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SUBJ/SUBMARINE JUNIOR OFFICER SYMPOSIUM SITREP NUMBER TWO//

REF/A/GENADMIN/COMSUBLANT NORFOLK VA/271420ZSEP18//

AMPN/REF A IS SUBMARINE JUNIOR OFFICER SYMPOSIUM SITREP NUMBER ONE.// GENTEXT/RMKS/

1. THE 2018 SUBMARINE JUNIOR OFFICER (JO) SYMPOSIUM WAS HELD FROM 13-14 SEPTEMBER IN SAN DIEGO, CA, TO REVIEW AND EXPAND ON THE 2016 SUBMARINE JUNIOR OFFICER SYMPOSIUM RESULTS. THIS SYMPOSIUM BROUGHT TOGETHER SUBMARINE FORCE LEADERSHIP AND JUNIOR OFFICERS FROM EVERY MAJOR HOMEPORT AND SHORE DUTY AREA TO FIND ACTIONABLE ITEMS FOR FORCE IMPROVEMENT.

2. THIS SITREP ADDRESSES THE JUNIOR OFFICER DETAILING LINE OF EFFORT (LOE), AND BEGINS TO ADDRESS THE LEADERSHIP AND MENTORING LOE WHICH WILL BE EXPANDED ON IN SUBSEQUENT SITREPS. AS A RESULT OF THE JO SYMPOSIUM, THE SUBMARINE FORCE IS IMPLEMENTING THE FOLLOWING:

A. PROVIDE MORE TOOLS FOR JOS TO UNDERSTAND SHORE TOURS AND COMMUNICATE THEIR SHORE TOUR GOALS TO THE DETAILER.

(1) DEVELOP AND PUBLISH SHORE DUTY JOB DESCRIPTIONS. PERS-42 HAS DEVELOPED A HALF-PAGE SURVEY FOR JUNIOR OFFICERS ON SHORE TO DESCRIBE THEIR TOURS. THE SURVEY INCLUDES DETAILS ON DUTIES, WORK/LEAVE SCHEDULES, TRAVEL OPPORTUNITIES, AND ABILITY TO GET A GRADUATE DEGREE. THE SURVEY PROVIDES A STANDARDIZED DESCRIPTION TO ASSIST JUNIOR OFFICERS PLAYING THE SLATE TO DETERMINE THEIR PREFERENCES AND THEREFORE MORE EFFECTIVELY COMMUNICATE THEIR GOALS WITH THE DETAILERS. THE SURVEY HAS BEEN ADMINISTERED TO THE AVAILABLE JUNIOR OFFICERS WHOSE JOBS ARE ON THE 2Q19 SHORE TOUR SLATE, AND FURTHER JOBS WILL BE ADDED IN THE NEAR FUTURE.

ADDITIONALLY, THE POST-DH AND POST-XO DETAILERS ARE USING A SIMILAR JOB DESCRIPTION SURVEY TO HELP BETTER EXPLAIN SHORE DUTY JOBS ON THEIR RESPECTIVE SLATES.

(2) PROVIDE A METHOD FOR JUNIOR OFFICERS TO COMMUNICATE THEIR GOALS AND DESIRES FOR SHORE DUTY. IN ADDITION TO ALLOWING OFFICERS TO BETTER COMMUNICATE THEIR PREFERENCES FOR SHORE TOUR BILLETS, THE TOP THIRD METHOD SLATE SPREADSHEET PROVIDES JUNIOR OFFICERS AN OPPORTUNITY (WITH SPECIFIC DATA CELLS) TO INDICATE THEIR GOALS OR SPECIAL CIRCUMSTANCES. IN THE EMAIL GUIDANCE TAB OF THE SLATE SPREADSHEET, JUNIOR OFFICERS PROVIDE THEIR CONTACT INFORMATION AND HAVE A SECTION LABELED PERSONAL COMMENTS. THIS SECTION GIVES JUNIOR OFFICERS THE OPPORTUNITY TO FURTHER INFORM THE DETAILER OF THEIR CAREER INTENTIONS (IF KNOWN), SPECIFIC GOALS (MASTERS DEGREE, ADDITIONAL QUALIFICATIONS, JOB EXPERIENCE, FAMILY PLANNING, ETC), DESIRES (JOB TYPE, GEOGRAPHIC LOCATION, ETC), AND SPECIAL CONSIDERATIONS (COLOCATION, EFM, CIVILIAN SPOUSE JOB OR EDUCATION, AND OTHER FAMILY CONCERNS). PERS-42 USES THIS INFORMATION IN THE SLATING PROCESS.

B. AS A RESULT OF RECENT SOAC BOAT ASSIGNMENT SLATES AND FEEDBACK FROM THE SYMPOSIUM, PERS-42 HAS HEAVILY EVALUATED THE COSTS AND BENEFITS OF NPTU SHIFT ENGINEER INCENTIVES. THE HEAVY DEMAND FOR SHIFT ENGINEERS AT NPTU HAS DRIVEN THE NUMBER OF HOMEPORT GUARANTEES FOR DH TOURS TO AN UNSUSTAINABLY HIGH NUMBER. STARTING WITH THOSE OFFICERS DETAILED ON THE 2Q19 SLATE, SHIFT ENGINEERS ON CONTRACT WILL BE ABLE TO CHOOSE EITHER A DEPARTMENT HEAD GUARANTEE OR A GRADUATE EDUCATION OPTION.

(1) DEPARTMENT HEAD TOUR GUARANTEE OPTION. OFFICERS MAY SELECT FROM ONE OF THE FOLLOWING OPTIONS:

(A) HOMEPORT GUARANTEE.

(B) DH BILLET (NAV, WEPS, ENG) GUARANTEE. ALL ENGINEER BILLETS ARE

SUBJECT TO NAVAL REACTORS APPROVAL.

(C) SHIP TYPE GUARANTEE (SSN, SSBN, OR SSGN).

(2) GRADUATE EDUCATION OPTION. SHIFT ENGINEERS MAY SELECT FROM ONE OF THE FOLLOWING OPTIONS, DEPENDING ON THEIR CAREER MILESTONE

TIMING:

(A) UP TO 12 MONTH SABBATICAL AT THEIR NPTU OR WHILE ATTACHED TO SUBMARINE SCHOOL, PRIOR TO SOAC.

(B) APPLY FOR A NAVAL WAR COLLEGE QUOTA (12 MONTH COURSE AND JPME I).

(C) APPLY FOR A NAVAL POST GRADUATE SCHOOL DEGREE PROGRAM (15, 18, 21, AND 24 MONTH COURSES AND JPME I).

(D) NOTE: OFFICERS WILL ONLY CONTINUE TO RECEIVE SHIFT ENGINEER INCENTIVE PAY WHILE ATTACHED TO THE NPTU UIC.

C. JUNIOR OFFICERS FROM THE SYMPOSIUM EXPRESSED A DESIRE FOR ADDITIONAL INFORMATION PERTAINING TO HOW THEY COULD MAXIMIZE THEIR GI BILL BENEFITS AFTER THEIR JO SEA TOUR WITHOUT INCURRING ANY ADDITIONAL SERVICE TIME. THE NOMINAL JO ARRIVES ON THEIR JO SHORE DUTY AT THEIR 5 YEARS COMMISSIONED SERVICE (YCS) POINT. JO SHORE TOURS ARE NORMALLY DETAILED FOR 24 MONTHS, AFTER WHICH A JO WILL ACCEPT ORDERS TO SOAC, OR HAVE ALREADY SUBMITTED A RESIGNATION REQUEST. BY THE END OF THEIR JO SHORE TOUR, THE NOMINAL JO WILL HAVE APPROXIMATELY 7 YCS. IN ORDER TO RECEIVE 100% OF THE POST 9/11 GI BILL, AN OFFICER MUST SERVE ON ACTIVE DUTY NO LESS THAT 36 MONTHS PAST THEIR INITIAL LENGTH OF SERVICE AGREEMENT (5 YEARS FOR USNA GRADUATES, 4 YEARS FOR NROTC GRADUATES). THEREFORE, A USNA OFFICER AT THE END OF A NOMINAL JO SEA AND SHORE TOUR WOULD BE ELIGIBLE FOR 80% OF THE GI BILL BENEFITS, AND THE NROTC OFFICER WOULD BE ELIGIBLE FOR 100%. ADDITIONALLY, OFFICERS ASSESSED VIA NUPOC ARE ELIGIBLE FOR 100% OF THE GI BILL 36 MONTHS AFTER ENTRY INTO THE NUPOC PROGRAM.

FOR THOSE OFFICERS WHO ROLL TO SHORE DUTY BEFORE THEIR 5 YCS POINT AND WHO DO NOT REACH MAXIMUM GI BILL BENEFITS BEFORE THE END OF THEIR JO SHORE TOUR, SIGNING ON FOR A DH TOUR WILL NOT ONLY MAXIMIZE THEIR GI BILL BENEFITS, BUT ALSO ALLOW THEM TO TRANSFER THEIR BENEFITS TO A FAMILY MEMBER AT 10 YCS.

D. JUNIOR OFFICERS FROM THE 2018 JO SYMPOSIUM DISCUSSED MENTORING AND LEADERSHIP WITHIN THE SUBMARINE FORCE, AND SOUGHT OUT WAYS FOR SAILORS TO RECEIVE 360 DEGREE FEEDBACK FROM THEIR SUPERVISORS, PEERS, AND SUBORDINATES. KEY INSIGHTS WILL BE INCORPORATED BY PERS-42, WHO HAS THE POLICY LEAD ON CNPS VISION OF A NAVY-WIDE PERFORMANCE EVALUATION TRANSFORMATION, AN ELECTRONIC TEACHING, COACHING AND MENTORING PROGRAM THAT IS CURRENTLY IN PHASE THREE OF TESTING WITH THE FLEET. BASED ON THE RESULTS OF THIS TESTING, A FINAL PRODUCT WILL BE DELIVERED TO THE FLEET THAT WILL ALLOW 360 DEGREE FEEDBACK. ADDITIONAL INFORMATION REGARDING THE TRANSFORMATION OF THE NAVY'S PERFORMANCE EVALUATION SYSTEM IS AVAILABLE ON THE NPC WEBSITE AND THE TIMELINE FOR IMPLEMENTATION IMPLEMENTATION WILL BE SHARED IN A FUTURE SITREP.

3. THE 2018 SUBMARINE JO SYMPOSIUM REPORTS // VADM RICHARD AND RADM CAUDLE SEND.//