Submarine Officer
Community Status Brief

Kings Bay
May 2018
What Does The Detailer Do For You?

- **Detailer**
  - Matches your job preferences to the list of available jobs
  - The liaison between you and the gaining command
  - An advocate to get your next career enhancing job

- **Writes Your Orders**

- **Assists you with Questions Regarding Promotion, Pay, Advancement, Transfer, Resignation, Retirement, and Other Matters.**

- **NEVER HESITATE TO CALL!!**

*The detailer is your advocate for your future.*
Today’s Submarine Force

• 8% of AD Naval Officers = “1/3” of Unrestricted Line
  – 20% of FY18 Olmsted Scholars
  – 40% of FY18 OLA Fellows
  – 38% of FY17 Pol-Mil Fellows
  – 25% of FY17 SECDEF Exec Fellows

• Highest Promotion Rates
  – 99% of served DHs promote to LCDR
  – 100% of served XOs promote to CDR
  – 100% of served COs promote to CAPT

• New Submarine Production
  – 2-3 VA Class per year
  – 1 Columbia per year

• Premier National Tasking
  – Frontline warfighters
  – 70% of National Strategic Assets

Best People, Best Platforms, Best Missions
Sailor 2025
Navy Wide Career Initiatives

- Fleet Scholar Education Program (FSEP)
- Olmsted Scholarship
- Politico-Military Fellowship (Pol-Mil)
- Legislative Fellowship Program (OLA)
- Federal Executive Fellowship (FEF)
- All Service War Colleges (includes multiple foreign WC)
- Naval Post Graduate School (NPS)
- Career Intermission Program
- Leadership Education and Development (LEAD)
- Graduate Education plus Teaching (GE+T)
- MIT/Woods Hole Institute (WHOI)
- Secretary of the Navy’s Tours with Industry (SNTWI) Program
- Presidential/Vice President/SECNAV Aide/personal staff
- Naval Attaché Program

Rewarding the most talented cadre of Naval Officers!
Sailor 2025 – Recruit, Retain, Reward the Best!
Nuclear Community Initiatives

• JO Sea Tour reduced to 32 mo (nom)
  – Average currently 34.8 mo (and decreasing)

• PNEO Exam Dates 18-20 months on board
  – Maintain 12 months onboard post-PNEO
  – “Best time” of Division Officer tour

• NPTU/PCU 2-2-2 Option
  – 24 mo JO tour
  – 24 mo PCU or NPTU
  – 24 mo follow-on shore

• PCU Manning Changes
  – Split tour JOs arrive later to support sea trials
  – Guaranteed no longer than 18 months (in writing from PERS 42)

• Detailing Guarantees in writing
  – Letters provide clear guidance and removes “The Detailer told me this. . .”

• “Ted Talks”
  – Career focused informational videos

• Talent Management Board
  – Used for JO and DH detailing to give top talent high valued opportunities: NPS, GEV, War College, FSEP, etc

• Monthly Operations Briefs
  – SECRET and TOP SECRET VTCs
  – Briefed to JOs at PNEO, additional call-ins are encouraged

Providing more opportunities for high-performing JOs
Increasing availability to career and operational information
Graduate Education
Graduate Education Opportunities

• 130+ Opportunities a Year!
  ▪ 37 ROTC Jobs
  ▪ 36 NPTU 3rd year opportunities (ODU/JPME PH 1)
  ▪ 30 NPS (Distance and In Residence)
  ▪ 7 NPC/CNRC (U. of Memphis/U. of Arkansas)
  ▪ 5 Fleet Scholars (Any US University)
  ▪ 4 GET/LEAD USNA
    (Any DC area University, Lead=GWU)
  ▪ 4 War College
  ▪ 4 Naval Reactors (DOE Pays for Masters, no obli-serve)
  ▪ 3 DIRSSP Washington, DC (SSP pays, no obli-serve)
  ▪ 2 MIT/WHOI
  ▪ Olmsted (do not need a foreign language to start!)

• Training Pipeline Credit
  ▪ Old Dominion University
  ▪ Catholic University
  ▪ NPS
  ▪ Kansas State University
  ▪ Duke University

40%+ of JO Shore tours offer a dedicated In-Residence Masters Program. Highest Percentage of any URL.
Graduate Education
Post-9/11 GI Bill

- **Eligibility**
  - 36 months past initial obligation for full benefits

- **Transfer of benefits to spouse or child**
  - Served at least 6 years and agree to serve at least 4 more (or until statutory retirement)—may transfer unused entitlement to a dependent
  - Does not impact Nuclear Officer Bonus Incentive Pay (NOBIP)
  - In order to transfer benefits member must:
    - Sign a page 13 agreeing to 4 additional years of service
    - Submit an application via the milconnect website
    - Verify that your application has been approved on the milconnect website. Print the approval letter for your records.

- Full details available at [www.gibill.va.gov](http://www.gibill.va.gov)
- Application for transfer of benefits available at [www.dmdc.osd.mil/milconnect](http://www.dmdc.osd.mil/milconnect)
World Wide Presence

69 Operational Boats, 88 Crews.
10 SSNs, 2 SSGNs Deployed on average
Multiple Homeports, Multiple Missions
21 Female Integrated Crews in 5 Homeports
Officer Career Path

Flexibility Options
- 2-2-2 Initial Training
- Division Officer Tour
- NPTU or PCU
- JO Shore Tour

Career Intermission Program (CIP)
- Up to 24 months
- 2-to-1 Payback
- Fit it in anywhere!

Take advantage of opportunities for Grad Education/Joint/JPME
Post-Division Officer Detailing
Junior Officer Detailing
Why go to Shore Duty?

- Work-Life Balance
- Graduate Education Opportunities
  - >130 opportunities
  - START EARLY!
- OCONUS Tours
  - Japan, Singapore, Italy, Bahrain, Belgium, Guam, Pearl Harbor
- CONUS Tours
  - Almost every state
- Largest variety of tours
  - 70-80 jobs per slate
  - Jobs inside and outside of the submarine community or the Navy
- Opportunity to earn GI Bill Benefits
  - 40% at 90 days after initial commitment
  - 100% at 3 years after initial commitment
- Transition to Civilian Life
  - Career fairs
  - Location shop / Travel
- Financial Compensation
### Best Pay and Compensation

- **Nuclear Officer Bonus and Incentive Pay**
  - Continuation Bonus (COBO) - $35,000 /yr ($50,000 legislative limit)
  - Annual Incentive Pay (AIP) - $12,500 /yr ($17,000 legislative limit)
  - Shift Engineer Incentive Pay (SEIP) - $500 /mo
  - CONSUBAY and OPSUBPAY
  - Nuclear Officer Accession Bonus (NOAB) - $15,000 (completion of accession interview)
  - Nuclear Career Accession Bonus (NCAB) - $2,000 (at completion of pipeline)

<table>
<thead>
<tr>
<th>Time</th>
<th>4.5 YCS (Sept-Dec)</th>
<th>5 YCS May</th>
<th>5.5 YCS 1 Oct</th>
<th>6 YCS May</th>
<th>6.5 YCS 1 Oct</th>
<th>7 YCS May</th>
<th>Total</th>
</tr>
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<tbody>
<tr>
<td>Rotate to Shore</td>
<td>Eligible for AIP</td>
<td>1 yr on Shore (AIP prorated)</td>
<td>2nd yr on Shore</td>
<td>PRD</td>
<td></td>
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<tr>
<td>Resign from Shore</td>
<td>~$4,000</td>
<td>$12,500</td>
<td>Resign</td>
<td>$16,500</td>
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<tr>
<td>Late Signer</td>
<td>~$4,000</td>
<td>$12,500</td>
<td>$35,000</td>
<td>$51,000</td>
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<tr>
<td>Sign between Anniversary and FY</td>
<td>SIGN $35,000</td>
<td>$35,000</td>
<td>$35,000</td>
<td>$35,000</td>
<td>$105,000</td>
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</table>

*Incentives unmatched in the entire DoD*
Military vs Civilian Compensation (CT)

- $88,500: Avg. starting salary of civilian 1120.
- $117,600: O-3 Shore Tour Pay.
- $146,800: Civilian equivalent to O-3 shore tour pay.
- $29,100: Difference between O-3 pay and avg. starting civilian salary.
  - Shore Tour for 2 Yrs: Extra $58,200.
- Add up the intangible benefits:
  - 30 Days Leave/year
  - Graduate Education
  - 3 and 4 day weekends.
  - Flexible Work schedule.
  - Paid travel

Why not stay in for a shore tour?

Paid more on shore duty than at civilian assignment.
Time and resources to make career decisions.
JO Shore Billet Distribution

74 NROTC Units in 37 States!
Junior Officer Detailing
Shore Slate Statistics

2Q/3Q18 Combined Stats

- 157 JOs
- 13 nominated for High Vis (8.2%)
  - 7 selected
  - 4 not selected
  - 2 pending selection
- 26 to NPTU (16.5%)
  - 4 were non-volunteers
- 16 to NROTC (10.2%)
- 8 to NPS (5.1%)

3Q18 Statistics

- 70.1% 1-3 Preference
- 25.4% 4-10 Preference
- 4.5% Non-Volunteer
- 52.2% #1 Preference
- 82.1% Top 5 Preference

Average Months on Board
- 34.8

Average Months after PNEO
- 11.8

3Q18 was the final slate with Slate Compression
### Junior Officer Detailing

**Slate Mechanics**

<table>
<thead>
<tr>
<th>PRD and applicable slate</th>
<th>1Q19</th>
<th>2Q19</th>
<th>3Q19</th>
<th>4Q18</th>
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<tbody>
<tr>
<td>Slate Opens</td>
<td>2nd week July 18</td>
<td>2nd week October 18</td>
<td>2nd week January 19</td>
<td>2nd week April 18</td>
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<tr>
<td>Slate Closes</td>
<td>1st week September 18</td>
<td>1st week December 18</td>
<td>1st week March 19</td>
<td>1st week June 18</td>
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<tr>
<td>Detach Dates</td>
<td>Dec18 - Feb19</td>
<td>Mar19-May19</td>
<td>Jun19-Aug19</td>
<td>Sep18-Nov18</td>
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<tr>
<td>Talent Management Due Date</td>
<td>1-Sep-18</td>
<td>1-Dec-18</td>
<td>1-Mar-19</td>
<td>1-Jun-18</td>
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<tr>
<td>Talent Management Programs</td>
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<tr>
<td>NPS (5)</td>
<td></td>
<td></td>
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<tr>
<td>GEV (3)</td>
<td></td>
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<tr>
<td>WAR COLLEGE (1)</td>
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</tr>
<tr>
<td>FSEP (5)</td>
<td></td>
<td>MIT/WHOI 31-Oct-18</td>
<td>SNTWI (3)</td>
<td></td>
</tr>
<tr>
<td>GE+T (2) / LEAD (2)</td>
<td></td>
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</tr>
</tbody>
</table>

**Talk to your CoC, known when you’re rotating**

**Call/Email the detailer early in the process**
Department Head Detailing
Department Head Detailing
Benefits of Being a DH

- **Command wide influence - 3rd Officer! CDO!**
  - Change what you didn’t like as a Div-O.
  - Mentor young Junior Enlisted and Junior Officers.
  - Plan and execute missions/patrols vital to national security.
  - Solve ship wide problems.

- **Selected 92 (of 112) In Zone and 22 Below Zone for LCDR**
  - Eligible for retirement once selected O-4

- **80% of served DHs have the opportunity to serve as XO and promote to CDR!**

- **Most flexibility for special programs**
  - MIT/WHOI, Olmsted, OLA Fellowship, Pol-Mil

- **Most options for lateral transfer**
  - EDO, Junior Permanent Military Professor, FAO, IP/IW

*Most demanding and rewarding job with superb follow-on opportunities.*
Department Head Detailing
Slate Mechanics

- **Slating/Orders Timeline**
  - Orders to Submarine Officer Advanced Course (SOAC) issued 5-6 months prior to SOAC
  - Verbal assignments are made approximately one month before SOAC start
  - Orders to the ship within one month of starting SOAC

- **Changes to SOAC Detailing**
  - PERS-42 initiated a series of changes which should have a positive impact on the SOAC detailing process
  - These changes allow:
    - PERS-42 issues written orders to the boat earlier in SOAC
    - A significant reduction in the churn associated with SOAC detailing

- **Detailing Preferences**
  - 75% of all SOAC students get their top 2 choices of home port.
  - 66% of all SOAC students get their 1st DH Job preference.

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**Significant Platform and Geographic Diversity**
Every slate has at least one assignment for each Homeport.
Post Department Head Detailing Slate Mechanics

- **Determine when you can roll – PRD**
  - PRD is a function of nominal tour length (32 months), ship schedule, manning, and availability of relief
  - Talk to your XO and CO
  - Provide input to wardroom planning conferences, meet with your detailers during Fleet engagements

- **Establish Communications 6 months from PRD**
  - Communicate your situation and preferences with the detailer
  - All the jobs are listed on the slate (posted on the PERS-42 website)

- **Tour assignments based on:**
  - Preferences
  - DH Experience
  - Qualifications/Screening

*Significant opportunity to serve in same homeport if you desire.*
*Recognition for top performers.*
Executive and Commanding Officer Detailing

- Rotation date is determined by SCC classes and CO/XO interlocks
- Past sea and shore tours are strongly considered
- Additional Qualification Designators (AQDs) and Subspecialty Codes (SUBSPEC) are often accounted for

Prior experience (sea and shore) play a large roll
Retirement Options
High Three Retirement Pay

Annual Retirement Pay
(If retired in 2016)

“High Three” rule applied

$45,358.20
$72,992.40
$89,854.20
$122,198.40

CDR (20 YCS)
CAPT (26YCS)
CAPT (30YCS)
CAPT (40YCS)

* Affects officers with prior enlisted service time
How much is retirement worth?

40 Year Return

- O-5 20 Years: $3.3 Million
- O-6 26 Years: $5.9 Million
- O-6 30 Years: $7.7 Million
- O-6 40 Years*: $10.5 Million

* Includes 10 years prior enlisted time.

The Best Retirement System!
Blended Retirement System

- **Current Retirement System:**
  - All or nothing defined benefit
  - 2.5% x YOS - Cliff Vested at 20 YOS

- **Blended Retirement System:**
  - 2.0% x YOS - Cliff Vested at 20 YOS
  - Automatic TSP of 1% at 60 days
  - Additional 4% TSP in government match after 2 YOS
  - Continuation Pay at 12 YOS
  - Lump sum option at retirement

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*All members with initial entry before 1 January 2018 are grandfathered. Members with less than 12 YOS on 31 December 2017 may OPT-IN.*
# PERS 42 Wardroom

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>CAPT Brian Davies</td>
<td>Division Director</td>
<td><a href="mailto:brian.davies@navy.mil">brian.davies@navy.mil</a></td>
</tr>
<tr>
<td>CAPT Drew Miller</td>
<td>Deputy/CO Detailer</td>
<td><a href="mailto:andrew.t.miller@navy.mil">andrew.t.miller@navy.mil</a></td>
</tr>
<tr>
<td>LCDR Carlos Martinez</td>
<td>Branch Head/XO Detailer</td>
<td><a href="mailto:carlos.f.martinez2@navy.mil">carlos.f.martinez2@navy.mil</a></td>
</tr>
<tr>
<td>LCDR Brian Pennington</td>
<td>Post-DH Detailer</td>
<td><a href="mailto:brian.r.pennington1@navy.mil">brian.r.pennington1@navy.mil</a></td>
</tr>
<tr>
<td>LCDR Ed May</td>
<td>DH Detailer</td>
<td><a href="mailto:edward.may@navy.mil">edward.may@navy.mil</a></td>
</tr>
<tr>
<td>LT Jeanne Van Gilder</td>
<td>JO Shore Detailer</td>
<td><a href="mailto:jeanne.vangilder@navy.mil">jeanne.vangilder@navy.mil</a></td>
</tr>
<tr>
<td>LT Jake Kutzer</td>
<td>Nuclear Compliance Officer</td>
<td><a href="mailto:jacob.kutzer@navy.mil">jacob.kutzer@navy.mil</a></td>
</tr>
<tr>
<td>LT Chase Cummins</td>
<td>JO Sea Detailer</td>
<td><a href="mailto:chase.m.cummins@navy.mil">chase.m.cummins@navy.mil</a></td>
</tr>
<tr>
<td>LT Dan Kindervater</td>
<td>Accessions Detailer</td>
<td><a href="mailto:daniel.j.kindervater@navy.mil">daniel.j.kindervater@navy.mil</a></td>
</tr>
<tr>
<td>CDR Todd Nichols</td>
<td>CDR &amp; Above LDO Detailer</td>
<td><a href="mailto:christopher.t.nicho2@navy.mil">christopher.t.nicho2@navy.mil</a></td>
</tr>
<tr>
<td>LCDR Sammie Green</td>
<td>LCDR &amp; Below LDO Detailer</td>
<td><a href="mailto:sammie.green@navy.mil">sammie.green@navy.mil</a></td>
</tr>
<tr>
<td>LT Mike Dahlgren</td>
<td>Assistant LDO Detailer</td>
<td><a href="mailto:michael.dahlgren@navy.mil">michael.dahlgren@navy.mil</a></td>
</tr>
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</table>

Call, email, Facebook, we’re always available!
New PERS-42 Website
Stay Plugged In!

PERS-42 Facebook!  www.facebook.com/pers42
Message us on the Facebook!

Updated home page
- Contact information for each detailer
- Announcements section
  - Upcoming board schedule
  - Travel schedule
  - Board results
- FAQs
  - Common detailing questions at each milestone from accessions to CO afloat
  - Incentive pay policy
  - Graduate education information
  - War College information
  - Resignation and retirement information
- Link to PERS-42 Drumbeat
- Links to common references

www.npc.navy.mil  Officer  Officer Detailing  PERS-42
Questions?