

MILPERSMAN 1220-400

SPECIAL WARFARE BOAT OPERATOR (SB) RATING

Responsible Office	BUPERS-324	Phone:	DSN COM	882-2858/3552 (901) 874-2858/3552
MyNavy Career Center		Phone: Toll Free	1-833-330-MNCC (6622)	
		E-mail:	askmncc@navy.mil	
		MyNavy Portal:	https://my.navy.mil/	

References	<ul style="list-style-type: none"> (a) COMNAVCRUITCOMINST 1130.8K, Navy Recruiting Manual - Enlisted (b) NAVPERS 18068F, Navy Enlisted Manpower and Personnel Classifications and Occupational Standards, Volume II (c) CNO WASHINGTON DC 131921Z DEC 06 (NAVADMIN 344/06) (d) NAVMED P-117, Manual of the Medical Department, article 15-105, Special Operations Duty (e) OPNAVINST 1160.8A (f) BUPERSINST 1430.16F, Advancement Manual for Enlisted Personnel of the U.S. Navy and U.S. Navy Reserve (g) OPNAVINST 1414.9 (h) OPNAVINST 5350.4D (i) SECNAVINST 5300.28E
-------------------	--

1. **Purpose.** This article discusses personnel aspects of the special warfare boat operator (SB) rating. The following topics are covered:

Topic	See Para.
Rating Description	2
Suitability for Assignment	3
Rating Designation	4
Navy Enlisted Classification (NEC) Codes	5
Recruit, Non-SB Qualified Navy Veterans (NAVET), and Other Service Veterans (OSVET) Accessions	6
Rating Conversion Entry Requirements	7
Applying for Rating Conversion	8
Rating Conversion Screening Requirements	9

Rating Conversion Screening Process	10
Transfer to SB "A" School	11
Disenrollment from SB "A" School	12
Change of Rating	13
Forced Conversion	14
Supervisory Status	15
Periodic Requalification	16
SB Rating Description	exhibit 1
Report of SB Rating Conversion Screening	exhibit 2

2. **Rating Description.** SBs support and perform maritime special operations in open ocean, littoral and riverine environments. SBs are experts in maritime:

- a. special operations tactics
- b. missions
- c. detailed mission planning
- d. small unit leadership
- e. cultural awareness
- f. operational risk management
- g. tactical, operational, and strategic thinking
- h. advanced weapons tactics
- i. tactical communications
- j. tactical air control/terminal guidance
- k. paradrop operations
- l. tactical ground mobility
- m. small arms and crew-served weapons
- n. fast roping and rappelling
- o. advanced craft operations, and preventive and corrective maintenance

- p. long-range, over the horizon, and riverine navigation
- q. tactical combat medicine and trauma care
- r. intelligence operations
- s. chemical, biological, radiological, and or nuclear defense measures.

For operational redundancy, each member of a special boat team receives in-depth cross training to enable the Sailor to perform in any other position should the need arise. Personnel deploy on short notice by sea, air and land to remote locations worldwide. Naval Special Warfare (NSW) deployments require extensive logistics preparations that allow for rapid mobilization of groups of personnel and associated equipment. The SB rating is sea-duty intensive. Exhibit 1 and the Navy [SEAL/SWCC](#) Web site provide a comprehensive description and information about a career in the SB rating.

3. **Suitability for Assignment**

a. **Accession Prerequisites.** The distinct purpose and nature of duties involved in the SB rating require adherence to eligibility criteria, procedures and policy for conversion and assignment to the SB rating.

b. **Professional Performance.** While the highest standards of personal conduct, reliability and judgment are required of all members of the naval service, it is especially important that Service members assigned to duty involving the performance and supervision of SB operations exemplify unquestioned personal conduct, reliability, judgment and observance of military regulations.

c. **Obligated Service (OBLISERV).** Recruit candidates enlisting in the Navy with the intent to begin the SB training pipeline must satisfy OBLISERV requirements as directed by reference (a).

4. **Rating Designation**

a. SB "A" School training pipeline consists of the following required sequenced courses:

(1) Naval Special Warfare Preparatory Course (NSW PC), CIN K-431-0350, CDP 04WF;

(2) Special Warfare Combatant-craft Crewman Orientation, CIN K-060-0010, CDP 991S;

(3) Basic Crewman Selection (BCS), CIN K-060-0030, CDP 151J;

(4) Basic Crewman Training (BCT), CIN K-060-0024, CDP 11C4; and

(5) Crewman Qualification Training (CQT) CIN K-060-0032, CDP 966W.

b. Upon completion of the entire SB "A" School training pipeline, enlisted personnel are awarded NEC O52A and designated as SB. Recruit and fleet conversions are authorized accelerated advancement to E-4 (SB3) per MILPERSMAN 1510-030.

5. **NEC Codes**. Enlisted SB personnel are designated by NEC codes per their qualifications. Reference (b) further describes each of the NEC codes as follows:

NEC	Designation
O52A	Special Warfare Combatant-craft Crewman (SWCC)
O91A/O92A	Naval Special Warfare Medic

6. **Recruit, Non SB Qualified NAVET, and OSVET Accessions**. The SB rating is designated as an advanced technical field program. Reference (b) provides entry requirements and policy for recruit, NAVET and OSVET accessions.

7. **Rating Conversion Entry Requirements**. Conversion to the SB rating requires successful completion of SB "A" School. Approval to attend SB "A" School will be based on the needs of the community as determined by Bureau of Naval Personnel, Special Warfare Enlisted Community Manager (BUPERS-324). Except where specified "**no waiver**," BUPERS-324 may waive one or more entry requirements if the applicant is considered otherwise

qualified. Due to the cost of permanent change of station orders, high risk training, historic high attrition training rates and to prevent undue delay in training, commands and personnel submitting request for conversion must strictly adhere to the policy and requirements specified in this article.

a. **Duty.** Must be in the Active Component.

b. **Schools.** Service members who are (voluntarily or involuntarily) disenrolled from previous attendance of air rescue, explosive ordnance disposal, Navy diver (ND), SB, or special warfare operator (SO) "A" School will require a minimum of 2 years in the fleet prior to reapplying for SB "A" School. Personnel who previously (voluntarily or involuntarily) disenrolled from SB "A" School that request to return to SB "A" School must include the following in the rating conversion package:

(1) [NAVPERS 1070/613](#) Administrative Remarks statement providing the recommendation to return to training from the commanding officer (CO) of the respective SB "A" School course of instruction from which the Service member was disenrolled.
No waivers.

(2) [NAVPERS 1070/613](#) statement outlining reasons for previous disenrollment and actions taken to correct identified problem areas. **No waivers.**

c. **Age Requirement.** Must be less than 31 years of age as of the date of application receipt at BUPERS, NSW Enlisted Community Management SB "A" School Coordinator (BUPERS-324).

d. **Rank.** Service members must be in pay grades E-1 through E-5.

e. **Time in Service.** Must have 6 years or less of active duty service as of the date of application receipt at BUPERS, NSW Enlisted Community Management SO "A" School Coordinator (BUPERS-324).

f. **Armed Services Vocational Aptitude Battery (ASVAB).** Service members must meet ASVAB requirement per reference (c).

g. **Medical Requirements.** Service members must meet medical standards as specified in reference (d). If required, an

approved medical waiver must be included with applicant's rating conversion application package. Medical waivers must be submitted by the Service member's CO to BUPERS-324 via Bureau of Medicine and Surgery (BUMED), Undersea Medicine and Radiation Health (M5/50M2).

h. **OBLISERV.** The OBLISERV requirement for SB "A" School is 48 months from class graduation date or until completion of previous OBLISERV, whichever is greater, unless released earlier by Chief of Naval Personnel. COs must ensure applicants understand **OBLISERV to train** options specified in MILPERSMAN 1160-040 and reference (e). **No waivers.**

i. **Performance Standards.** Service members must have evaluation trait marks of 3.0 or higher in each of the evaluation reports covering the previous 3 years ("not observed" evaluations must be included, but not used in the calculation of the evaluation average). For Service members with less than 3 years of service, submit all evaluations.

j. **Misconduct.** Service members must not have nonjudicial punishment (NJP), court-martial conviction or civil court conviction during the previous 12 months prior to the application.

k. **Security Clearance.** SB "A" School requires eligibility for a secret clearance based on a national agency check with local agency and credit checks or tier 3.

l. **Physical Fitness.** Service members must pass the physical screening test (PST) per MILPERSMAN 1220-410. **No waivers.**

m. **CO's Recommendation.** Service members must be recommended for initial training by the Service member's current CO.

8. **Applying for Rating Conversion.** Applicants who are applying for rating conversion must take the following steps:

Step	Action
1	Apply for SB convert in quota via Career Waypoints Program.
2	Access the NSW in-service recruiter's Web site to schedule an interview and PST. Phone: 1-888-USN-SEAL E-mail: scoutteam@sealswcc.com
3	Undergo screening process.
4	Receive report of rating conversion screening.
5	Assemble rating conversion package.
6	E-mail (encrypted) conversion package to e-mail address: SEALSWCCECM@navy.mil (All e-mails must be encrypted.)

9. **Rating Conversion Screening Requirements.** Applicants will be screened by approved personnel and activity.

a. **Approved Screening Personnel.** A qualified sea, air, land (SEAL); SWCC E-6 and above or NSW officer is preferred to conduct the screening. If a SEAL or SWCC is unavailable, a qualified explosives ordnance disposal (EOD) or ND E-6 and above can conduct the screening. Approved screening personnel must submit PST scores to NSW SEAL SWCC scout team for official recommendation letter.

b. **Approved Physical Screening Activity.** Only commands with adequate facilities for screening applicants will conduct screening.

(1) An approved screening activity is any diving/EOD/SEAL/SWCC/underwater construction team (UCT) command or Navy recruit training command (NAVCRUITRACOM). NSW commands should be priority screening activity as it relates to the applicant's primary mission and capability.

(2) Screening conducted by other commands due to geographic isolation or absence of approved screening personnel must be coordinated through and approved by the Naval Special Warfare Center, SEAL SWCC Scout Team's Office.

10. **Rating Conversion Screening Process.** The screening activity will ensure the following:

Step	Action	Per
1	Interview Applicant	Paragraph 10a
2	Conduct Medical Examination	Paragraph 10b
3	Conduct PST	Paragraph 10c
4	Submit Request for Rating Conversion	Paragraph 10d

a. **Interview the Applicant.** The interview is necessary to examine and evaluate each applicant's character, traits, background, motivation and potential for successfully completing SB "A" School and subsequent SB career assignments. The interviewer will accomplish the following:

(1) Discuss the nature of the SB rating with the applicant to include training, duty assignments, operational employment, career development, pay, advancement, etc.;

(2) Review the applicant's electronic service record (ESR) to fully assess past performance, conversion's effect on professional development, potential for successfully completing SB "A" School, and identify traits which could be beneficial to the community;

(3) Determine the applicant's comfort level in the water. Service member must have considerable comfort level when in a waterborne environment;

(4) Determine the applicant's physical fitness level;

(5) Review entry requirements with the applicant to determine which requirements require a waiver; and

(6) Complete exhibit 2, Report of SB Rating Conversion Screening, signed by NSW SEAL SWCC scout team representative.

(a) All rating conversion entry requirement waivers must be specified and supported with justification for approval.

(b) A negative response to any of the questions or traits identified in the applicant's ESR could indicate unsuitability for the program.

(c) Provide a positive or negative endorsement addressing the suitability to attend SB "A" School.

b. **Conduct a Medical Examination.** Applicants must meet the physical examination standards outlined in reference (d).

(1) **Approved Location.** The medical examination must be conducted at hospitals, clinics, or dispensaries capable of accomplishing or coordinating all required examination elements.

(2) **Approved Medical Examiner.** Per reference (d), any physician can conduct the examinations, but an undersea medical officer (UMO) or diving medical officer (DMO) must approve and review all examinations and reports. BUMED (M3/50M2) is authorized to review and sign physical examinations for accessions performed by another credentialed medical provider where a Navy UMO or DMO is not proximately available.

(3) **Medical Reports.** Results of the medical examination will be recorded on the following reports:

(a) [DD 2807-1 Report of Medical History](#);

(b) [DD 2808 Report of Medical Examination](#); and

(c) [NAVPERS 1200/6](#) U.S. Military Diving Medical Screening Questionnaire (used to report any interval changes to health history or physical exam since last valid periodic dive medical exam. Must be completed no later than 1 month prior to actual transfer to training and placed in Service member's medical record.)

(4) **Validity.** The initial medical examination will be valid for the time period as stated in reference (d). Candidates who have not reported to SB "A" School within the specified time period must resubmit updated [DD 2807-1](#) and [DD 2808](#) to BUPERS, NSW Enlisted Community Management SO "A" School Coordinator (BUPERS-324).

c. **Conduct the PST.** The PST is designed to assess the applicant's physical ability to undergo initial and advanced training. PSTs will be valid for the period of 6 months.

(1) Administer the PST per MILPERSMAN 1220-410.

(2) No alterations to the test are permitted. The test must be administered exactly as prescribed in MILPERSMAN 1220-410.

d. **Submit a Request for Rating Conversion.** Upon satisfactory completion of the screening process, applicants will forward their request to BUPERS, NSW Enlisted Community Manager (BUPERS-324) using [NAVPERS 1306/7](#) Enlisted Personnel Action Request.

(1) [NAVPERS 1306/7](#) will reference MILPERSMAN 1220-400 and include the following statement:

"Per MILPERSMAN 1220-400, I volunteer for SB duty and request assignment to SB "A" School. I agree to serve on active duty for a period of 48 months from class graduation date or until completion of previously obligated service, whichever is greater, unless released earlier by Navy Personnel Command (NAVPERSCOM). I also agree to serve the period of minimum obligated service specified, regardless of whether I attain qualification as an SB and NEC O52A during that period."

(2) COs are required to provide a statement concerning the applicant's suitability for type of training and assignment to duty.

(3) Enclosures. Required enclosures for package:

Enclosure 1	DD 2807-1 Report of Medical History
Enclosure 2	DD 2808 Report of Medical Examination
Enclosure 3	Exhibit 2 Report of SB Rating Conversion Screening.
Enclosure 4	NAVPERS 1616/26 Evaluation Report and Counseling Record for previous 3 years (or all for Service members with less than 3 years of service) including any special or transfer evaluations
Enclosure 5	ASVAB scores as documented on NAVPERS 1070/604 Enlisted Qualifications History or NAVPERS 1070/881 Training Education and Qualification History located in the Navy Standard Integrated Personnel System (NSIPS)
Enclosure 6	NAVPERS 1070/613 Administrative Remarks recommendation to return to training from the CO of the respective "A" School course of instruction from which the Service member was disenrolled

Enclosure 7	NAVPERS 1070/613 statement outlining reasons for previous disenrollment and actions taken to correct identified problem areas (limited to one page)
Enclosure 8	Military Awards, qualifications, and letters of recommendation pertinent to determining performance, professionalism, and potential. Proof of language proficiency, college transcripts, and any professional accreditations, etc. (if applicable)

11. **Transfer to SB "A" School**

a. **Physical Condition Verification.** The Service member's physical condition must be verified by performing the PST approximately 30 days prior to transfer to SB "A" School per MILPERSMAN 1220-410. The PST will be coordinated through the NSW SEAL SWCC scout team e-mail: scoutteam@sealswcc.com. Test results will be placed in the Service member's ESR. Personnel who fail the PST 30 days prior to transfer will retest approximately 15 days prior to transferring. If the Service member fails again, NAVPERSCOM, SEABEE/SEAL/SWCC/EOD/Diver Distribution Branch (PERS-401DI) will be notified by e-mail within 24 hours of the failure, and the Service member's orders must be held in abeyance.

b. **Authorization.** A UMO or DMO is required to complete and sign [NAVPERS 1200/6](#) no later than 1 month prior to actual transfer to training. Place original [NAVPERS 1200/6](#) in the Service member's medical record.

c. **Participation in Advancement Exams.** Conversion to the SB rating requires successful completion of SB "A" School per reference (f).

(1) Personnel under instruction for conversion on scheduled date of examination are prohibited from taking any advancement examination.

(2) If otherwise qualified, personnel ordered to SB "A" School for rating conversion may compete for advancement in their present rating **until** the class convening date; however, personnel selected for advancement to E-6 prior to class convening may lose eligibility to attend SB "A" School.

d. **Disqualification Condition.** Personnel who have received orders to attend SB "A" School, but develop any possible

disqualifying condition contrary to rating conversion entry requirements outlined in paragraph 7, to include physical conditioning, medical standards, advancement to E-6, performance standards, NJP, court conviction or lack of security clearance eligibility, are required to notify NAVPERSCOM (PERS-401DI) by message.

12. Disenrollment from SB "A" School

a. **Reclassification/Reassignment and Suitability.** Service members who voluntarily or involuntarily disenroll from SB "A" School initial training will:

(1) be made available for reclassification or reassignment to their rating detailer. Service members should contact their detailer as soon as possible, and

(2) have [NAVPERS 1070/613](#) entry made in their ESR stating the reason for disenrollment.

b. **OBLISERV.** Service members disenrolled where OBLISERV is required for instruction received, with approval of NAVPERSCOM, Enlisted Career Progression Division (PERS-81), may be permitted to execute a new [NAVPERS 1070/621](#) Agreement to Extend Enlistment or [NAVPERS 1070/622](#) Agreement to Recall or Extend Active Duty.

Note: See MILPERSMAN 1160-040 for explanation of "instruction received."

c. **New Extension Agreement.** Upon execution of an extension, the previously executed extension agreement for the course of instruction must be cancelled.

(1) For those Service members who accepted accelerated advancement, this OBLISERV will be in addition to the 1-year extension incurred for accelerated advancement.

(2) OBLISERV for instruction cannot exceed the number of months of the original extension agreement. OBLISERV requirements must be executed from the date of disenrollment.

d. **Disenrollment Prior to Training Commencement.** If a Service member is disenrolled for any reason prior to entry into the training, a request may be submitted to NAVPERSCOM (PERS-81) for cancellation of OBLISERV agreement.

e. **Executing New Extension Agreement**

(1) Upon receipt of NAVPERSCOM (PERS-81) approval, COs or officers in charge must take the following steps/actions:

Step	Action
1	Execute extension agreement.
2	Cancel old extension agreement.
3	Submit NAVPERS 1070/621 and/or NAVPERS 1070/622 .
4	Make a NAVPERS 1070/613 entry (see below).

(2) The following [NAVPERS 1070/613](#) entry is required:

My active duty obligation remaining upon disenrollment from (school) has been explained to me per MILPERSMAN 1220-400. I understand that my active duty obligation has been established as (expiration of active obligated service date).

 Member's Signature

 Witnessing Officer's Signature

13. **Change of Rating.** Personnel designated in the SB rating may request a change of rating per MILPERSMAN 1440-010. Personnel are required to submit [NAVPERS 1221/6](#) Navy Enlisted Classification (NEC) Change Request to BUPERS-324 to concurrently affect change of rating and removal of the SB rating related NEC.

14. **Forced Conversion.** Forced conversion is BUPERS directed. Involuntary change of rating is based on a Service member's loss of eligibility or suitability to further serve in their present rating as defined in MILPERSMAN 1440-011. Forced conversions will be conducted per MILPERSMAN 1440-011 and as further described in this article. COs may recommend forced conversion/revocation of the SB rating NEC by submitting [NAVPERS 1221/6](#) to BUPERS-324. Commands should inform the immediate superior in command of recommended NEC removals up to echelon II level in order to ensure awareness and tracking of NSW community issues and trends. Service members assigned NEC 0000 have 30 days to request conversion to an undermanned rating per MILPERSMAN 1440-011, and the command must remove advancement recommendation until Service member successfully converts to new rating. This revocation must not be used as a punitive measure,

but based on the CO's determination that the Service member is no longer suitable for assignment in the SB rating. [NAVPERS 1221/6](#) must substantiate that determination by providing sufficient background and reasonable justification for removal of Service member's NEC; this may be accomplished by either including sufficient background information within the [NAVPERS 1221/6](#) or by way of submitting supporting documentation (e.g., a preliminary inquiry) along with the [NAVPERS 1221/6](#). If supporting documentation is submitted along with the [NAVPERS 1221/6](#), the documentation should be referenced in the block "Amplifying Remarks" at the bottom of the form. Once the SWCC NEC has been revoked, the Sailor may not reapply for that NEC. Recommendations to revoke NEC must include one or more of the following statements:

"I have lost faith and confidence in the Service member's ability to perform the duties associated with or required by current rating."

and

"The Service member is considered suitable for assignment to rate or rating billets not requiring NEC (fill-in)."

or

"The Service member is considered unsuitable for reassignment and will be recommended for administrative discharge by separate action. If retained in the Navy, the Service member may not reapply for reinstatement for NEC 052A."

or

"The Service member is unsuitable for duty in Diver/EOD/SEAL/SWCC/UCT commands. The Service member may not reapply for reinstatement of NEC 052A."

The CO's statement should also articulate any other pertinent duty or NEC restrictions deemed applicable by the Service member's performance (i.e., special operation forces (SOF) medic, joint tactical air controller, special operations parachute rigger, etc.). Primary reasons for forced conversion or revocation of NEC include, but are not limited to, the following:

a. **Duties.** Failure or unwillingness to perform duties required of the rating.

b. **Failure to Maintain Rating Eligibility**

(1) Permanent revocation of the Service member's security clearance by the Department of Defense, Consolidated Adjudications Facility.

(2) Permanent physical disability.

c. **Performance**

(1) Willful dereliction of duty.

(2) Breaches in ammunition, arms, explosives, parachute, ordnance or other mission-critical safety procedures or regulations.

(3) Loss of CO's faith and confidence in the Service member's ability to exercise sound judgment, reliability and personnel conduct.

d. **SWCC Qualification.** Failure to attain SWCC qualification as specified in reference (g).

e. **Alcohol Abuse.** Personnel identified as having abused alcohol will be locally suspended from duty by their CO pending the outcome of screening, disciplinary action, or rehabilitation procedures as outlined in reference (h). At any time during or upon completion of those proceedings, COs have the following options:

(1) If future alcohol abuse is considered likely or the Service member fails rehabilitation treatment, the CO must certify that the Service member has no potential for further useful service and must initiate separation procedures as appropriate. Commands must submit a [NAVPERS 1221/6](#) to BUPERS-324 to seek revocation of the SB rating-related NEC.

(2) Personnel who voluntarily refer themselves for treatment in the absence of either an alcohol-related violation (of local, state, Federal law, Uniform Code of Military Justice) or substandard service, who are found in need of treatment will not be force converted. Service member will retain NEC and all

associated specialty pays, but be disqualified to supervise any operations until successful completion of treatment.

f. **Drug Abuse.** Service members identified as having abused drugs, as defined in reference (g), are not eligible for future reinstatement. Service members will be processed for administrative separation as specified in MILPERSMAN 1910-146. Commands must submit [NAVPERS 1221/6](#) to BUPERS-324 to seek revocation of the SB rating-related NEC.

g. **Other Substance Abuse.** Service members who wrongfully used a substance in violation of paragraph 5c of reference (i), will be processed for administrative separation as specific in MILPERSMAN 1910-142. Commands must submit [NAVPERS 1221/6](#) to BUPERS-324 to seek revocation of the SB rating-related NEC.

Note: Forced conversion from the SB rating must not be used as a substitute for required disciplinary and or administrative action. Particular consideration must be exercised to ensure that forced conversion is not used to transfer Service members to other duty when they do not clearly meet the established high standards for continued naval service.

15. **Supervisory Status.** There are a few situations in which personnel are unable to meet the physical standards for SB duties, to include parachute operations, through no fault or lack of diligence of their own. In these few cases, personnel whose significant SB experience is of continued value to the Navy may apply for "Supervisory Status" designation and remain in the SB rating.

a. **Eligibility.** Personnel must be designated as an SB SWCC and remain qualified for sea duty.

b. **Request Designation.** Request designation for "Supervisory Status" by submitting [NAVPERS 1306/7](#) via their CO and BUMED (M3/50M2) to BUPERS-324. Request must contain the following:

(1) Results of a recent special operations physical examination as enclosure (1).

(2) A brief synopsis of previous NEC-related experience as enclosure (2).

c. **Designation.** BUPERS-324 will designate personnel in "Supervisory Status" based on the following considerations:

(1) Favorable endorsement of the Service member's request by the CO.

(2) BUMED recommendation concerning waiver of physical standards.

(3) Number of personnel presently assigned in a "Supervisory Status" at the Service member's activity. Personnel designated "Supervisory Status" will be limited to a maximum of 5 percent of an activity's onboard NEC-related billet allowance or less if the number may be detrimental to operational capability.

d. **Disapproval.** If disapproved, the Service member will be force converted to another rating per MILPERSMAN 1440-011.

e. **Tenure and Extensions.** Designation of personnel for "Supervisory Status" must be made to coincide with required special operations duty physical examination tenure. Extension of "Supervisory Status" must be requested to coincide with completion of special operations duty physical examinations. Personnel designated "Supervisory Status" may retain that status, dependent upon the receiving command's requirements, if transferred during the normal tenure of special operations duty physical examination.

f. **Assignments.** Personnel who are designated "Supervisory Status" are assignable to sea duty, eligible for pay per their current NEC and limited to performing non-operational supervisory duties only.

16. **Periodic Requalification.** Periodic requalification of SB personnel is necessary to maintain individual proficiency and unit capability. Personal safety during hazardous operations is directly related to proficiency. COs are directed to afford every opportunity for maintaining individual qualifications without lapse.

a. Specific NEC Requalification. For policy on specific NEC requalification refer to MILPERSMAN 1220-030.

Exhibit 1

SB Rating Description (Page 1 of 3)

Special warfare boat operators (SB) conduct maritime special operations in open ocean, littoral and riverine environments; provide maritime insertion and extraction of special operation forces and others; possess unique skills in the operation, maintenance and repair of specially configured combatant and or nonstandard craft; operate and maintain small arms and crew-served weapons, tactical communications equipment, unmanned aerial system and unmanned underwater vehicle and use air delivery techniques to insert combatant craft. Other skills include small boat tactics, tactical ground mobility, call for fires, trauma care, intelligence gathering, interpretation and chemical, biological, radiological and nuclear defense measures.

Naval Special Warfare (NSW) SEAL SWCC scout team and NAVCRUITRACOM give presentations on the Navy's SWCC Program, conduct the physical training screening tests and assist interested personnel with their applications. Naval special warfare SEAL SWCC scout teams are located at Naval Amphibious Base (NAB), Coronado, CA and NAB Little Creek, VA. Call 1-888-USN-SEAL or go to www.sealswcc.com for more information.

Personnel who enter the Navy in the nuclear, advanced electronics or other 5- or 6-year enlistment programs are not eligible for the SWCC Program. SWCC training is physically and mentally demanding, but the individual who accepts the challenges is rewarded with advanced training and extraordinary duty assignments.

Exhibit 1
SB Rating Description
 (Page 2 of 3)

Career Path After Recruit Training				
Enlistees are taught the fundamentals of SWCC operation through SB "A" School and on-the-job training. After recruit training, SWCC candidates attend SB "A" School at Coronado, CA.				
School	Present Location	Approximate Training Time	Subjects	Training Methods
NSW Preparatory	Great Lakes, IL	8 weeks	Physical and psychological preparation for SWCC training	Group, classroom, and practical
Special Warfare Combatant-craft Crewman (SWCC) Orientation	Coronado, CA	4 weeks	Physical and psychological preparation for Basic SWCC Training (BCS)	Group, classroom, and practical instruction
Basic Crewmember Selection (BCS)	Coronado, CA	7 weeks	Trains, develops, and assesses physical conditioning, water competency, teamwork, and mental tenacity	Group, classroom, and practical instruction
Basic Crewman Training (BCT)	Coronado, CA	7 weeks	Trains, develops, and assesses physical conditioning, water competency, basic seamanship, boat handling, teamwork, and mental tenacity	Group, classroom, and practical instruction
Crewman Qualification Training (CQT)	Coronado, CA	11 weeks	Trains BCT graduates in advanced NSW core tactical knowledge and skills, and NSW SERE.	Group, classroom, and practical instruction
<p>After completion of basic SWCC training, graduates are assigned to special boat teams at Little Creek, VA; Stennis, MS or Coronado, CA. SWCCs spend 70 percent of their time assigned to operational special boat teams capable of deploying worldwide and 30 percent assigned to shore stations. Advanced training opportunities include advanced weapons, instructor training, foreign language, communications, intelligence, engine and boat repair, fast roping, rappelling and parachuting.</p>				

For SWCC challenge information see COMNAVCRUITCOMINST 1130.8J, volume 5, chapter 2, section 4.

Exhibit 1
SB Rating Description
(Page 3 of 3)

What They Do

1. Special operations are characterized by the use of small units with very unique capabilities to conduct surgical military actions that are beyond the capability of conventional military forces.
2. Collect information about enemy military installations and shipping traffic in coastal or riverine areas.
3. Conduct direct action raids against enemy shipping and waterborne traffic.
4. Operate independently in small units to accomplish operational tasks.
5. Operate and maintain weapon systems, communications, electronics, small boats and other equipment associated with SWCC missions.
6. SWCC Medics (Special Operations Combat Medics) provide combat trauma medical support during all operations, while also serving as SWCCs.

Qualifications and Interests

SWCC Challenge candidates should be motivated, self-assured and self-confident, willing to follow orders and able to work under stressful and hazardous conditions. They should be in excellent physical condition and motivated to withstand the rigorous physiological demands imposed by the maritime environment. The ability to swim and withstand fatigue is a major factor in successful completion of the basic SWCC training. Other necessary characteristics needed are good study habits and learning skills, knowledge of arithmetic and basic algebra, mechanical skills and manual dexterity. SWCC candidates must be U.S. citizens eligible for security clearance.

Working Environment

SWCCs perform Special Operations missions from fixed wing aircraft, ground mobility vehicles, helicopters, ships and high speed small boats. They may be exposed to arctic, desert or jungle environments including survival in enemy controlled areas. They may also perform administrative and foreign training missions in a wide variety of climates throughout the world.

Since Navy programs and courses are revised at times, the information contained in this section is subject to change

(Revised 05/18)

Exhibit 2
Report of SB Rating Conversion Screening

(Page 1 of 2)
(Use proper letter format)

From: (Screening Activity)
To: Director, Navy Enlisted Community Management, (BUPERS
324)
Subj: REQUEST FOR SPECIAL WARFARE BOAT OPERATOR (SB) RATING
CONVERSION
Ref: (a) MILPERSMAN 1220-400

1. (rank or rate, name), currently attached to (Service member's present command), was screened for conversion to the SB rating as specified in reference (b).

2. The Service member completed the screening as indicated below:

a. Interview conducted by: (name, rank, position, command, date) (Interviewer should include any significant findings pertinent to selection/non-selection of Service member for requested training.)

(1) Does the applicant totally understand the mission and scope of the rating? Yes _____ No _____

(2) Does the applicant fully understand the training regimen during SB "A" School and what will be expected of them? Yes _____ No _____

(3) Is the applicant's motivation for entry into the rating a sincere desire for personal growth and achievement, and not solely for the money or as a method to escape applicant's present circumstances, etc? Yes _____ No _____

(4) Does the applicant have the ability to adapt to the requirements of the SB rating? Yes _____ No _____

(5) Is the applicant mentally prepared for the arduous training? Yes _____ No _____

Exhibit 2
Report of SB Rating Conversion Screening
(Page 2 of 2)

(6) Does the applicant have any financial, marital or other hardships that would impede the applicant's ability to concentrate on and complete the training? Yes _____ No _____

b. Physical Screening Test conducted by: (name, rank, position, command, date)

(1) Swim Time: _____ min _____ sec

(2) Run Time: _____ min _____ sec

(3) Sit-ups: _____, Push-ups: _____, Pull-ups: _____

c. A secret clearance investigation has been initiated or successfully completed: () Yes () No

3. Based on (satisfactory/unsatisfactory) completion of this screening, the Service member (is/is not) recommended for conversion to the SB rating. If Service member is not recommended, state reason(s).

(Signature)

Copy to:
Service member's present command