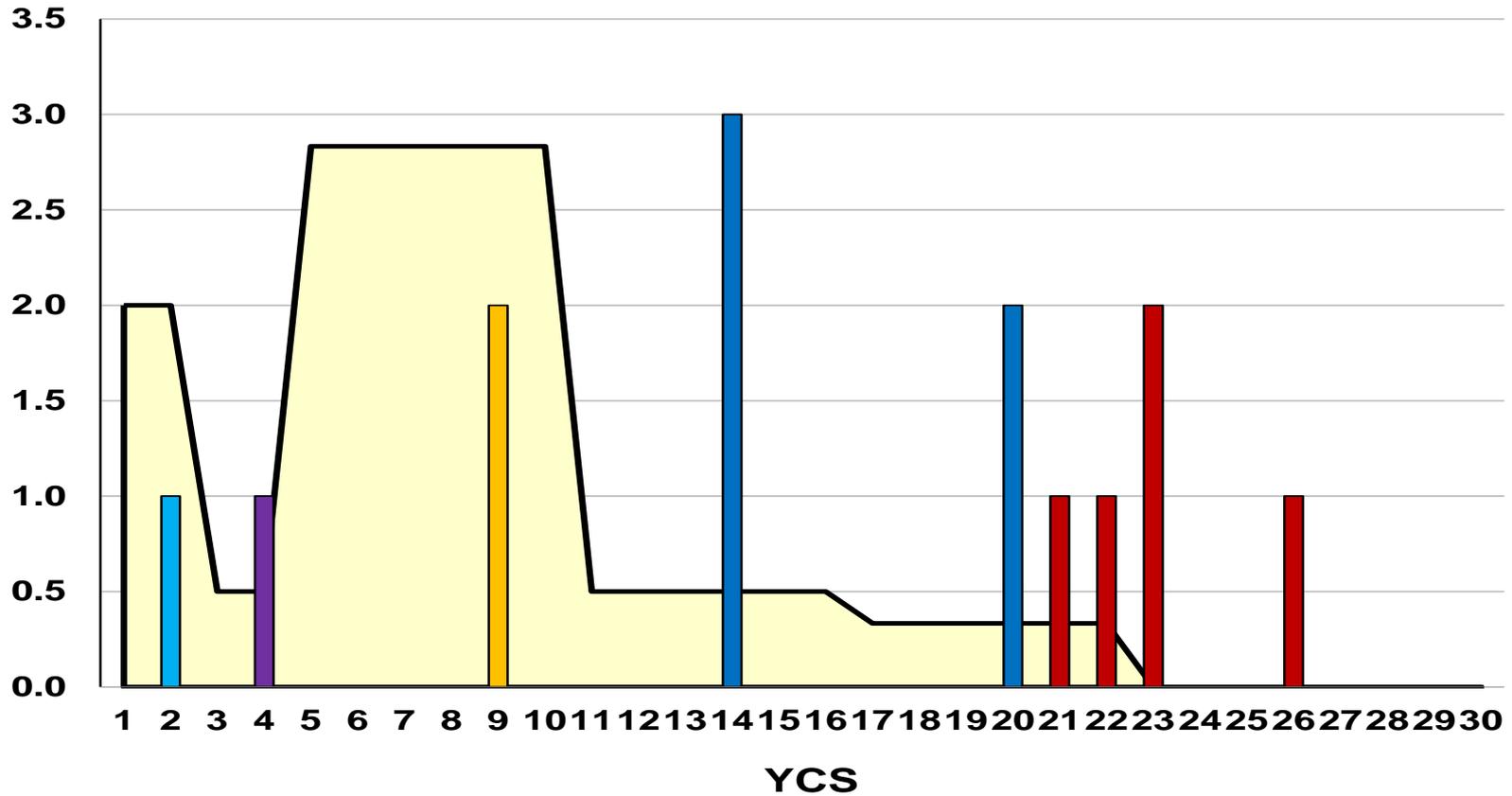
- 
- LDO (6335) community manned at 52%
  - CWO (7338) community manned at 54%
  - Majority of billets are in RC Aviation Squadrons
  - Challenges
    - Current OPA structures, as separate stand-alone communities, are not sustainable for accession and promotion purposes
    - Both communities are undermanned due to historically low number of qualified applicants at RC LDO/CWO IP Boards
  - Way Ahead
    - OSI in progress to determine if merger of LDO and CWO communities is a viable option
    - Increased advertisement for FY16 RC LDO/CWO IP Board
    - Planning for Aviation Maintenance to be a separate competitive category for promotion, starting in FY17



# RC Aviation Maintenance LDO LOS Chart



□ FY14 OPA   
 ■ CAPT   
 ■ CDR   
 ■ LCDR   
 ■ LT   
 ■ LTJG   
 ■ ENS

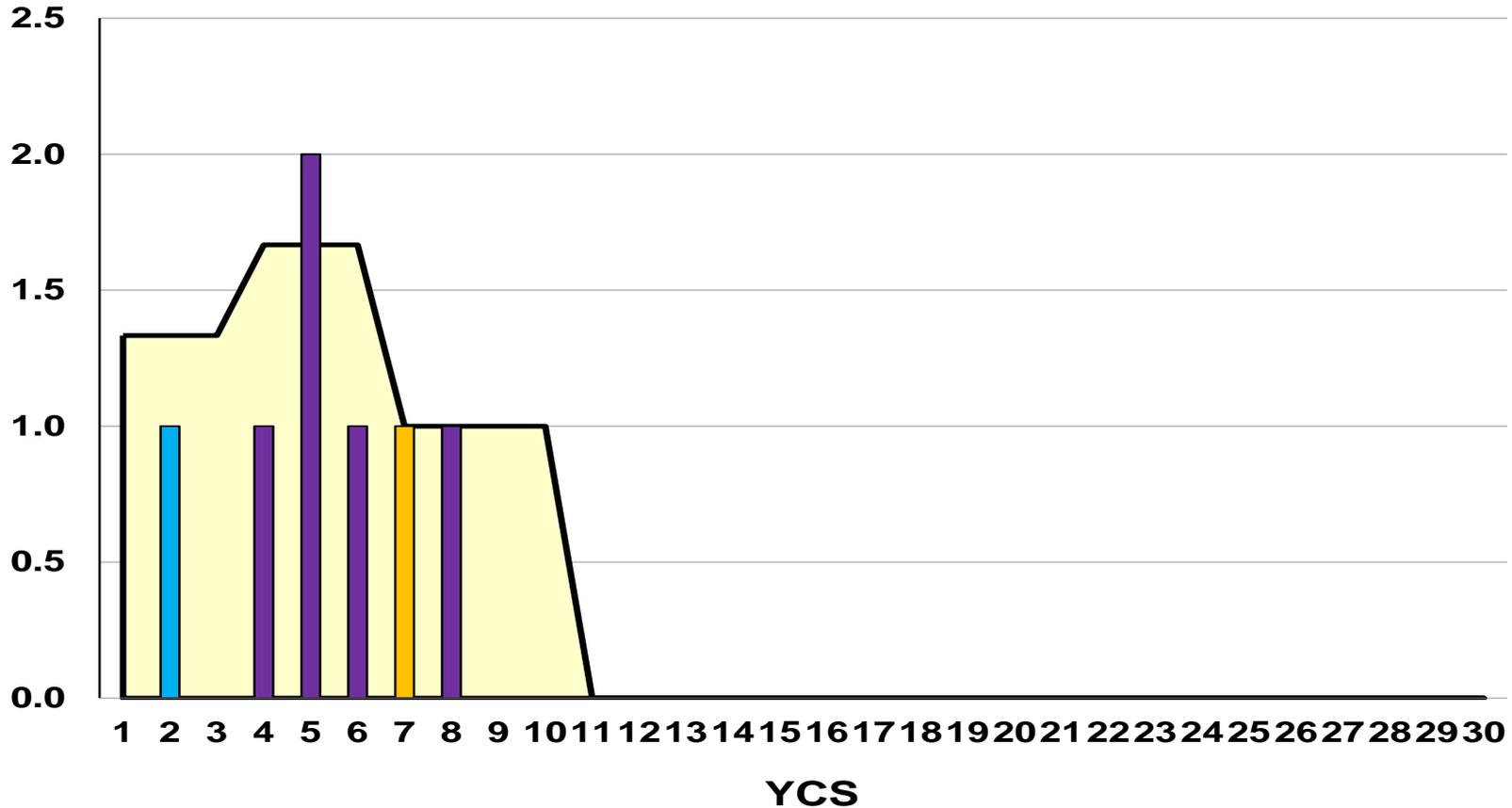




# RC Aviation Maintenance CWO LOS Chart



□ FY14 OPA    □ CWO5    □ CWO4    □ CWO3    □ CWO2





# RC Aviation Maintenance CWO/ LDO Community Management



## Limited Duty Officer (Line) Career Progression

### Career Path

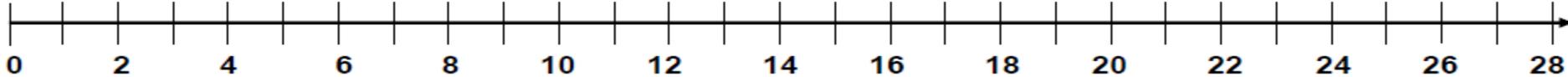
DIVO  
Asst DH

DH, XO/OIC/CO  
Air - ADH

Surface - Unit  
CO/XO  
Air - DH

Surface - Major  
Command XO;  
Senior Staff  
Air - ARCC

Surface - Major  
Command CO  
Air - RCC  
All - Major Staff



Initial mob. billet assignment basic Off training & ed warfare quals if possible

Increase in scope of responsibilities added technical/ tactical skills OP support ATs, ADTs/MOB

FITREPs with continued tech. & educational growth: Multiple CO/XO experience outside of designator

Competitive with all designators for command and staff assignments. Demonstrated leadership, management, and command (LMC) skills

Time proven LMC expertise; over 30 years of total service. Mentors to new officers



# RC Aviation Maintenance CWO/ LDO Community Management



## Limited Duty Officer (Line) Community Values

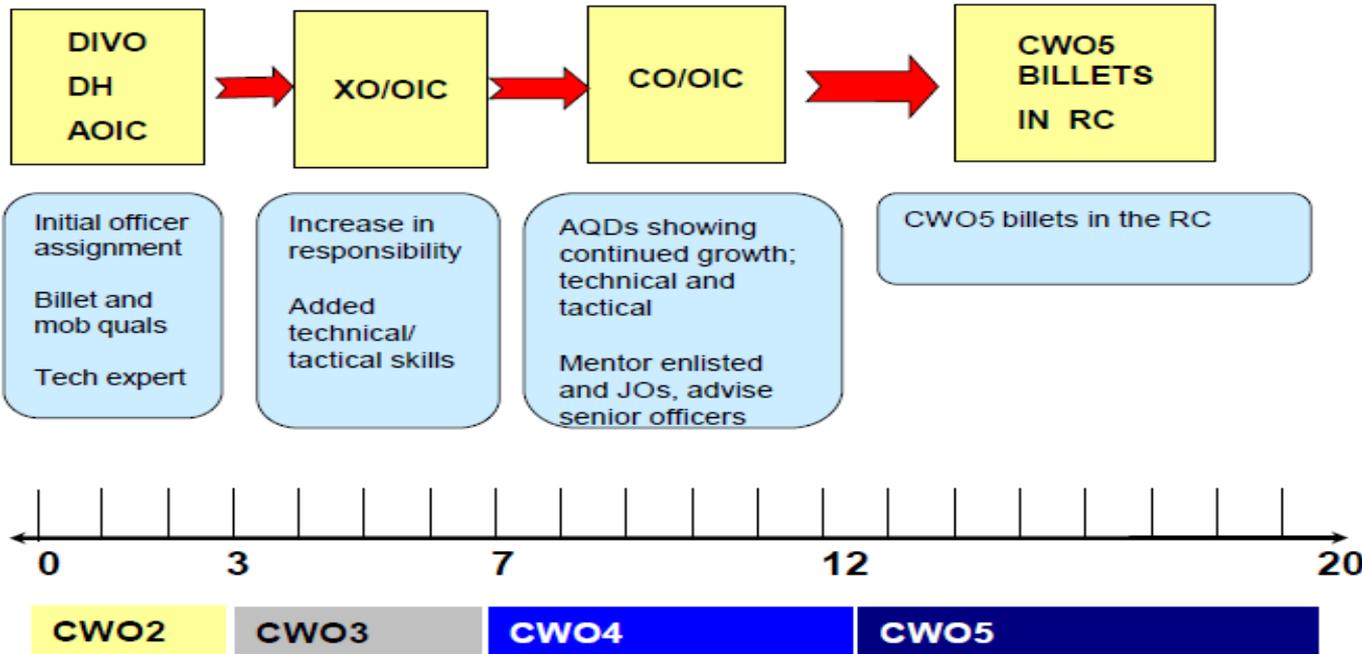
- Sustained superior performance in operational billets
- Diversity of experience and increased technical knowledge
- Leadership and Warfare expertise
- Joint/advanced education and Joint Duty Assignments
- Assignments dedicated to mission success through the "ONE NAVY, ONE MISSION" team concept, with upward progress in scope of management and leadership



# RC Aviation Maintenance CWO/ LDO Community Management



## Navy Reserve Chief Warrant Officer Career Progression





# RC Aviation Maintenance CWO/ LDO Community Management



## Navy Reserve Chief Warrant Officer Community Values

- Sustained superior performance in operational billets
- Diversity of experience and increased technical knowledge
- Leadership and warfare expertise are core competencies
- Joint/advanced education and Joint Duty assignments
- Assignments dedicated to mission success through the “One Navy, One Mission” team concept, with upward progress in scope of management and leadership





# Reserve Officer Statuses

ACTIVE STATUS				INACTIVE STATUS	RETIRED STATUS	
Reserve Officer AD	READY RESERVE			S-1  Standby Reserve Active  Key Federal Employees  Hardships	S-2  Standby Reserve Inactive  Can't earn points or promote	RETIRED RESERVISTS  Qualified for Non-regular Retirement or Regular Retirement
	Selected Reserve	Individual Ready Reserve				
	Drilling reservists (in pay) <b>~49K SELRES</b>	VTU <b>~3,100</b> Voluntary Training Unit  Drill Non-Pay	ASP  Active Status Pool	SAT yrs thru Correspondence Courses, Non-Pay Drills		
	FTS <b>~10K FTS</b> CANREC  One year Recall					

Members in an Active Status on the Reserve Active Status List (RASL) are eligible for promotion

Includes Officer and Enlisted

- The Ready Reserve is composed of the Selected Reserve (SELRES) and the Individual Ready Reserve (IRR)
- Members who drill for pay are in the SELRES
- Members not assigned to a pay billet are in the IRR
- Members in the IRR either participate in a Voluntary Training Unit (VTU) or are assigned to the Active Status Pool (ASP)



# RC Aerospace Engineering Duty Officer Community Health



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**Questions?**