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SeaWolves Virtual Navy



Promotions Manual



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I. Composite Score:

A SVN member from the day they enlist start earning points towards their career in SeaWolves. The composite score is the only score used to determine the points an officer has earned for advancement to the next grade. Active duty Officers earn points for the following:

1. Time in Service (TIS):
 - a. TIS is the date when the member enlisted into the SVN and not the graduation date from their initial training school.
 - b. TIS is calculated by determining your time in the SVN and multiplying the days by two (2). Your enlistment data is the base number in the calculation.
2. Time in Grade (TIG):
 - a. TIG is the date assigned by the Chief Personnel Officer (CPO) to a member upon advancement to the next grade and is used to determine seniority in grade as well as eligibility for promotion to the next highest grade.
 - b. TIG is calculated by determining the amount of days you have spent at your current rank and multiplying that number by two (2).
3. Battle experience :
 - a. Battle experience is defined as points earned by competing in official games and playing these games under the SVN Rules of Engagement (ROE) guidelines.
 - b. The categories that are used in the battle experience score are missions completed, mission kills, mission wins, mission draws and team bonus points.
 - c. The values identified for each category are used off the reporting and ROE matrix.

II. Grade Structure:

- a. SeaWolves Cadet (SWCA): Upon enlistment into the SeaWolves Virtual Navy (SVN); this rank is awarded.
- b. Ensign (ENS): Graduation recommendation from Chief Training Officer (CTO) or the Deputy Chief Training Officer (DCTO).
- c. Lieutenant Junior Grade (LTJG): A cutting score of 200 points and the recommendation of the officer's commanding officer.
- d. Lieutenant (LT): A cutting score of 700 points and completion of a basic course and the recommendation of the officer's commanding officer.
- e. Lieutenant Commander (LCDR): A cutting score of 1,600 points and three (3) months time in grade as a LT and the recommendation of the officer's commanding officer.
- f. Commander (CDR): A cutting score of 3,000, completion of an advanced school and completion of War College. Time in grade as a LCDR must be no less than four (4) months and the recommendation of the officer's commanding officer.
- g. Captain (CAPT): see Promotion Review Board section IV.
- h. Rear Admiral Lower Half (RDML): see Promotion Review Board section IV.
- i. Rear Admiral Upper Half (RADM): see Promotion Review Board section IV.
- j. Vice Admiral (VADM): see Promotion Review Board section IV.
- k. Admiral (ADM): see Promotion Review Board section IV.

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III. Line Score:

- a. The line score is used to determine the seniority ranking for each grade.
- b. The line score is not to be used to determine a composite score for the advancement in grade.
- c. The line score is calculated by adding the composite score with the following additional categories.
- d. Staff Duty Points
 - i. Officer's who hold billets within the SVN are awarded staff duty points. This is a way that SVN can show its appreciation to the member who volunteers their time for the betterment of the division. Billet descriptions can be found in the SVN Billet Manual.
 - ii. Staff duty points are broken down by tiers. There are currently seven (7) tiers in the SVN that are utilized. Each tier is given a value that consummate to the responsibility of the billet.
 - iii. Tier 1 earns 140 points a months and is reserved for SVN officers holding the billet of Vice Chief of Naval Operations (VCNO).
 - iv. Tier 2 earns 120 points a month and is reserved for SVN officers holding the following billets: Deputy Chief of Naval Operations (DCNO).
 - v. Tier 3 earns 100 points a month and is reserved for SVN officers holding the following billets: Battle Group Commander (BGC) and Director of Training and Education (DTE).
 - vi. Tier 4 earns 80 points a month and is reserved for SVN officers holding the following billets: Task Force Commander (CTF).
 - vii. Tier 5 earns 60 points a month and is reserved for SVN officers holding the following billets: Deputy Personnel Officer (DPO), Deputy Director Training and Education (DDTE), Task Force Executive Officer (XO).
 - viii. Tier 6 earns 40 points a month and is reserved for SVN officers holding the following billets: War Officer (WO), Research and Development Officer (RDO) and Task Force Communications Officer (TFCO).
 - ix. Tier 7 earns 20 points a month and is reserved for SVN officers holding the following billets: Training Officers (TO).
 - x. In order for staff duty points to be awarded the immediate CoC to the billet earning the points must recommend that the points be awarded.
 - xi. This recommendation must be sent to the CPO at the end of each month so that the staff duty points can be entered in the officer's line report.
 - xii. If no report is received the officer will not be given credit for holding the appointed billet for the previous month.

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e. Awards Earned

- i. Throughout an Officer's SVN career they will have the opportunity to earn medals and ribbons for various reasons. Points are awarded for specific medals or ribbons earned. These selected medals and ribbons reflect dedication, skill and volunteerism within the division.
- ii. The following medals and ribbons are awarded points and are used in the calculation of an officer's line score:
 1. Medal of Honor (MOH): 240 points per award.
 2. Navy Cross (NC): 220 points per award.
 3. Distinguished Service Medal (DSM): 200 points per award.
 4. Silver Star (SS): 180 points per award.
 5. Legion of Merit (LOM): 160 points per award.
 6. Bronze Star (BS): 140 points per award.
 7. Purple Heart (PH): 120 points per award.
 8. Meritorious Service Award (MSA): 100 points per award.
 9. Navy Commendation Medal (NCM): 80 points per award.
 10. Good Conduct Medal (GCM): 60 points per award.
 11. Outstanding Volunteer Service Ribbon (OVS): 40 points per award.
 12. Defense Superior Service Medal (DSSM): 20 points per award.
 13. Battle Efficiency (BE): 15 points per award.

f. Training completed:

- i. The natural progression evolution will take the SVN officer through a series of training opportunities. While promotion to certain ranks requires a specific training course to be taken, they are all optional. Since an officer must dedicate time to the specific training program, points will be awarded for each school completed.
- ii. The following training schools earn training points to an officer's line score:
 1. War College (WC): 50 points are awarded for successful completion.
 2. Fleet Officers Basic Course (FOBC): 100 points are awarded for successful completion.
 3. Advanced War College (AWC): 125 points are awarded for successful completion.
 4. Fleet Officer's Advanced Course (FOAC): 150 points are awarded for successful completion.
 5. Command Leadership Course (CLC): 175 points are awarded for successful completion.
 6. Command Warfighting Course (CWC): 200 points are awarded for successful completion.

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IV. Promotion Review Board (PRB).

a) Members of the PRB:

- 1) The SVN will convene boards consisting of senior officers to select those members best qualified for promotion to their next grade.
- 2) The Chief of Naval Operations (CNO) is the chairman of the board and can substitute sitting members with just cause in a temporary capacity or permanent capacity. The temporary member should belong to the SVN Division, in cases where a suitable officer cannot be appointed the CNO can appoint any member in good standing within the SeaWolves Virtual Military.
- 3) The PRB is made up by the officers that hold the following billets; Vice Chief of Naval Operations (VCNO), Deputy Chief of Naval Operations (DCNO), Battle Group Commander (BGC) and Director of Training and Education (DTE).
- 4) If a PRB member is a candidate for review, they will be omitted from the process. The CNO will appoint a member at large for a one-time vote in the place of the nominated PRB officer.

b) Process for submitting a member to the PRB:

- 1) Once a SVN officer reaches the rank of Commander (CDR) they can only advance in rank by way of the PRB.
- 2) For a CDR to be considered they must have a sponsor to present their promotion package to the PRB.
- 3) The sponsor must be senior in rank and must be within the officer's immediate chain of command (CoC).
- 4) If the sponsor is not the direct reporting officer, a letter of approval must be obtained from the officer's immediate commanding officer.
- 5) A PRB package will consist of a summary of the officer's career and all training, battle experience and accomplishments they have earned since their enlistment.
- 6) A PRB package can be rejected if the board feels that insufficient information was provided to properly evaluate the officer being submitted for review.

c) Selection Requirements for Advancement Consideration:

- 1) In order for an Officer's package to be presented before the board for review they must meet the minimum requirements outline below.
- 2) Time in Grade:
 - a. Minimum TIG for promotion to CAPT is: 90 days.
 - b. Minimum TIG for promotion to RDML is: 120 days.
 - c. Minimum TIG for promotion to RADM is: 140 days.
 - d. Minimum TIG for promotion to VADM is: 160 days.
 - e. Minimum TIG for promotion to ADM is: FADM-SW discretion.
 - f. Only the Chief of Naval Operations can waive these requirements.

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3) Performance:

- a. In order to determine if the candidate is qualified for promotion they must demonstrate their combat ability by taking and successfully passing the Battle Command Course during the period of review.
- b. Battle Command Course (BCC) is a real time evaluation of how the candidate performs in a battle scenario. The candidate will take a task force into battle against adversarial players or if none are available at the time a cooperative map that the VCNO will choose from. For each grade the BCC will increase in difficulty truly testing the ability of the candidate. The candidate can only take the BCC once per PRB session. The following is the minimum parameters for the BCC by grade.

- i. Captain: Candidate must take command of a task force with a minimum of two (2) platforms not including themselves and demonstrate command and control throughout the entire mission. At the end of the mission the PRB members will convene and by majority vote either pass or fail the candidate. If the candidate fails the evaluation, they will not be considered for promotion at that time. They are eligible to take the course during the next PRB session should they be recommended for it.
 - ii. Rear Admiral Lower Half: Candidate must take command of a task force with a minimum of three (3) platforms not including themselves and demonstrate command and control throughout the entire mission. At the end of the mission the PRB members will convene and by majority vote either pass or fail the candidate. If the candidate fails the evaluation, they will not be considered for promotion at that time. They are eligible to take the course during the next PRB session should they be recommended for it.
 - iii. Rear Admiral Upper Half: Candidate must take command of a task force with a minimum of four (4) platforms not including themselves and demonstrate command and control throughout the entire mission. At the end of the mission the PRB members will convene and by majority vote either pass or fail the candidate. If the candidate fails the evaluation, they will not be considered for promotion at that time. They are eligible to take the course during the next PRB session should they be recommended for it.
 - iv. Vice Admiral: Candidate must take command of a task force with a minimum of five (5) platforms not including themselves and demonstrate command and control throughout the entire mission. At the end of the mission the PRB members will convene and by majority vote either pass or fail the candidate. If the candidate fails the evaluation, they will not be considered for promotion at that time. They are eligible to take the course during the next PRB session should they be recommended for it.
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- 4) Advanced Training:
- a. Training for all officers is optional; therefore officer's looking to be promoted should demonstrate their commitment and desire to advance in grade by completing all training courses available. It is highly recommended that the candidate should have the following courses completed at the time of their PRB submission:
 - i. Advanced War College
 - ii. Command Warfighting Course
 - iii. Command Leadership Course
 - b. PRB packages that do not contain the required courses officer's specific platform will be rejected. These would include the basic and advanced platform courses.
 - c. Only the Chief of Naval Operations can waive this requirement.
- 5) Staff Assignments:
- a. PRB candidates being reviewed for a flag grade (RDML or higher) must hold a staff billet in order to be considered for promotion.
- d) Procedure for Final Results of the PRB:
- 1) All votes of the PRB are held confidential. Only the PRB Chairman will know the individual votes and is restricted from sharing the votes to the membership.
 - 2) When the PRB completes its review and submits their vote to the chairman of the PRB an official count is made.
 - 3) A non vote by a PRB member is counted as an abstention and is neither counted as a no.
 - 4) If a candidate does not obtain the majority vote, they can be resubmitted at the next PRB session.
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