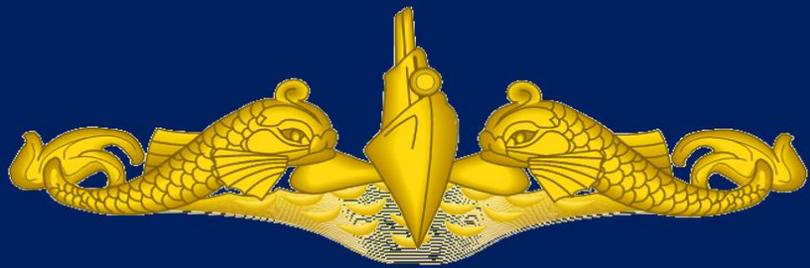


Submarine Community Status Brief



October 2019



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 you a career enhancing job

▪ Writes Your Orders

▪ Assists you with Questions Regarding

- Promotion
- Pay
- Advancement
- Transfer
- Resignation
- Retirement
- Other Matters

Never Hesitate to Call



Superior Officers

Promotion Rates

- 100% served DH to O4
 - FY18: 22 below zone
 - FY19: 7 below zone
- 100% served XO to O5
- 100% served CO to O6
 - FY19: 1 below zone AND Merit Reorder
- ENS:CAPT Rate: 1:11 (*other URL ~1:25*)

Selective Programs

- 4,027 submarine officers = 7.4% of active duty officers
- | | |
|------------------------------|----------------------------|
| War College – 8.6% of quotas | GE+T/LEAD – 2/11 Sel: 18% |
| Pol Mil – 2/8 Selects: 25% | MIT/WHOI –Selects 4/7: 57% |
| SNTWI – 3/25 quotas: 12% | Olmsted –Selects 3/12: 25% |
| FSEP – 5/30 quotas: 16.6% | GEV – 11/30 quotas: 33% |

- Changes to Statutory Boards
 - Merit Reorder
 - Zone Stamp removal
- Maximize career opportunity and options
 - Stay on the career path
 - Don't use all your shore tour time early

High Visibility

- FEF/SECDEF Fellows 2/17: 12.8%
- PEOC (Whitehouse) Watch Officers: 2/5 (2/3 Navy)
- OLA: 27% of LTs, 22% of overall office
- Flags specially ask for Nukes and 1120s

SSBNs: Always on Patrol. SSGNs: First to Strike. SSNs: First to Fight.



Community Updates

- Manning NPTU
 - 2-2-2 Program = ~3 more vols/slate
 - More Shift Engineers to improve quality of life
 - DIOs SE to reduce 1120/1110(N) demand
 - New equipment: 688 MTS and ERTT
- PCU
 - 1120 JOs sent later in build cycle
 - Guaranteed 18-20 months

Junior Officer Detailing

- Top Thirds Method
 - 36.5% average #1 job
 - 60.1% average Top 5 jobs
 - 5 non-vols in last four slates (~300 people)

- JO Schools (JO-1, -2, and -3) suspended 22 July until further notice for update and reorganization
- JO Symposium 2018
 - 3 SITREPs released (available on PERS-42 website)
 - Career Card, Pathways to Success, Life/Work Bal, Mentors
 - “Fight Club”
- JO Survey 2019
 - JO survey released 23 July – open until late fall (TBD)

- Previous Homeport Guarantees
 - Unhappy officers (with and without guarantees)
 - Made manning the fleet challenging
- New Homeport Guarantees
 - “Operational”
 - “Not a Homeport”

PERS-42 is actively seeking and enacting new ideas to improve our community!



Community Updates *(continued)*

Navy-Wide

- MyPCS (PC or mobile application)
- Lean Orders
- Tour Length
 - All orders required to be written for 36 months. PRDs will be adjusted to nominal IAW MPM 1301-110 once officers report
- In Residence Graduate Education
 - Required prior to assuming Major Command

Career Flexibility

- Career Intermission Program (CIP)
 - Up to 24 months
 - 2-to-1 Payback
 - Fit it in anywhere!
- Targeted Reentry Program (TRP)
 - Golden Ticket: 1 year, limited quotas
 - Silver Ticket: 2 years, unlimited quotas
- Promotion Deferment

Lateral Transfer

- To EDO, limited number of post JOs
- To all other RL communities: post DH

Updates in Fleet Breakdown

- Female integrated ships everywhere except Guam and SD
- 688s move to SD for end of life

Updating policy based on the changing face of the fleet



Community Update for Spouses

Exceptional Family Member Program

- OPNAVINST 1754.2f
- “to ensure Service members are assigned only to those geographic areas where the medical or education needs of their family members can be met.”
- CAT 5 – eligible to move, but may homestead, depending on available billets
- Maintain your status
 - Medical evaluation is required to be disenrolled from the program

Colocation (Dual Military Marriage)

- MPM 1300-1000
- “Every reasonable effort will be made for military couples to move together and establish a joint household whenever possible.”
- Orders are routed through spouse’s detailer
- If currently collocated
 - 1301 Request not required (unless requesting for no COLO)
- If not currently collocated
 - 1301 Request required to PCS before PRD. 1yr to meet COLO

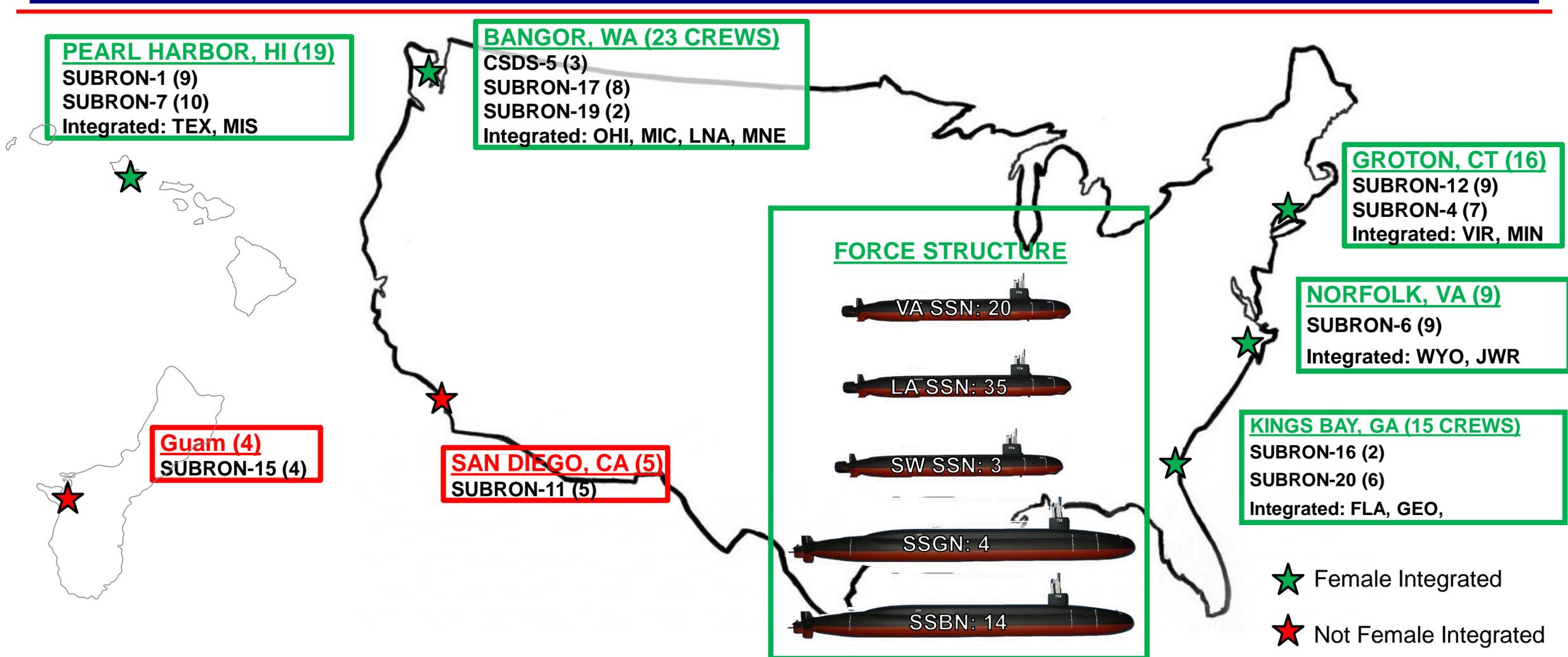
- High School Stabilization
 - Applicable for HS Juniors and Seniors
 - Talk to your detailer for specifics
- Delayed Dependent Travel
 - Joint Travel Regulations (JTR) Chapter 10
 - OPNAVINST 7220.12
 - 30-180 days (depending on situation)

- Spouse Employment
 - My SECO-Spouse Education and Career Opportunities
 - LinkedIn – perks for Military Spouses
 - USO Salute to Military Spouses
 - Many corporations have partnerships

Contact PERS-42 for more details



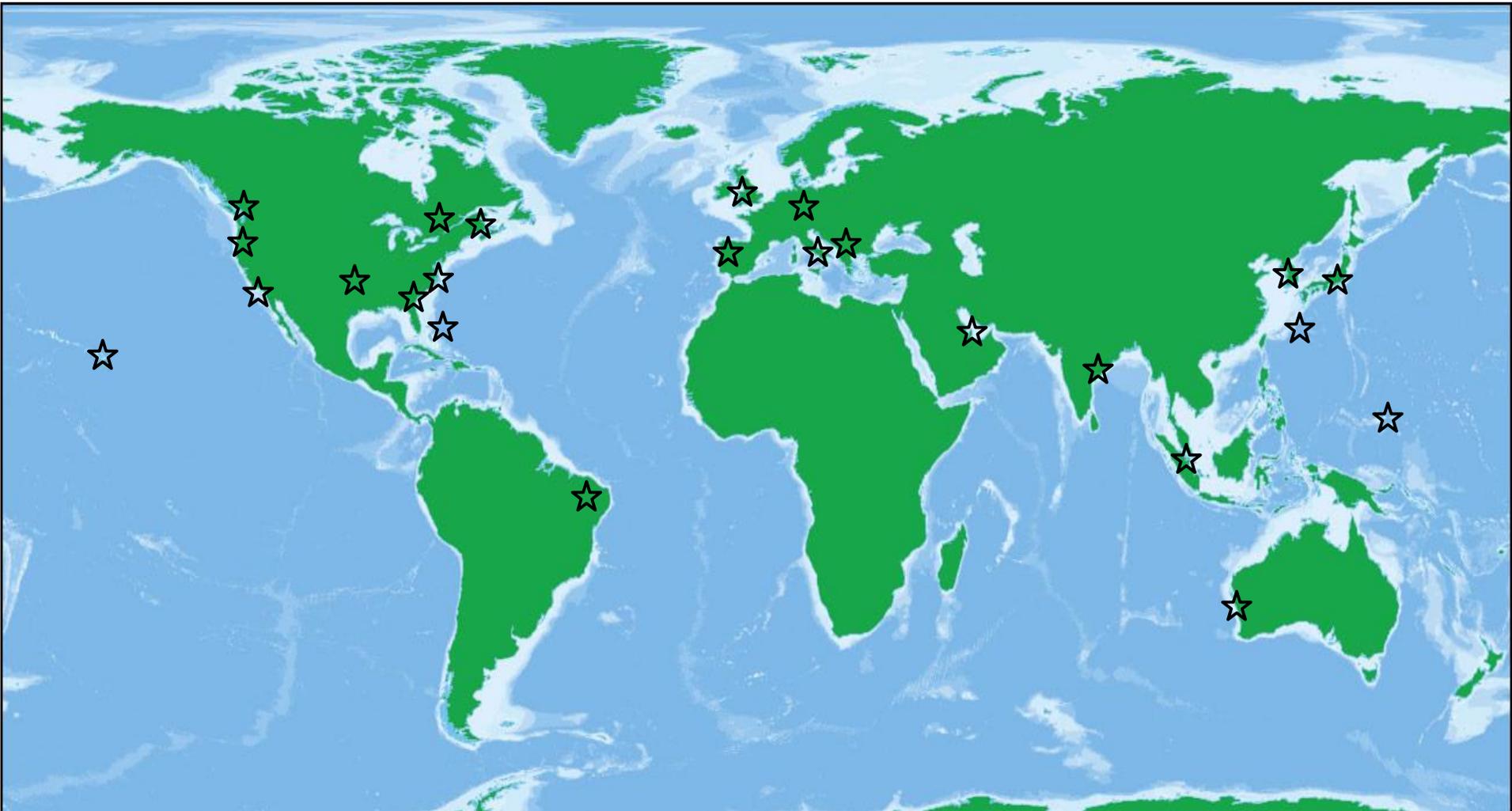
Fleet Breakdown



Exceptional Homeport Locations-Tremendous Sea Tour Opportunities



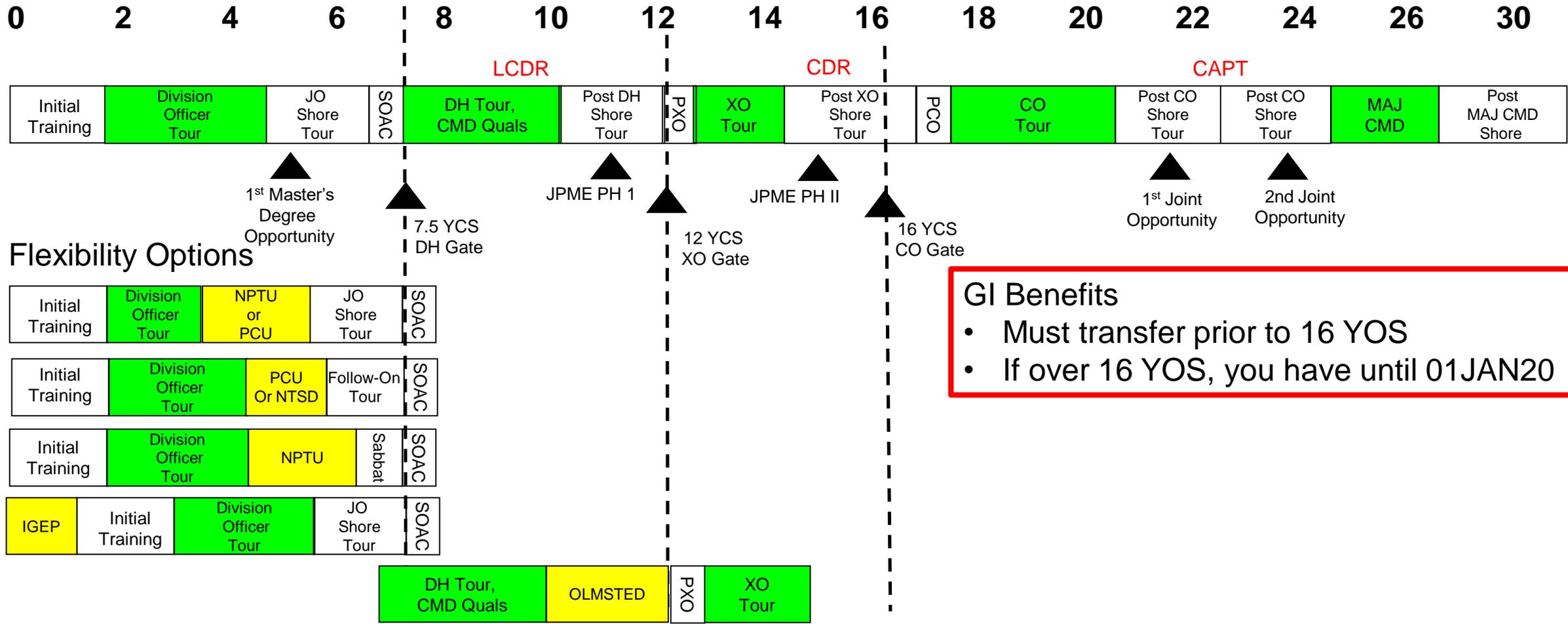
Assignment Opportunities



Opportunities to serve worldwide! 13 Countries and 47 states!



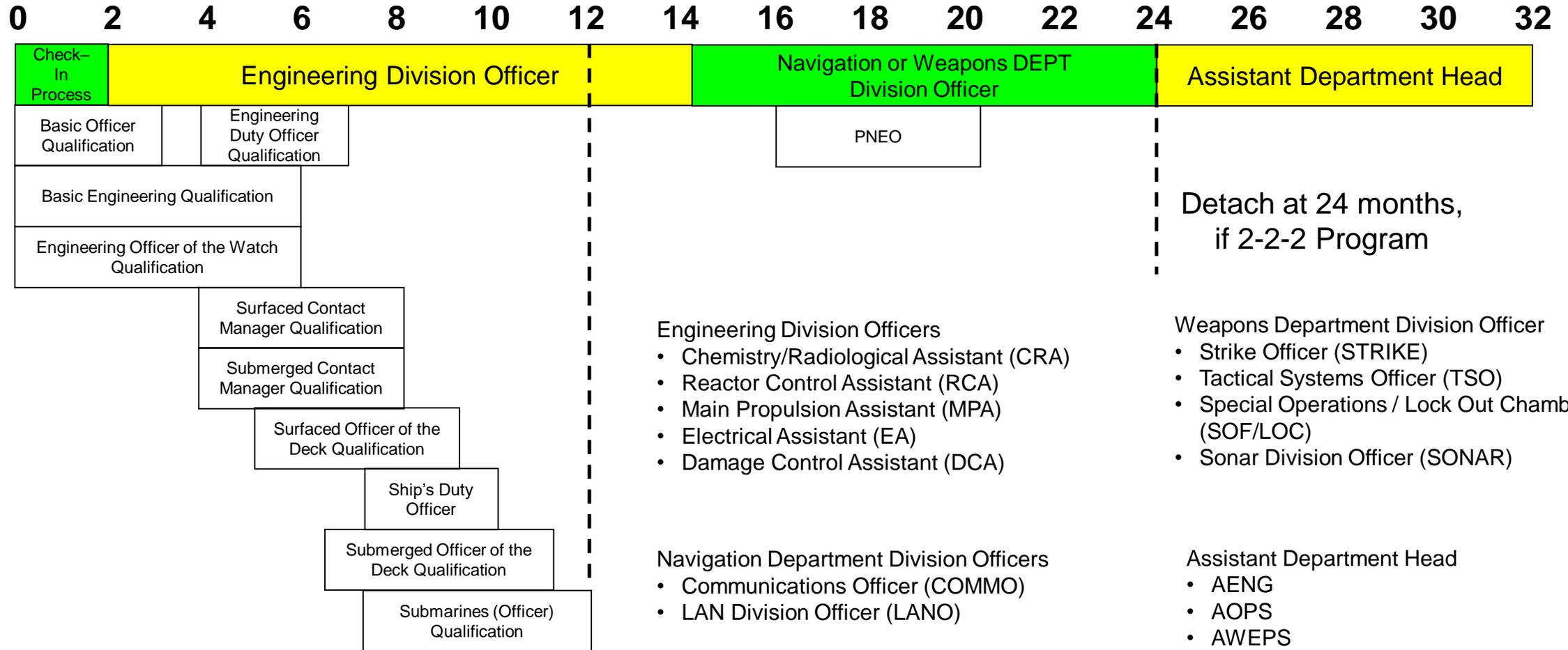
Career Progression



Stay on the career path!



Submarine Junior Officer Sea Tour



Fast Paced Knowledge and Operational Qualification Process



Division Officer Sea Detailing

▪ Submit preferences two months into prototype

- Preferences are submitted via NPTU XO
- Orders released approximately 2 months prior to graduation

▪ Balance performance through the pipeline with needs of the Navy and member's desires

- Emphasis placed on family situations, co-locations, and preferences to determine assignment

▪ Communicate with your detailer

- More information is better, explain your situation
- Contact the detailer if you have questions
- Ensure you tell the detailer what you want most and what you do not want

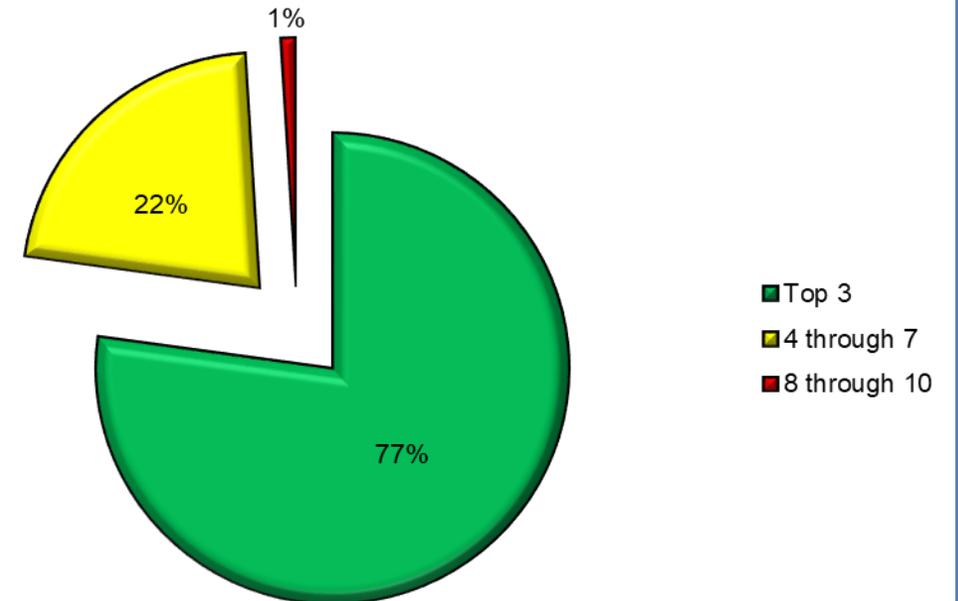
Needs of the Navy, Needs of your Career, Preferences of Individual



Division Officer Sea Detailing

- Preferences:
 - Homeport
 - Ship Type
- All preferences are reviewed individually
- Contacting detailers has improved satisfaction
- 3 out of 310 detailed to bottom third choices in last 6 slates
- Change of homeports do occur

Historic JO Sea Detailing
(Last 6 NPTU Slates)
310 Officers



Detailing focused on Needs of the Navy and Preferences of Individual



Junior Officer Detailing

- The Navy owes you a shore tour
- Get a Master's Degree
 - Start early
 - Plan for only 24 months
- Make your career decision
 - Proceed to SOAC
 - Prepare for civilian transition
- Communicating during slating
 - Shore timing assessment
 - Spouse career/education
 - Other extenuating circumstances

	2Q19	3Q19	4Q19	1Q20
#1 Choice	34.8%	36.9%	41%	26.3%
Top 5 Jobs	65.2%	66.2%	67.2%	53.9%
Top Third	98.1%	100%	100%	94.7%
Middle Third	1.5% (1 JO)	0%	0%	1.3% (1)
Bottom Third	0%	0%	0%	3.9% (3)
AVG Preference	5.21	5.48	5.16	6.625
Average MOB	34.0	34.1	33.8	34.2

2018 JO High Visibility / Flag Aide Statistics

Nominated: 33

Selected: 21 (63.7%)

Not Selected: 12 (36.3%)

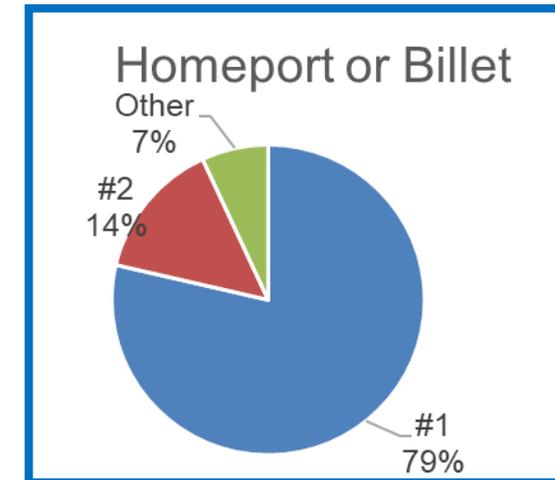
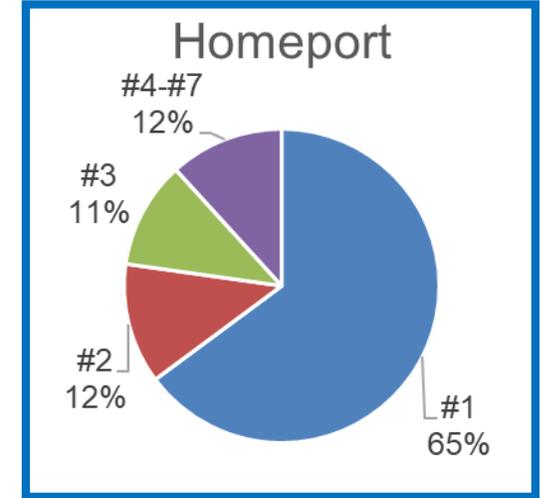
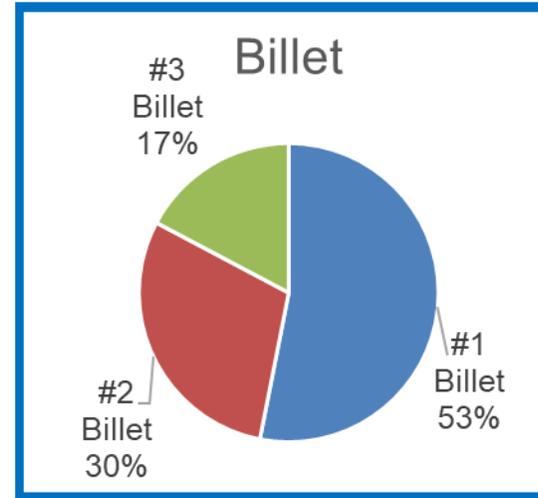
Flags want 1120s working for them!

Great Work/Life Balance on Shore Duty!



Department Head Detailing

- Be the Third Officer
 - Mentor JOs and Sailors
 - Plan and execute missions/patrols
 - Solve ship-wide problems
- SOAC
 - Orders to SOAC: 5-6 months prior
 - Orders to sea: 1-2 months after SOAC start
- DH Orders
 - Changes are driven by changes in the fleet
- 80% of served DHs have the opportunity to serve as XO and promote to CDR
- DH Shore
 - First Opportunity to utilize earned skill set
 - Lateral Transfer Opportunities



Be the Third Officer



Department Heads (cont)

Considerations

- Command qualifications – finish before detaching
- PRD tied to future milestones?
- “NOT homeport” guarantees – regain flexibility and avoid disadvantaging others.
- JPME Phase I post-DH. (post-XO options!)

XO Screening

- Three looks
 - XOSS officers get a 4th Look (if not already called up)
- Squadron rankings are vital to XO screening

Billet Specific Shore Assignments

- Engineer Billets – 20 billets/yr | ~30 officers/yr
 - 14 SQENG/GRENG
 - 7 NPTU/MTS billets
 - 2 TYCOM RADCON officers
 - 12 NPEB JBMs
 - 2 NRLL Tech Assists
 - NR Aide
- SSBN WEPS Billets – 6 billets/yr | 8 officers/yr
 - 2 SQWEPS
 - 2 Group Weapons Officers
 - 1 NTPI JPM
 - 2 TTF Instructors
 - 5 SSP WEPS
- SSBN NAV Billets – 3 billets/yr | 8 officers/yr
 - 2 SQOPS
 - 2 TTF Instructors
 - 2 SSP NAVs
- NAV/WEPS Billets – 22 billets/yr | ~60 officers/yr
 - 13 SQOPS
 - 2 SQWEPs
 - 4 CRE JBMs
 - 20 High Visibility
 - 1 NSTCPC Instructor
 - 3 SUBSCHOL Instructors
 - 1 SLC Staff

Demand signal may results in low detailing flexibility



Executive and Commanding Officer Detailing

- Balance of using and gaining experience at sea
- Interlocks:
 - 30 days for ENG/CO
 - 90 days between CO/ENG
 - 90 days between CO/XO

- Joint/FM/OLA/AC/PERS
- JPME/Senior War College
- AQDs / SUBSPEC utilization

- XO
 - SCC - STRAT - CLC – Legal
 - Nominal Tour: 20 mo
 - Minimum Tour: 18 mo
 - Post XO: 24 months

- CO
 - NR - SCC - STRAT – CLC
 - Nominal Tour: 32 mo
 - Post CO-1: 24 mo
 - Post CO-2: 18 mo

Prior experience utilized in detailing



Time-Cost Value

	<u>4 YCS</u> <u>May</u>	<u>~4.5 YCS</u> <u>(Sept-Dec)</u>	<u>5 YCS</u> <u>May</u>	<u>5.5 YCS</u> <u>1 Oct</u>	<u>6 YCS</u> <u>May</u>	<u>6.5 YCS</u> <u>1 Oct</u>	<u>7 YCS</u> <u>May</u>	<u>Total</u>
	Eligible for +1 Contract	Rotate to Shore	Eligible for AIP	1 st yr on Shore Prorated AIP		2 nd yr on Shore	24 month PRD	
Resign from Shore				~\$4,000		\$12,500	Resign	\$16,500
Late Signer "CAPT Davies Plan"				~\$4,000		\$12,500	SIGN \$35,000	\$51,000
+1 Contract* "LT Van Gilder Plan"	\$28,000		\$28,000		\$28,000		\$28,000	\$112,000
Sign at Anniversary "CDR Martinez Plan"			\$35,000		\$35,000		\$35,000	\$105,000

* 4+1 Contract used for example. 4 x \$35,000 over 5 years = 5 payments of \$28,000 starting at 4YCS

**See the NOBIP instruction (OPNAVINST 7220.11F)
found on the "Incentives Programs" page on the PERS-42 website**



Blended Retirement

LCDR				CDR				CAPT											
Initial Training	Division Officer Tour	JO Shore Tour	SOAC	DH Tour, CMD Quals	Post DH Shore Tour	PXO	XO Tour	Post XO Shore Tour	PCO	CO Tour	Post CO Shore Tour	Post CO Shore Tour	MAJ CMD	Post MAJ CMD Shore					
Initial Commitment 5 Years				Pre-Continuation Pay 12 Years				O4 Retirement 20 Years				O5 Retirement 28 Years				O6 Retirement 30 years			
<ul style="list-style-type: none"> • \$26,000 total in TSP • Match gave \$10,800 • 5% 1yr O1 = \$1,913/yr • Max Annual = \$19,000 = 49% 				<ul style="list-style-type: none"> • \$116,000 total in TSP • Match gave \$54,300 • 5% 4yr O3 = \$3.4k/yr • Max Annual = \$19k = 28% 				<ul style="list-style-type: none"> • Pension: \$38,800 • Tricare for Life • TSP Total: \$323,000 • Match gave: \$154,600 				<ul style="list-style-type: none"> • Pension: \$64,000 • Tricare for Life • TSP Total: \$735,700 • Match gave: \$355,000 				<ul style="list-style-type: none"> • Pension: \$85,700 • Tricare for Life • Total TSP: \$900,000 • Match gave: \$434,600 			
<p>2019 pay scale, individual contribution 5%, government match 5%</p>																			

>20 Year benefits

- 2.0% x YOS x Highest Pay Grade
- TRICARE for LIFE
- VA and Military benefits

Continuation Pay (BONUS!)

- Eligible at 12 years with 4 years obligated service
- Lump Sum of 2.5x monthly base pay (will go up!)
- Government TSP Contribution
 - Automatic 1%
 - Match per percent up to 5%

Start Contributing to TSP Immediately!



Online Resources

▪ PERS-42 Website

- Homepage
 - Contact Info
- Line Officer Detailing
 - Slates
 - Job Descriptions
 - Training Schedules
- Board Information
- Mustang Corral - LDOs
- Graduate Education
- Career Counseling
 - “How to”
 - Training Resources
 - Drumbeats
 - Community Status

▪ PERS-42 Facebook -

www.facebook.com/pers42

- Message Detailers
- High Vis Tracker
- Ted Talks/Webcasts
- Rumor Mill/How It Works serials
- Training Aides
- Community Updates

Just Google “PERS-42”

Contact Us Today!



PERS 42 Wardroom

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LCDR Eric Stinson	Post-DH Detailer	<u>eric.a.stinson1@navy.mil</u>
LCDR Chris Wilber	DH Sea Detailer	<u>christopher.r.wilber@navy.mil</u>
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LT Willie Ruthart	Assistant LDO Detailer	<u>william.s.ruthart@navy.mil</u>

Check the latest Drumbeat for the contact information for reliefs