



SUBMARINE OFFICER CAREER PATH & MILESTONES



Officer: _____ Commissioning Date: _____ Year Group: _____

Tour	Nominal YCS	Milestone	Goal	Actual
Division Officer (32-36 mo, 12 mo after PNEO)	1.5 YCS	Reporting Date		
		Promotion to O-2 (Comm Date +2 yrs)		
		Promotion to O-3 (Comm Date +4 yrs, 1 st day of next month)		
		First COPAY Bonus Opportunity: Minimum Service Obligation minus 1 year		
Professional Development Milestones: <input type="checkbox"/> Submarine Qualified <input type="checkbox"/> Engineer Qualified				
Post JO Shore (24 mo)	4.5 - 5.5 YCS	1 st DH Screen at 5 YCS (Year Group + 5)		
		2 nd DH Screen at 6 YCS (Year Group + 6)		
Professional Development Milestones: <input type="checkbox"/> Graduate Degree				
SOAC (6 mo)	6.5 - 7.5 YCS	SOAC Goal: Jan 7.5 YCS		
Department Head (DH) (32 mo)		O-4 Promotion Board ~9 YCS		
		1 st XO Screen (30%) at 9 YCS		
		Promotion to O-4 (YCS + 10 +1)		
		2 nd XO Screen (50%) at 10 YCS		
Professional Development Milestones: <input type="checkbox"/> Command Qualification				
Post DH Shore (24 mo)	9 - 10 YCS	3 rd XO Screen (20%) at 11 YCS		
		4 th XO Screen for XOSS at 12 YCS		
Professional Development Milestones: <input type="checkbox"/> JPME Phase I (Required to serve in Command)				
Executive Officer (XO) (20 mo)	12 YCS	PXO School Goal: Aug of 12 YCS		
		PXO Promotion Gate: Aug 13 YCS (Ensure XO FITREP before In Zone for O-5)		
		Complete JPME I prior to CO Screening - NAVADMIN 93/5.		
		1 st CO Screen (30%) at 14 YCS		
		2 nd CO Screen (50% at 15 YCS		
		O-5 Promotion Board ~15 YCS		
Post XO Shore (24 mo)	14 YCS	3 rd CO Screen (20%) at 16 YCS		
		Promotion to O-5 (YCS + 16 +1)		
Professional Development Milestones: <input type="checkbox"/> JPME Phase II				
PCO School (9 mo)	16 YCS	PCO School Goal: Sep of 16 YCS		
		PCO Promotion Gate: Sep 17 YCS (Ensure 2 CO FITREPS before In Zone for O-6)		
CO				
Post CO Shore	19 YCS	Last COPAY Contract: Comm. Date + 25 years (5 yr)		
		O-6 Promotion Board ~21 YCS		
		Promotion to O-6 (YCS + 22 +1)		
		Last COPAY Contract: Comm. Date + 26 years (4 yr)		
		Last COPAY Contract: Comm. Date + 27 years (3 yr)		
Professional Development Milestones: <input type="checkbox"/> Joint Duty Assignment <input type="checkbox"/> Joint Specialty Officer				
Major Command (24 mo)	22 YCS	Major Command Goal: 22-23 YCS		
		Last COPAY Bonus Payment: Comm. Date + 29 years		
Notes				
(1) Promotion boards estimated. Best resource is "Officer 5 Yr Promotion Plan", specific eligibility for each year is identified in a December NAVADMIN. CO/XO/DH boards in May, MC boards in November each year.				
(2) Professional Development Milestones: JPME PH I is only "requirement" from Joint/Grad Ed perspective but completion of these milestones will afford individual more detailing options.				