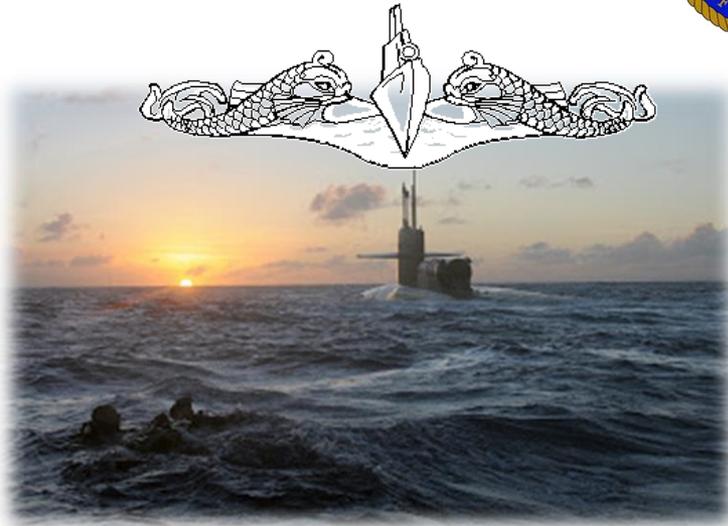


Nuclear Enlisted Community Status Brief



LCDR James Kepper
ETNCM (SW/AW) Jeffrey Neese
N133D
Nuclear Enlisted Community Manager



Role of N133D

- **Set Accessions Requirements**
 - Manage Accessions Quality - 100% of nuclear applicants screened
- **NEC Management**
 - QA checks, Supervisor NEC changes, NEC removals
 - Modify NECs as required by OPNAVINST 1220.1E
- **Nuclear Special duty Assignment Pay (SDAP) Management**
- **SUBPAY program manager**
- **Enlisted Supervisor Retention Program (ESRP) program manager**
- **Set SRB, ESRP incentive levels, advise on EB incentive level**
- **Nuclear Fleet CCC - One stop shop for Career Counselor questions**
 - CWAY Reenlistment Quota Management
 - Ensure properly qualified nuclear members are issued reenlistment quotas
 - Process quota extensions and cancellations
- **Set advancement quotas**
- **Manage Sea / Shore rotation**
- **Nuclear Instructor Screening and Approval**
- **Career development policies (Retirement, High-Year Tenure, etc)**
- **Naval Reactors representative for enlisted personnel issues**
- **Policy and Fleet level instruction management (MILPERSMAN, OPNAVINST, etc)**

OPNAV N133 Sets Nuclear Enlisted Policy from Before You Were Hired Through Your Retirement

Nuclear Enlisted Sea-Shore Flow Modification



Current Sea Shore Flow for Sailors who DO NOT serve as a JSI

Years of Service	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Reenlistment Zone	SRB Zone A						SRB Zone B				ESRP Zone 1				ESRP Zone 2				ESRP Zone 3	
E-7 Prior to Sea-2 or Sea-3	Training 24 Months		1st Sea Tour 48+1 Months				1st Shore Tour 36+4+1 Months				LCPO Sea Tour 40+1 Months				2nd Shore Tour 36+4+1 Months			EDMC / DLCPO Sea Tour 40+1 Months		
	10-year gate										17-year gate									

Current Sea Shore Flow for Sailors who DO serve as a JSI

Years of Service	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
E-7 before 2 nd Sea Tour	24 Months Training		24+1 Month JSI Tour		48+1 Month SEA-1 Tour				30+1 Month SHORE-1 Tour			40+1 Month LCPO Sea Tour				36+1 Month SHORE-2 Tour			40+1 Month EDMC/DLCPO Tour		
	11-year gate											17.5-year gate									

Impacts of the 2015 Sea Shore Flow (SSF) change

- Sailors qualify for their Supervisor NEC earlier (at least 4 years req'd).
- Shortened SEA-1 tour (to 48 months from 54 months) – not as easy for first term Sailors to qualify PPWS
- 10 Year Gate is sending Sailors back to sea for SEA-2.
- 17 Year Gate is sending supervisors back for SEA-3 Division LCPO.

Impacts of the 2019 Junior Staff Instructor (JSI) SSF change

- 11 Year Gate minimizes the need for gate waivers and decompresses the JSI timeline to protect the 30-month Shore-1 tour.
- 17.5 Year Gate ensures JSIs have time to go back for SEA-3 Divisional LCPO tour.

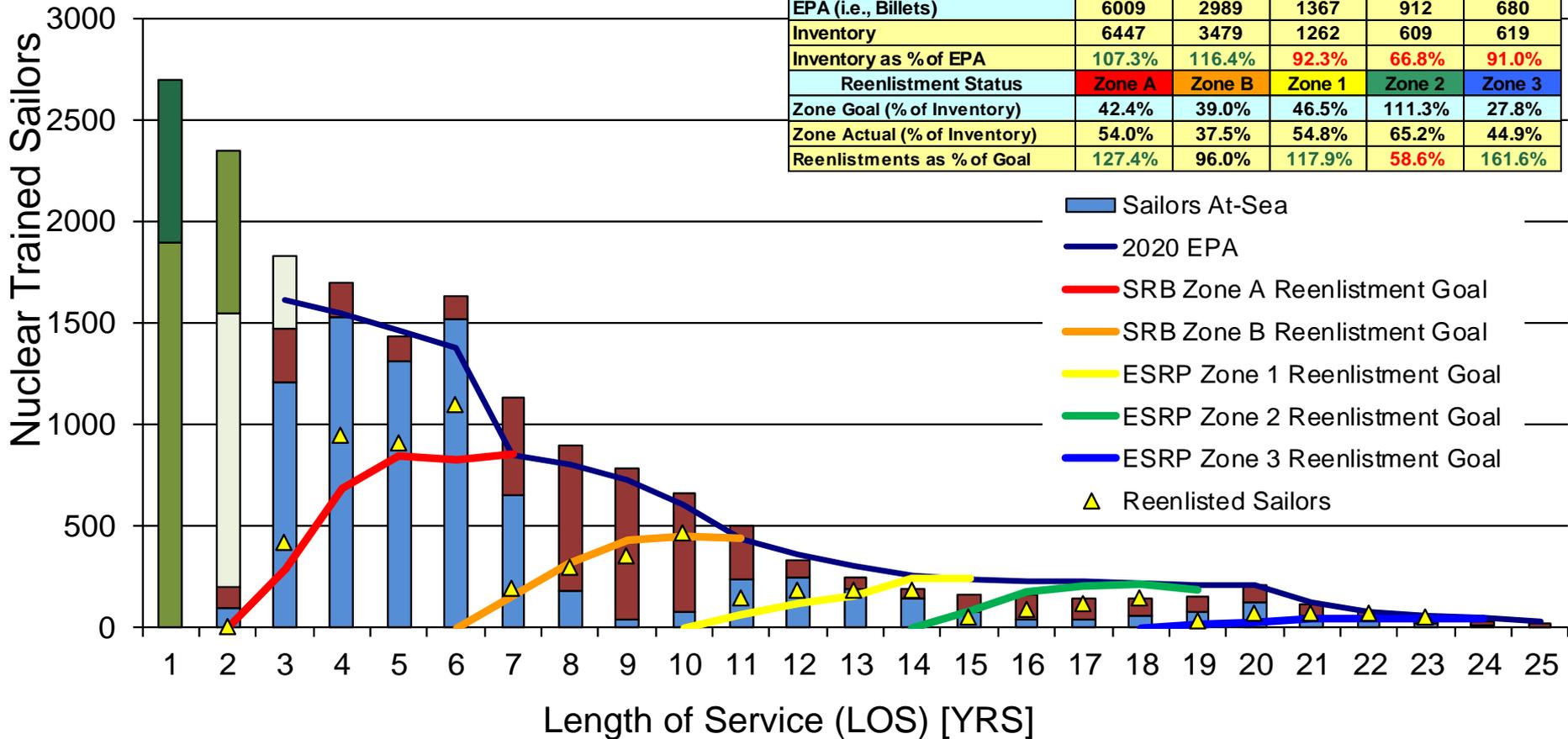
Trends for the Future

- Zone 1 retention is improving in response to better SSF, quality of life, and a larger inventory of Zone B contracts.
- N133 goal for the Fleet is to have all Sailors qualified Supervisor NEC prior to rotating to SHORE-1.

SSF updates improved retention, SHORE-1 manning, and SEA-3 eligibility



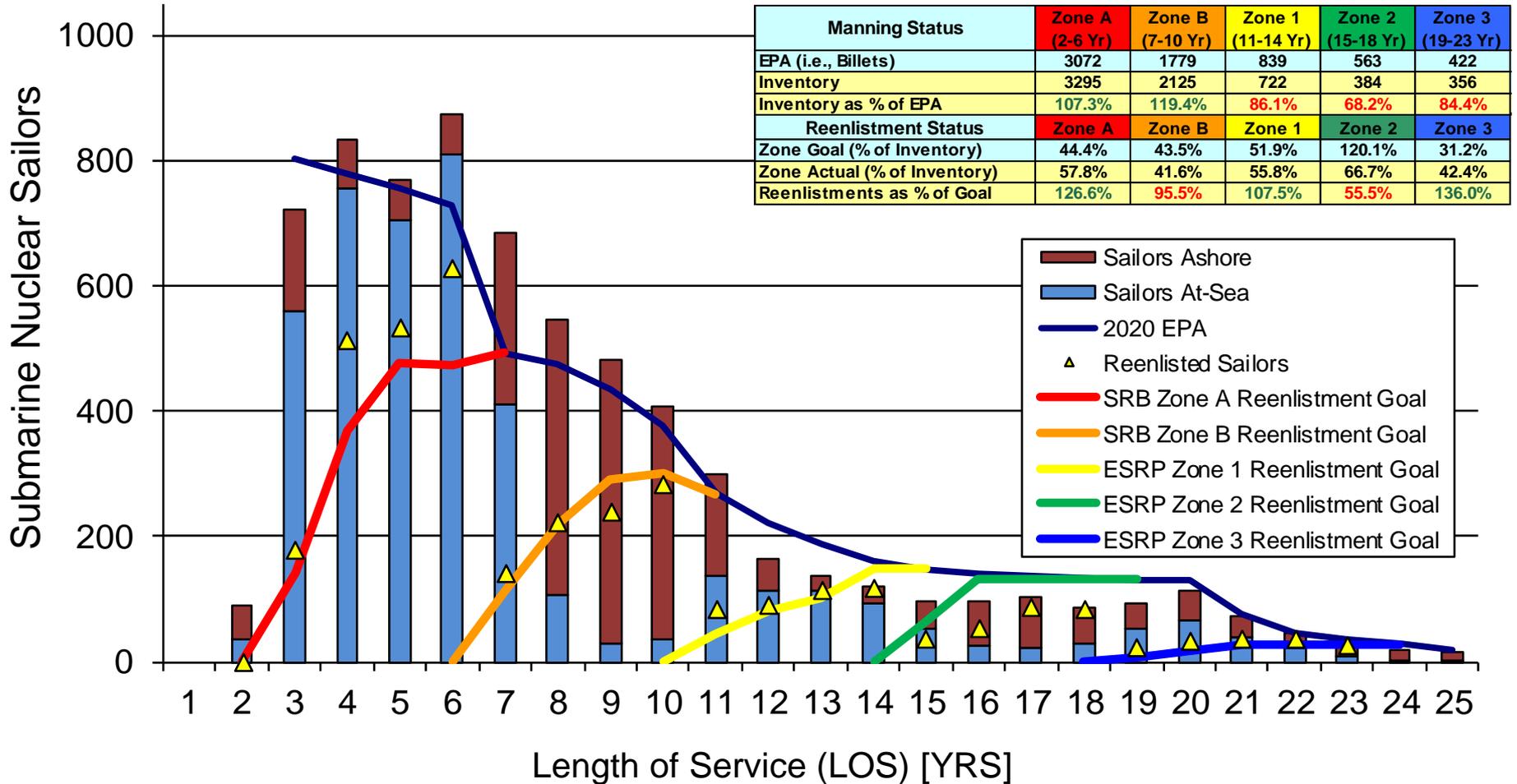
Nuclear Enlisted Retention Aggregate (1 August 20)



Manning Status	Zone A (2-6 Yr)	Zone B (7-10 Yr)	Zone 1 (11-14 Yr)	Zone 2 (15-18 Yr)	Zone 3 (19-23 Yr)
EPA (i.e., Billets)	6009	2989	1367	912	680
Inventory	6447	3479	1262	609	619
Inventory as % of EPA	107.3%	116.4%	92.3%	66.8%	91.0%
Reenlistment Status	Zone A	Zone B	Zone 1	Zone 2	Zone 3
Zone Goal (% of Inventory)	42.4%	39.0%	46.5%	111.3%	27.8%
Zone Actual (% of Inventory)	54.0%	37.5%	54.8%	65.2%	44.9%
Reenlistments as % of Goal	127.4%	96.0%	117.9%	58.6%	161.6%

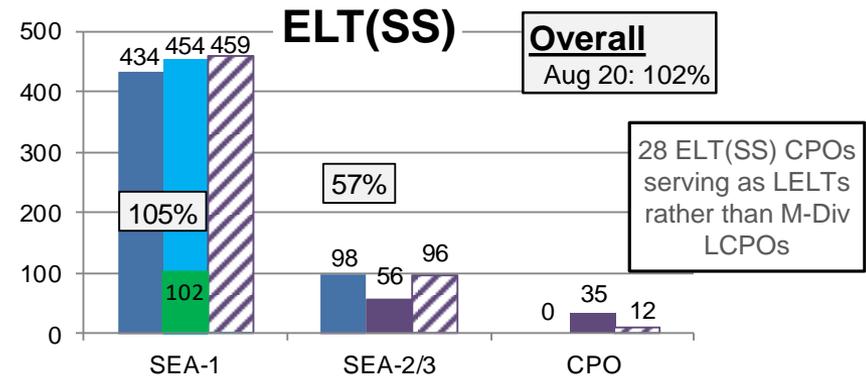
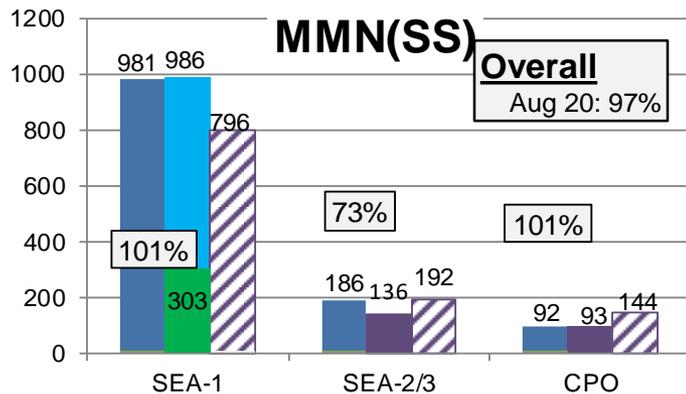
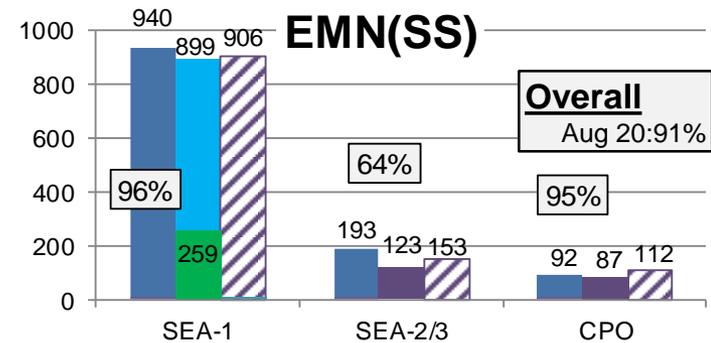
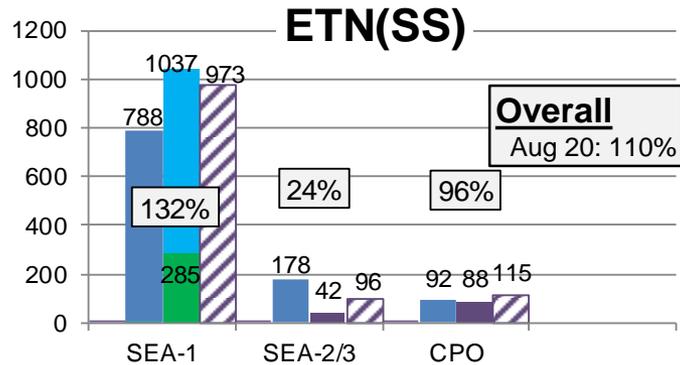


Nuclear Enlisted Retention Submarine (1 August 20)





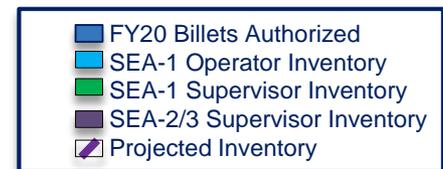
Nuclear At-Sea Manning Submarine Sea Inventory



Data as of 1 August 20, inventory does not include manning on VA-class beyond SSN-795, LA JOLLA, SAN FRANCISCO, BUFFALO, JACKSONVILLE, or BREMERTON

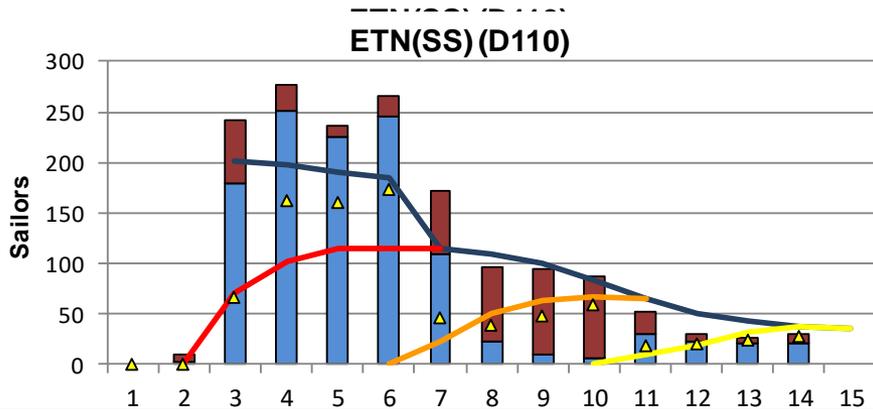
Projected inventories are from Fall 2019 Distributable Inventory Projection

CPO inventory includes frocked E-7s (does not include E-8 or E-9)

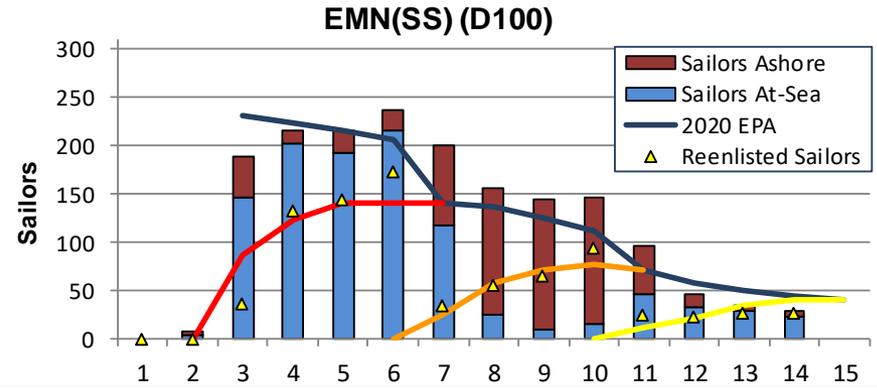




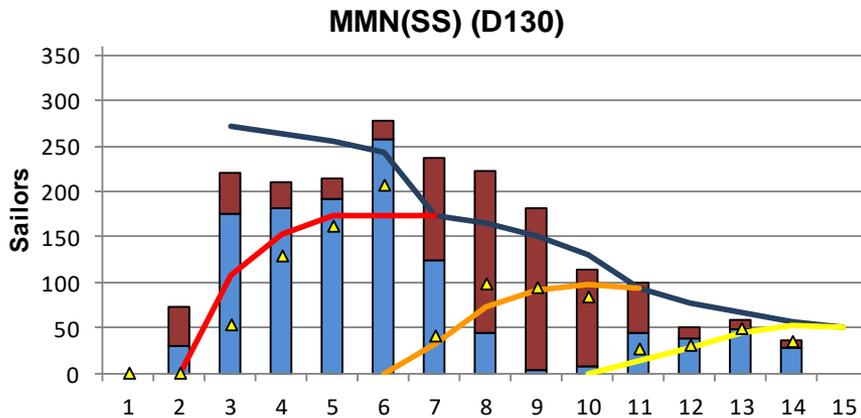
Nuclear Enlisted Retention Submarine Ratings (1 August 20)



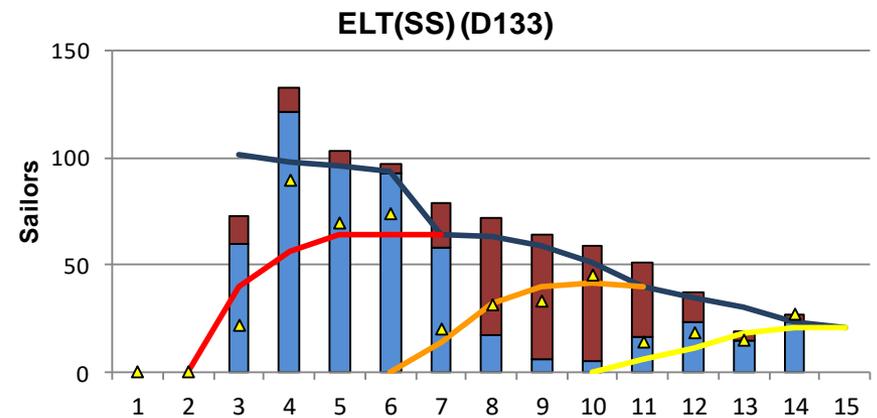
ETN(SS) (D110)	Zone A	Zone B	Zone 1	Zone 2	Zone 3
Inventory as % of EPA	133.0%	110.0%	69.9%	61.2%	71.8%
Reenlistments as % of Goal	139.8%	94.6%	92.8%	75.6%	113.3%



EMN(SS) (D100)	Zone A	Zone B	Zone 1	Zone 2	Zone 3
Inventory as % of EPA	98.7%	126.1%	91.9%	82.1%	92.9%
Reenlistments as % of Goal	99.2%	108.7%	93.5%	85.1%	90.7%



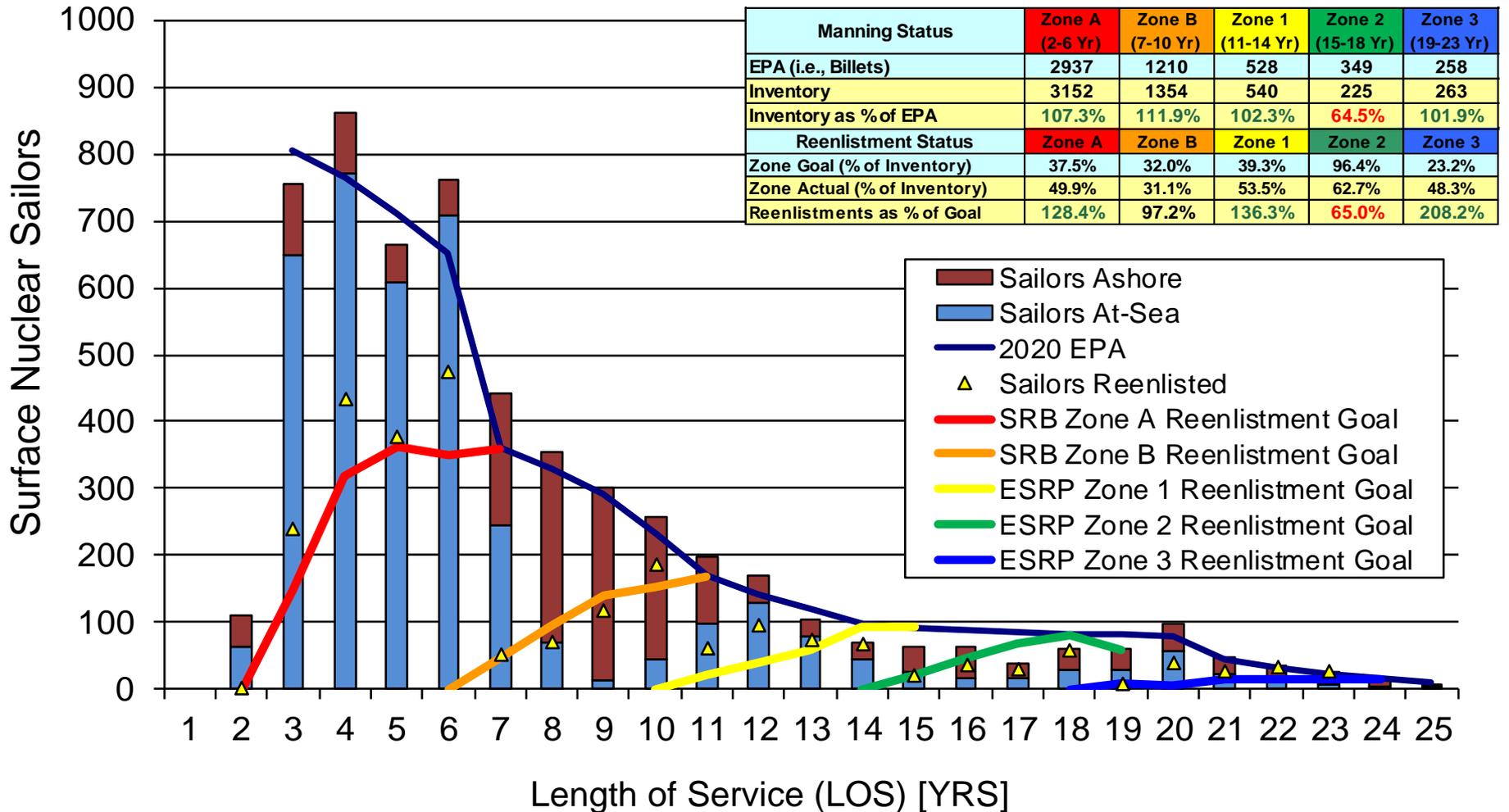
MMN(SS) (D130)	Zone A	Zone B	Zone 1	Zone 2	Zone 3
Inventory as % of EPA	96.3%	121.6%	84.2%	72.7%	93.6%
Reenlistments as % of Goal	90.3%	105.7%	101.5%	69.4%	112.5%



ELT(SS) (D133)	Zone A	Zone B	Zone 1	Zone 2	Zone 3
Inventory as % of EPA	104.4%	115.6%	104.7%	44.0%	69.7%
Reenlistments as % of Goal	113.4%	100.8%	132.1%	50.0%	600.0%

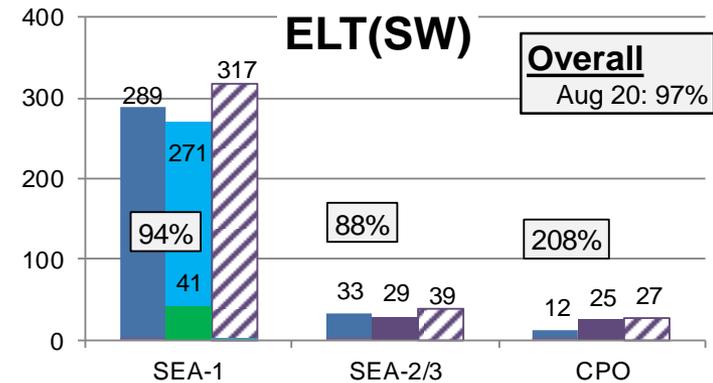
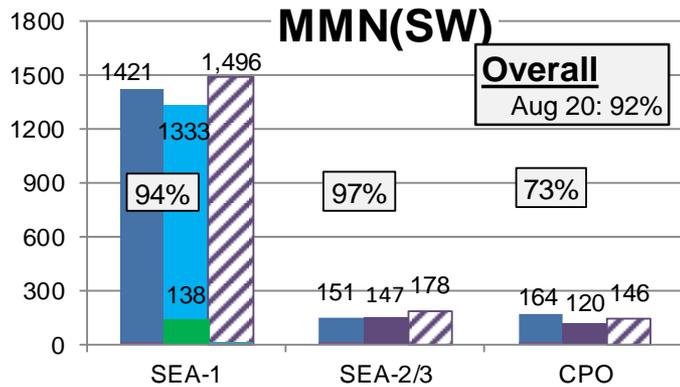
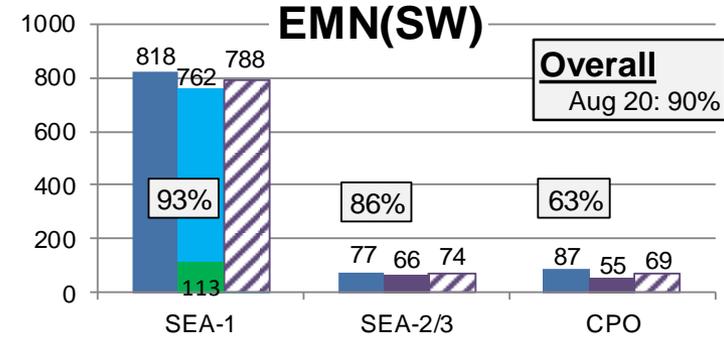
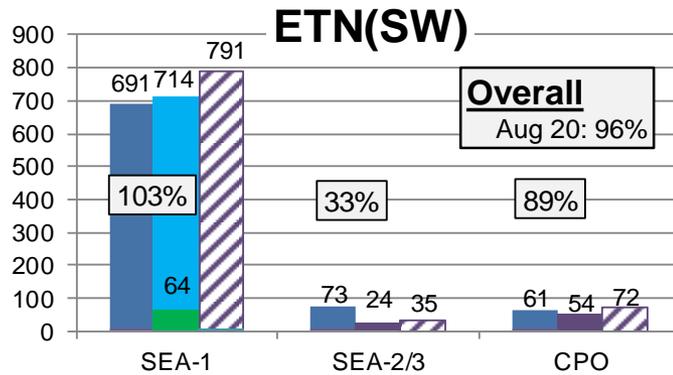


Nuclear Enlisted Retention Surface (1 August 20)

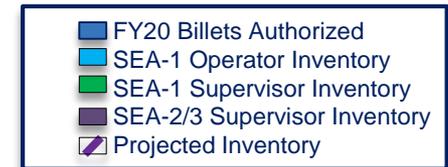




Nuclear At-Sea Manning Surface Sea Inventory

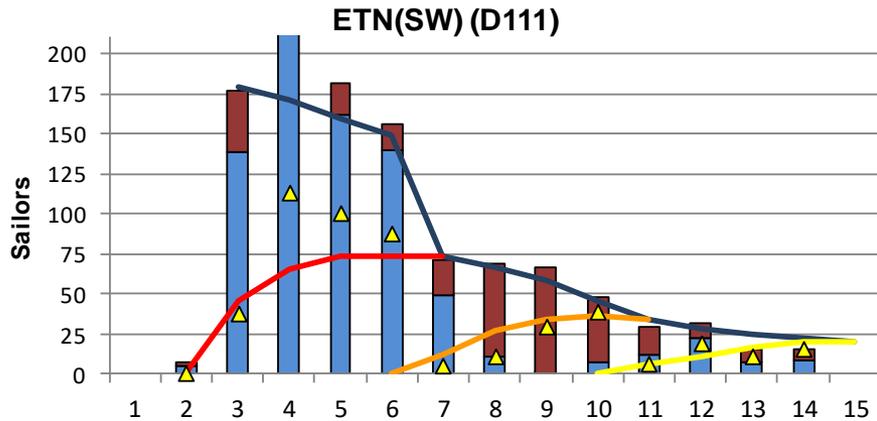


Projected inventories are from Fall 2019 Distributable Inventory Projection (CPO inventory includes frocked E-7s and all E-7 through E-9)

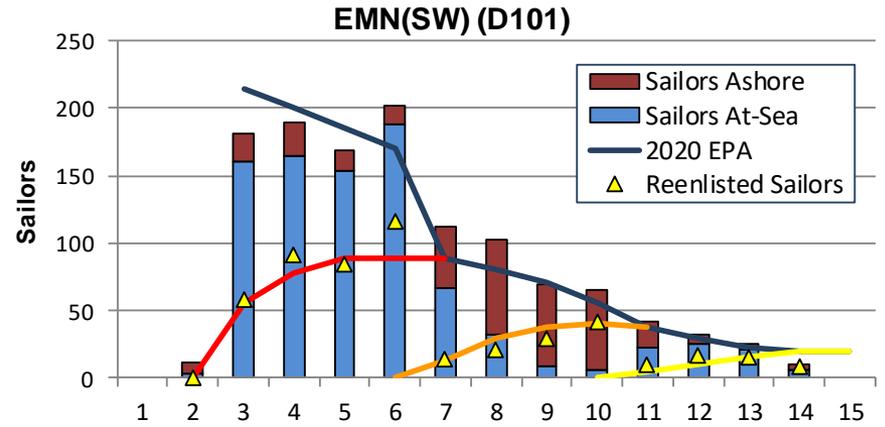




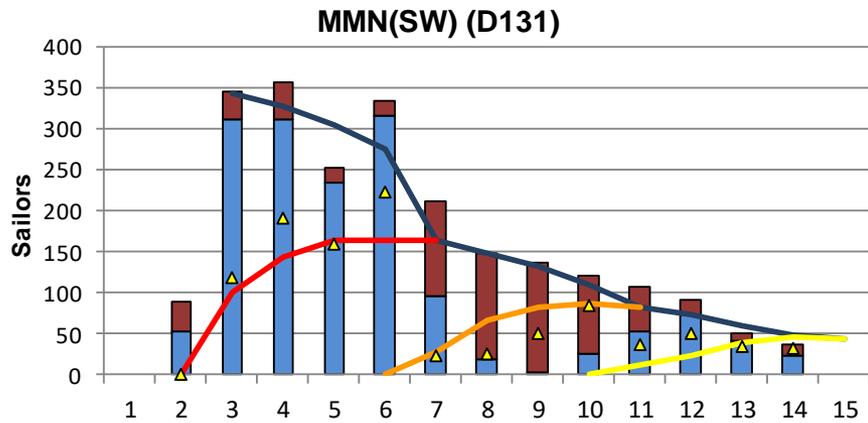
Nuclear Enlisted Retention Surface Rating (1 August 20)



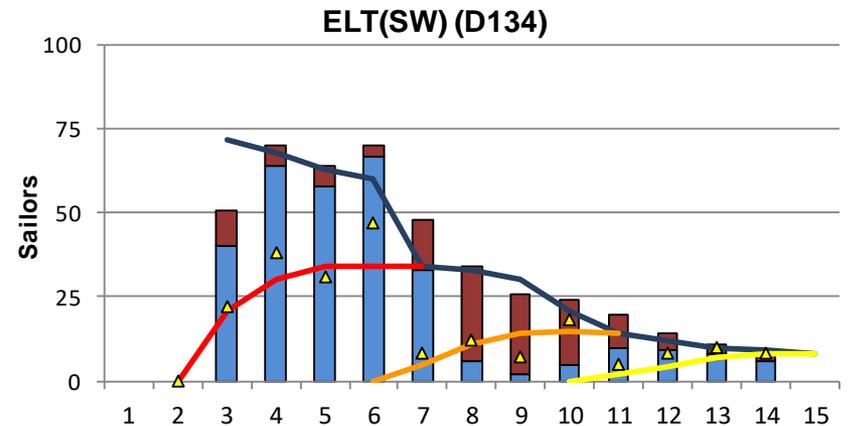
ETN(SW) (D111)	Zone A	Zone B	Zone 1	Zone 2	Zone 3
Inventory as % of EPA	116.7%	104.1%	85.3%	56.0%	75.0%
Reenlistments as % of Goal	130.5%	77.1%	94.4%	56.3%	200.0%



EMN(SW) (D101)	Zone A	Zone B	Zone 1	Zone 2	Zone 3
Inventory as % of EPA	97.8%	118.6%	99.1%	90.1%	131.0%
Reenlistments as % of Goal	113.2%	88.4%	104.0%	95.7%	211.8%



MMN(SW) (D131)	Zone A	Zone B	Zone 1	Zone 2	Zone 3
Inventory as % of EPA	110.4%	111.8%	108.0%	57.3%	100.0%
Reenlistments as % of Goal	121.2%	70.1%	127.0%	55.9%	125.6%

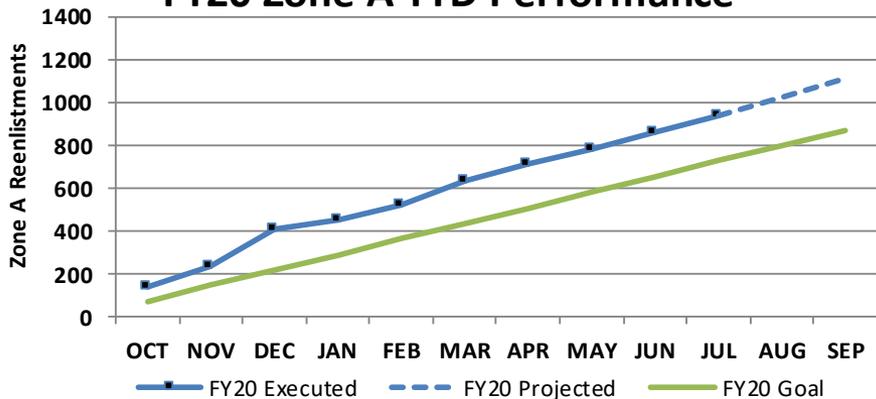


ELT(SW) (D134)	Zone A	Zone B	Zone 1	Zone 2	Zone 3
Inventory as % of EPA	97.0%	111.9%	117.8%	65.6%	104.3%
Reenlistments as % of Goal	116.0%	100.0%	147.6%	61.9%	1600.0%

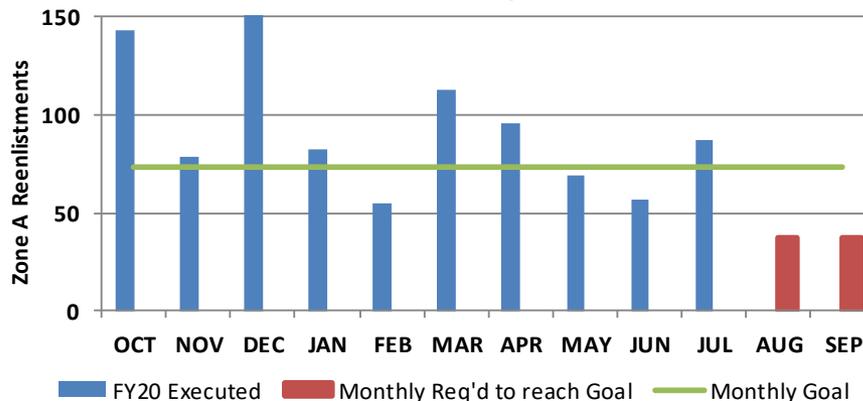


FY20 Nuclear Reenlistments Zone A (1 August 20)

FY20 Zone A YTD Performance



FY20 Zone A Monthly Performance



Surface Ratings

Rating	Executed	FY TD Goal	% Goal	Eligible	
				Sea	Shore
ETNSW	84	62	135%	368	47
EMNSW	101	74	136%	351	47
MMNSW	185	136	136%	578	5
ELTSW	43	28	154%	108	6
Total	413	300	138%	1405	105

Submarine Ratings

Rating	Executed	FY TD Goal	% Goal	Eligible	
				Sea	Shore
ETNSS	163	111	147%	387	28
EMNSS	123	117	105%	320	30
MMNSS	117	145	81%	333	32
ELTSS	70	53	132%	145	23
Total	473	426	111%	1185	113

Zone A (NPTU Grad to 6 years of Service) [Initial Sea Tour]

- FY17 executed the greatest number of re-enlistments over the last 4 fiscal years
- FY16 Execution – 1139
FY17 Execution – 1262
FY18 Execution – 1063
FY19 Execution – 1089

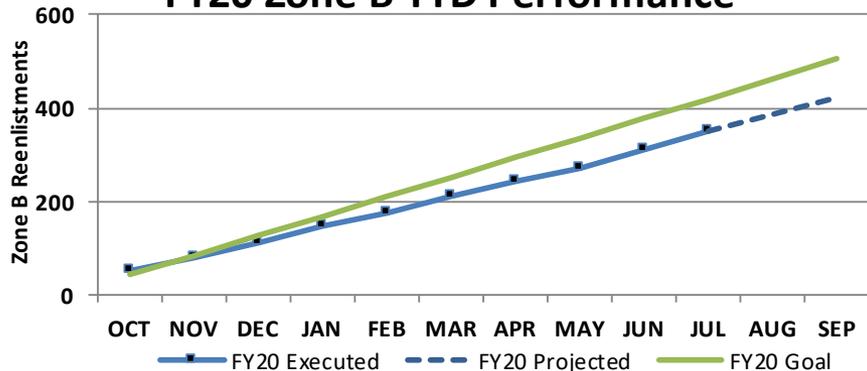
Zone A Reenlistment Summary

YTD Executed	886, 122%	Annual Proj.	1108
YTD Goal	726	Annual Goal	871

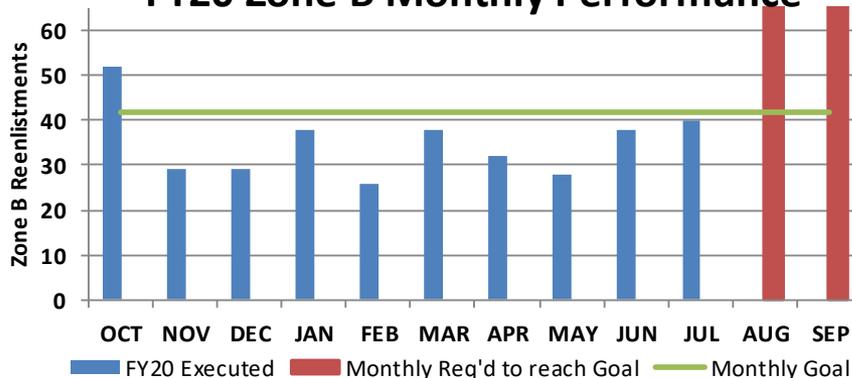


FY20 Nuclear Reenlistments Zone B (1 August 20)

FY20 Zone B YTD Performance



FY20 Zone B Monthly Performance



Surface Ratings

Rating	Executed	FY TD Goal	% Goal	Eligible	
				Sea	Shore
ETNSW	15	32	47%	45	313
EMNSW	33	33	100%	76	297
MMNSW	47	78	60%	86	84
ELTSW	11	12	92%	32	49
Total	106	155	68%	239	743

Submarine Ratings

Rating	Executed	FY TD Goal	% Goal	Eligible	
				Sea	Shore
ETNSS	66	78	85%	89	143
EMNSS	61	60	102%	103	269
MMNSS	84	78	108%	104	148
ELTSS	33	33	100%	53	103
Total	244	249	98%	349	663

Zone B (>6 to 10 years of service)
[End of 1st Sea Tour and 1st Shore Tour]

- Zone B FY17 executed the greatest number of reenlistments over the last four fiscal years
- FY16 Execution – 513
- FY17 Execution – 535
- FY18 Execution – 477
- FY19 Execution – 444

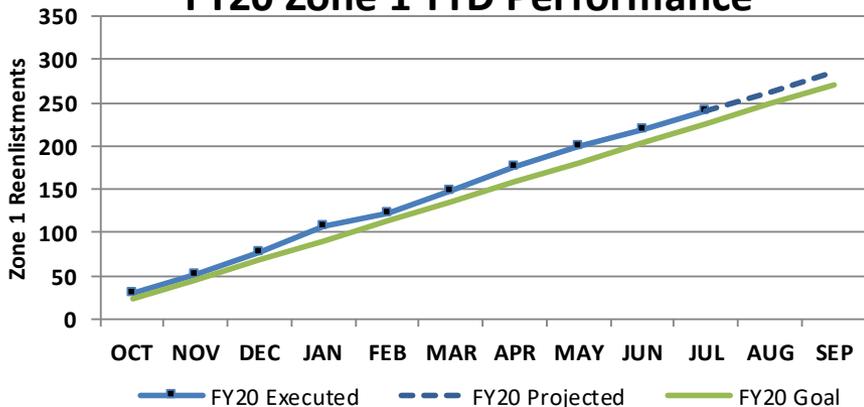
Zone B Reenlistment Summary

YTD Executed	350, 86.6%	Annual Proj.	421
YTD Goal	404	Annual Goal	483

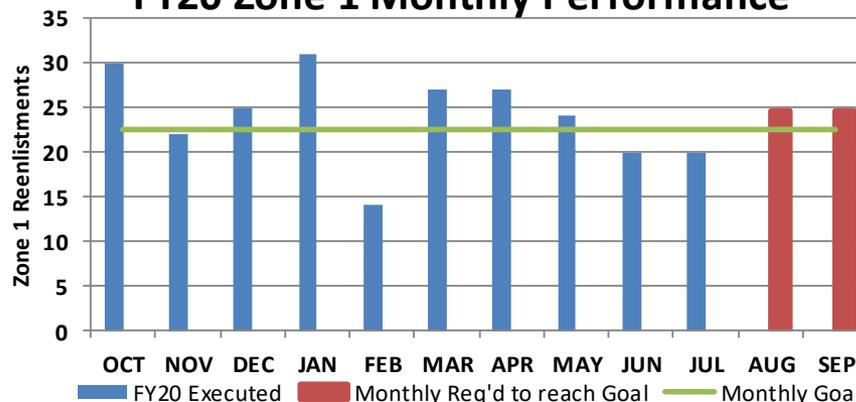


FY20 Nuclear Reenlistments Zone 1 (1 August 20)

FY20 Zone 1 YTD Performance



FY20 Zone 1 Monthly Performance



Surface Ratings

Rating	Executed	FY TD Goal	% Goal	Eligible	
				Sea	Shore
ETNSW	18	20	90%	38	44
EMNSW	26	18	144%	19	52
MMNSW	56	38	147%	72	34
ELTSW	11	7	157%	11	10
Total	111	83	134%	140	140

Submarine Ratings

Rating	Executed	FY TD Goal	% Goal	Eligible	
				Sea	Shore
ETNSS	29	41	71%	35	26
EMNSS	28	34	82%	20	13
MMNSS	41	39	105%	46	17
ELTSS	18	16	113%	10	20
Total	116	130	89%	111	76

Zone 1 (>10yrs to 14 years of service)
[End of 1st Shore Tour and 2nd Sea Tour]

- FY19 Zone 1 reenlistments were 115% of FY18 reenlistments despite a lower inventory across the Zone meaning that reenlistment participation increased across the zone.
- FY16 Execution – 210
- FY17 Execution – 222
- FY18 Execution – 216
- FY19 Execution – 250

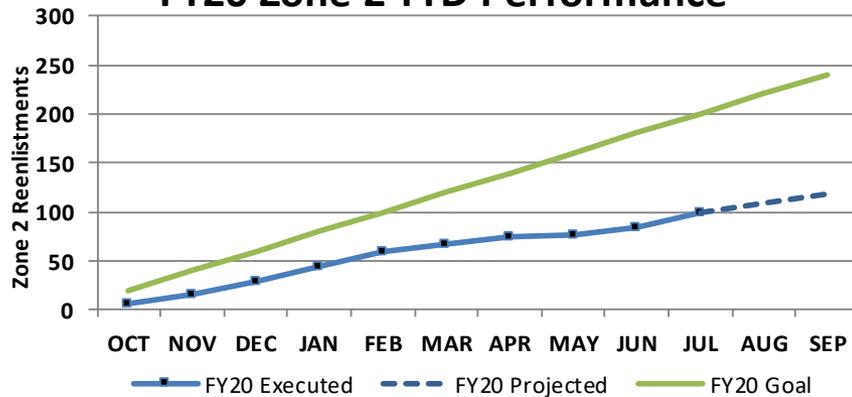
Zone 1 Reenlistment Summary

YTD Executed	240, 105.7%	Annual Proj.	286
YTD Goal	227	Annual Goal	271

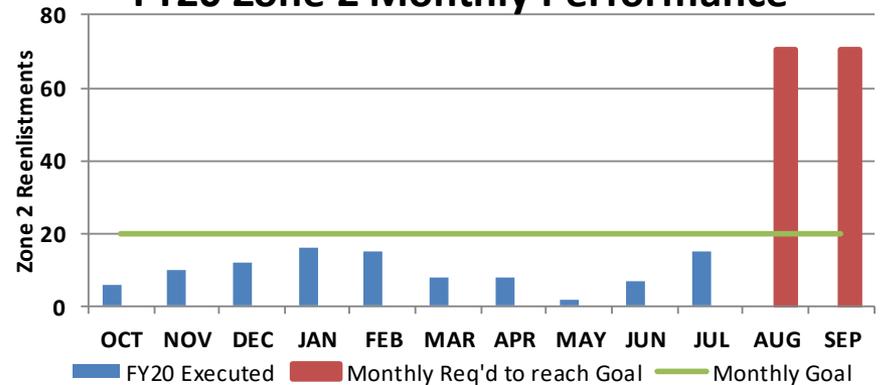


FY20 Nuclear Reenlistments Zone 2 (1 August 20)

FY20 Zone 2 YTD Performance



FY20 Zone 2 Monthly Performance



Surface Ratings

Rating	Executed	FY TD Goal	% Goal	Eligible	
				Sea	Shore
ETNSW	11	20	55%	2	13
EMNSW	8	13	62%	1	8
MMNSW	14	36	39%	5	3
ELTSW	4	9	44%	2	0
Total	37	78	47%	10	24

Submarine Ratings

Rating	Executed	FY TD Goal	% Goal	Eligible	
				Sea	Shore
ETNSS	23	33	70%	6	7
EMNSS	16	28	57%	4	4
MMNSS	16	43	37%	8	4
ELTSS	7	20	35%	1	7
Total	62	124	50%	19	22

Zone 2 (>14yrs to 18 years of service)
[2nd Shore Tour and EDMC/Div. LCPO Tour]

- Zone 2 is beginning to be undermanned as the year groups with low inventory (due to under-accessions) move into Zone 2.
- FY16 Execution – 145
- FY17 Execution – 115
- FY18 Execution – 88
- FY19 Execution – 106

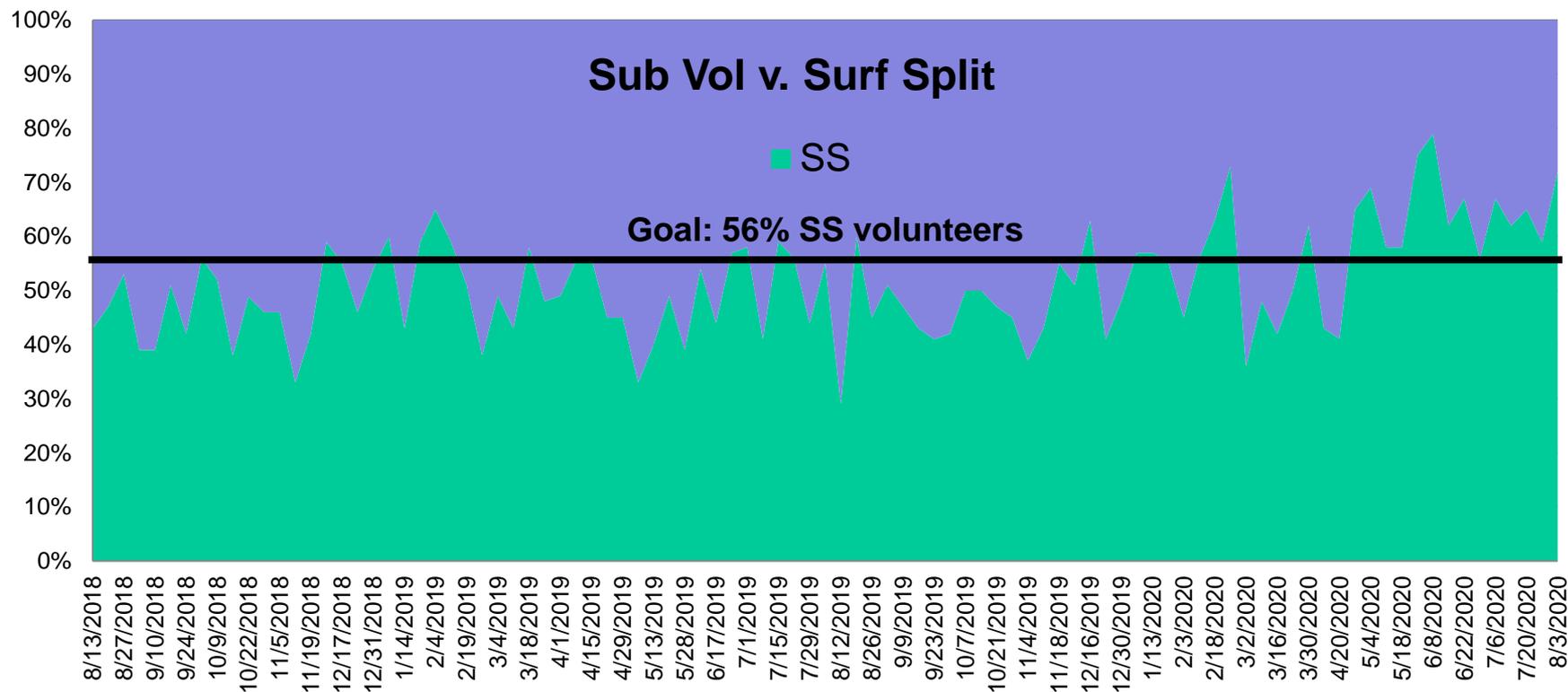
Zone 2 Reenlistment Summary

YTD Executed	99, 49%	Annual Proj.	118
YTD Goal	202	Annual Goal	240



Submarine Volunteer Trend Out of RTC

Recent Initiatives by N133 and RTC have raised Submarine Volunteers, allowing more flexibility for detailers.





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Nuclear Enlisted Retention Submarine SRB and ESRP Bonuses

Year	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
Career Path	TRAINING	OPERATOR					SHORE				LPO or LCPO			SHORE			LCPO or EDMC			SHORE			
Reenlistment Zone		ZONE A					ZONE B				ZONE 1			ZONE 2			ZONE 3						

Submarine Nuclear Enlisted Bonuses:

	Zone A		Zone B		Zone 1		Zone 2	
ETN(SS)	8.0 (-2.0)	\$73,824	9.5	\$100,000	9.5	\$100,000	4.5	\$40,338
EMN(SS)	5.0	\$46,140	7.0	\$91,112	8.0 (+0.5)	\$100,000	4.5	\$40,338
MMN(SS)	8.5 (+1.0)	\$78,438	8.5 (-0.5)	\$100,000	7.5	\$100,000	4.5	\$40,338
ELT(SS)	9.0 (-1.0)	\$83,052	7.0	\$91,112	7.5	\$100,000	4.5	\$40,338

Zone 3		
AOS < 24 Months	0.5	\$4,360
AOS 24-36 Months	1.5	\$21,582
AOS >36 Months	2.5	\$52,320

Lifetime Bonus
\$360k

Largest lifetime bonus of any enlisted Sailor



UNCLASSIFIED

Nuclear Enlisted Retention Surface SRB and ESRP Bonuses

Year	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
Career Path	TRAINING		OPERATOR				SHORE				LPO or LCPO				SHORE				LCPO or DLCPO				SHORE
Reenlistment Zone			ZONE A				ZONE B				ZONE 1				ZONE 2				ZONE 3				

Surface Nuclear Enlisted Bonuses:

	Zone A		Zone B		Zone 1		Zone 2	
ETN(SW)	7.5 (-0.5)	\$69,210	7.0 (+0.5)	\$91,112	7.5	\$100,000	4.5	\$40,338
EMN(SW)	6.0 (+1.0)	\$55,368	6.5	\$84,604	8.0 (+0.5)	\$100,000	4.5	\$40,338
MMN(SW)	6.0	\$55,368	5.5	\$71,588	7.5 (-0.5)	\$100,000	4.5	\$40,338
ELT(SW)	7.0 (-1.0)	\$64,596	7.0	\$91,112	6.0 (-0.5)	\$87,744	4.5	\$40,338

	Zone 3	
AOS < 24 Months	0.5	\$4,360
AOS 24-36 Months	1.5	\$21,582
AOS >36 Months	2.5	\$52,320

Lifetime Bonus
\$360k

Largest lifetime bonus of any enlisted Sailor



Retention Incentives Supervisor NEC

Requirements (OPNAVINST 1220.1E):

- E-5 or above
- ≥ 4 years of service completed (a change from 6 years of service)
- Warfare Qualified (Revision in progress to remove requirement)
- Complete TYCOM Supervisory Qualification Card
- Demonstrated supervisory skills based on CO's assessment
- Qualified senior watchstation
- Most recent evaluations marks ≥ 3.0

Supervisor NEC = Pay Raise

- Supervisor NEC SDAP = \$375/month
- Operator NEC SDAP = \$150/month

**\$2700/year raise
at sea**

ESRP eligibility requires Supervisor NEC

Enterprise Goal: Qualify Supervisor NEC before transferring to Shore-1
Civilian Employers value this qualification as well
(\$15K - \$30K additional in civilian annual salary)



Retention Incentives Special Pays

■ Sea Pay

- For all Sailors permanently attached to a commissioned vessel

Paygrade (Years of Sea Duty)	E-5 (2)	E-5 (3)	E-6 (4)	E-7 (6)	E-8 (9)	E-9 (11)
SEAPAY (/mo)	\$160	\$350	\$375	\$438	\$700	\$713

■ Special Duty Assignment Pay (SDAP)

- All nuclear trained Sailors in nuclear billets

SDAP (/mo)	Operator (N1XO/N2XO)	Supervisor (N1XS/N2XS)
At Sea	\$150	\$375
EDMC/RDMC	-	\$450
Nuclear Shore	\$150	\$300
NPTU Instructor	\$150	\$450
Tender	\$375	\$375

■ Assignment Incentive Pay (AIP)

- Upon qualification as an NPTU instructor

AIP (lump sum)	
NPTU	\$6,000

■ Sea Duty Incentive Pay (SDIP)

- Authorized for extensions of 12-48 months (SDIP-B/E) or return to sea at least 6 months early (SDIP-C)

SDIP (/mo)	
LELT (SS)	\$500
EMNC (SS)	\$1000
MMNC (SW)	\$1000
EMNC (SW)	\$1000
EDMC	\$1000

Additional pay is available based on qualification and assignment!



Commissioning Programs

	STA-21 (nuclear) eligible								LDO (nuclear) eligible											
Years of Service	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Reenlistment Zone	SRB Zone A						SRB Zone B				ESRP Zone 1				ESRP Zone 2		ESRP Zone 3			
	Training 24 Months		1st Sea Tour 48+1 Months				1st Shore Tour 36+4+1 Months				2nd Sea Tour 40+1 Months		2nd Shore Tour 36+4+1 Months		3rd Sea Tour 40+1 Months					

Two premiere commissioning programs for nuclear-trained Sailors:

- Seaman-to-Admiral-21 nuclear option – students in the nuclear pipeline and Sailors with less than 8 years of service at the start of college courses
 - 35 of 50 annual STA-21 quotas are reserved for nuclear option
 - Participate in university NROTC program, commission as submarine officer or SWO(N)
- Nuclear Limited Duty Officer – E-6 to E-8 qualified EWS/PPWS with 8 to 16 years of service
 - E-6 must pass the CPO exam with a board-eligible score
 - Must be a US citizen, high school graduate, physically qualified, and recommended by the CO
 - Looking for the technical experts that you trust to solve technical and personnel problems.
 - Submit the E-6 to E-8 that would excel as a Submarine Overhaul Coordinator in your Wardroom / PMA on waterfront
- **N133 has subject matter experts for STA-21(N) and Nuclear LDO matters in the office**
- Neither STA-21(N) or Nuclear LDO require a conditional release since the Sailor remains in the NNPP

Other options require a **conditional release** before applying – N133 considers on a case-by-case basis depending on community health (usually approved within 18 months of EAOS)

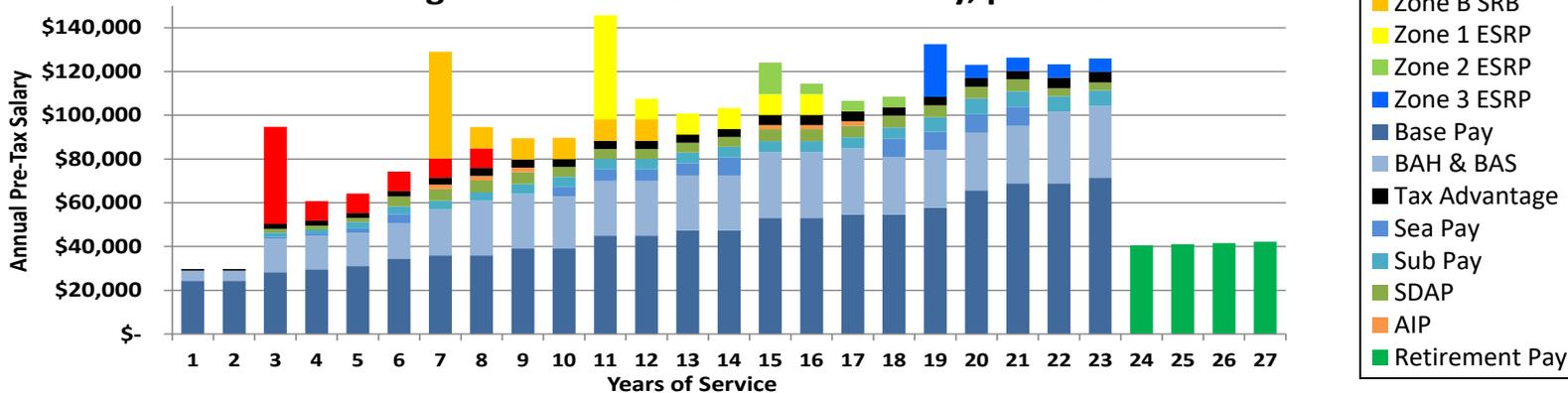
- STA-21 Core – commission as an unrestricted line officer
- Officer Candidate School – requires a bachelor's degree
 - For submarine and SWO (nuclear) requests N133 will consider conditional release any time (not just if close to EAOS)
- U.S. Naval Academy – must have no dependents, N133 will consider conditional release any time (not just if close to EAOS) due to age requirements (must be 23 or younger on induction day)
- Nurse Medical Enlisted Commissioning Program / Medical Service Corps In-Service Procurement
- JAG In-Service Procurement
- Enlisted to Medical Degree Preparatory Program (EMDP2)



UNCLASSIFIED

Retention Incentives Total Career Monetary Benefits

Average Submarine Nuclear Career Pay, pre-tax



West Coast (CA, OR, WA, HI)

Engineering	\$ 99,328
Leadership/Management	\$ 90,662
Operations/Logistics/Quality/Analyst	\$ 81,270
Sales/Business Development*	\$ 68,125*
Technician	\$ 57,561

Northeast (NY, NJ, ME, NH, VT, MA, RI, CT)

Engineering	\$ 86,750
Leadership/Management	\$ 86,537
Operations/Logistics/Quality/Analyst	\$ 93,423
Sales/Business Development*	\$ 80,000*
Technician	\$ 56,780

Midwest & Rockies (OH, IN, MI, WI, MN, KY, ND, SD, KS, NE, IA, IL, MO, CO, WY, UT, ID)

Engineering	\$ 80,056
Leadership/Management	\$ 75,836
Operations/Logistics/Quality/Analyst	\$ 84,611
Sales/Business Development*	\$ 75,713*
Technician	\$ 50,699

Mid-Atlantic (DC, NC, VA, WV, MD, DE, PA)

Engineering	\$ 94,250
Leadership/Management	\$ 76,065
Operations/Logistics/Quality/Analyst	\$ 86,667
Sales/Business Development*	\$ 99,318*
Technician	\$ 50,705

Central SW (TX, OK, AR, LA, AZ, NM, NV)

Engineering	\$ 103,667
Leadership/Management	\$ 85,472
Operations/Logistics/Quality/Analyst	\$ 83,955
Sales/Business Development*	\$ 64,333*
Technician	\$ 54,860

Southeast (AL, FL, GA, MS, SC, TN)

Engineering	\$ 82,333
Leadership/Management	\$ 74,035
Operations/Logistics/Quality/Analyst	\$ 77,350
Sales/Business Development*	\$ 79,278*
Technician	\$ 56,346

Lucas Group
Military
Division:
2017 Salary
Survey

**Nuclear-Trained Sailors Are
Well Compensated Compared
To Civilian Industry**