
A PATHWAY TO SUCCESS

Rank/Name _____



USS _____ (____-____)



Submarine Community Facts

- **Approximately 4,000 Submarine Officers serving on active duty, only 7% of all Naval Officers**
- **US Submarine Force**
 - **~10% of all Navy personnel**
 - **~25% of Warships**
 - **~13% of Navy Budget**
 - **~70% of accountable nuclear warheads**
 - **100% of survivable warheads**
 - **Over 4000 SSBN patrols completed**

Why Submarines?

- **Being part of a cadre of professionals in the most elite submarine force in history**
- **The challenge and privilege of leading the most talented Sailors in the Navy begins on day one**
- **Being a part of the submarine force is a unique op-portunity to serve the nation**
- **Supporting the #1 mission of the DoD: Strategic Deterrence.**



Submarine History

The U.S. Submarine Force was founded on April 11, 1900 with the purchase of the USS HOLLAND. During World War II, submarines comprised less than 2% of the U.S. Navy, but destroyed 55% of all Japanese shipping. Seven submarine officers earned the Medal of Honor for their valiant actions.

“It was to the submarine force that I looked to carry the load until our great industrial activity could produce the weapons we so sorely needed to carry the war to the enemy.” – Fleet Admiral Chester W. Nimitz

U.S. submarines were also at the forefront of the Cold War. When the Soviet Union’s Sputnik satellite shook the free world’s confidence, NAUTILUS’ voyage under the North Pole proved the U.S. remained technologically competitive.



More importantly, American SSNs held Soviet SSBNs at bay throughout the Cold War, while American SSBNs maintained a constant but undetected presence, providing a continuous deterrent to nuclear war. Special missions by American SSNs resulted in numerous Presidential Unit Citations, Navy Unit Commendations, and Meritorious Unit Commendations for their crews.

“The Cold War was over... America had won... Won most especially by you – America’s Blue Crews and Gold Crews manning America’s nuclear-powered Ballistic Missile Submarine fleet.” – General Colin Powell, Chairman of the Joint Chiefs of Staff

Today, US submarines remain on patrol 24/7/365 to protect our Homeland, SSBNs on patrol, Carrier Strike Groups and critical at-sea infrastructure while threatening the enemies.

Profession of Warfighting



SUBFOR Commanders Elements of Success

1. **Own the Best:** We have the best undersea systems and platforms. This means buying the best submarines and maintaining and modernizing them to ensure we stay the best.
2. **Grow Longer Arms:** We maximize our effective reach from under the sea. This includes range and geographic area, the breadth of effects we deliver, the domains we impact (undersea, land, air, surface, cyberspace, etc.), and the influence achieved through a system of undersea forces. It is about covering additional area and mission capabilities by adding unmanned systems and a family of vehicles to the Submarine Force tool kit.
3. **Beat the Adversary's System:** We beat the adversary's system by exploiting surprise, confusion, and disruption. For submarines operating independently far forward, 'beating the adversary's system' has special meaning. The Force's role far forward is to gain access inside enemy defenses and generate surprise, a military advantage acknowledged for thousands of years.
4. **Protect our Strategic Assets...and Threaten Theirs:** This includes protection from threats (both manned and unmanned, systems and vehicles) to our Homeland, SSBNs on patrol, Carrier Strike Groups, critical undersea infrastructure, cyberspace, strategic ports and chokepoints, and submarines.

Profession of Warfighting



SUBFOR Commanders Elements of Success

5. **Get on the Same Page:** We are tightly aligned and tactically on the same page, in operations, planning and investments. We must keep our naval, joint, and allied doctrine aligned with evolving threat forces' capabilities, behaviors, and intentions.

6. **Get Faster:** End-to-end, we must be "fast" in our operations, learning, processes, acquisitions, and innovation. This does not mean rushing decisions or actions in isolation – we are bold, not reckless. Well thought out, "fast" and efficient operations provide the adversary with less time to assess and react. In our processes, we must aggressively pursue eliminating administrative distractions and cumbersome procedures that do not add value and slow us down. We must better link operational Force inputs to speed up capability development. We must move with a sense of urgency to be ready for sustained high-end combat.

7. **Be the Best:** Our people are the foundation of our strength. They strive to be confident experts of the highest character, and we must enable their toughness, resiliency and professional development. We must develop our people to be leaders, do everything with honesty and integrity, always be teaching and learning, tirelessly pursue excellence, and constantly look for ways to work better and smarter.



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 COBO 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 COBO Contract: Comm. Date + 25 years (5 yr)		
		O-6 Promotion Board ~21 YCS		
		Promotion to O-6 (YCS + 22 +1)		
		Last COBO Contract: Comm. Date + 26 years (4 yr)		
		Last COBO 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 COBO 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.

* Indicates a required block in order for other fields to auto-populate (i.e. SOAC, Promotion Zones, Qual Goals, GI Bill Eligibility)



JO Career Card

~Made for JOs, by JOs~



Name	*Year Group (YG)(YYYY)
Ship	SOAC Gate (YG+8)
Commissioning Source	*Commissioning Date (MM/DD/YYYY)
NUPOC Entry Date (MM/DD/YYYY)	College/University
*Report Date to JO Boat (MM/DD/YYYY)	

Projected O-4 Boards	Fiscal Year	Projected O-5 Boards	Fiscal Year
Below Zone Look		Below Zone Look	
In Zone Look		In Zone Look	
Above Zone Look		Above Zone Look	

Initial Training (14-18 mo)	Division Officer (32 mo)	Post-JO Shore (24 mo)	SOAC	Department Head (32 mo)	Post-DH Shore (24 mo)	SCC	XO (20 mo)	Post-XO Shore (24 mo)	SCC	CO (32 mo)

My Career Plan	SOAC	Department Head (32 mo)	Post-DH Shore (24 mo)	SCC	XO (20 mo)	Post-XO Shore (24 mo)	SCC	CO (32 mo)
--	SOAC			SCC			SCC	

My Family Plan	SOAC	Department Head (32 mo)	Post-DH Shore (24 mo)	SCC	XO (20 mo)	Post-XO Shore (24 mo)	SCC	CO (32 mo)
	SOAC			SCC			SCC	

My Family	Department Head (32 mo)	Post-DH Shore (24 mo)	SCC	XO (20 mo)	Post-XO Shore (24 mo)	SCC	CO (32 mo)

JO Sea Tour Goals		
Qualification Timeline:	Nominal	Accomplished (Fill in later)
EOOW	6 months	
Dolphins	12 months	
PNEO	16-20 months	
Shore Slate	23-26 months	
Desired JO Billets		
Other Qualifications / Accomplishments / Awards / Goals		

JO Shore Tour Goals	
Location:	
Job Type:	
Master's Degree:	
Date Eligible for 100% of GI Benefits:	
Institution:	
Tuition Source:	
Other Qualifications / Accomplishments / Goals	

Division Officer Sea Tour

Initial Training (18 Mo)	Division Officer Tour (32 Mo)	Post-JO Shore Tour (24 Mo)	Department Head Tour (32 Mo)	Post-DH Shore Tour (24 Mo)	SO	XO Tour (20 Mo)	Post-XO Shore Tour (24 Mo)	SO	CO Tour (32 Mo)	Post-CO Shore Tour (24 Mo)	Post-CO Shore Tour (24 Mo)	Major Command (24 Mo)	Post Major Command Shore (24 Mo)
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Purpose: Establish professional foundation of leadership, warfighting, technical and tactical knowledge and capabilities

Goals:

- Develop a solid technical and tactical foundation
- Lead your watchteam — seek and develop ways to assess and improve
- Develop the members of your division (*qualifications and career management*)
- Build a divisional culture that balances quality of life and work
- Become a mentor for enlisted and other officers

Post-PNEO

- Trusted with greater responsibility
 - Mentor other division officers
 - Take on roles with higher levels of responsibility (Significant collateral duties)
 - Be a ship wide leader

Screening for Department Head

- Must be recommended by CO (FITREP blocks 40 and 41)
- Based on sustained superior performance at sea
- Two-look screening process at 5 and 6 years of commissioned service (YCS)

Qualifications and Watchstanding

- Engineering Officer of the Watch
- Engineering Duty Officer
- Contact Manager
- Surfaced Officer of the Deck
- Ship's Duty Officer
- Submerged Officer of the Deck
- Submarine Warfare Qualifications (Dolphins)
- Prospective Nuclear Engineering Officer (PNEO)



Junior Officer Shore Duty

Initial Training (18 Mo)	Division Officer Tour (32 Mo)	Post-JO Shore Tour (24 Mo)	Department Head Tour (32 Mo)	Post-DH Shore Tour (24 Mo)	SOCC	XO Tour (20 Mo)	Post-XO Shore Tour (24 Mo.)	SOCC	CO Tour (32 Mo)	Post-CO Shore Tour (24 Mo)	Post-CO Shore Tour (24 Mo)	Major Command (24 Mo)	Post Major Command Shore (24 Mo)
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Purpose: Gain another skill set, pursue graduate education, travel, network, and either recharge prior to returning to sea or transition to the civilian world

<u>PRD</u>	<u>Slate</u>	<u>Opens</u>	<u>Closes</u>
Dec-Feb	1st QTR	2nd week in June	1st week in Aug
Mar-May	2nd QTR	2nd week in Sept	1st week in Nov
Jun-Aug	3rd QTR	2nd week in Dec	1st week in Feb
Sep-Nov	4th QTR	2nd week in Mar	1st week in May

Slating Process

1. Determine your slate—talk to your CoC about your PRD
 2. Contact the detailer (PERS-421C) to confirm your slate
 3. Review Job Descriptions on the PERS42 website
 4. Leverage the experience of your CO, XO, and DHs
 5. Submit preferences
- Colocation of dual military officers is governed by MPM 1300-1000 and required when possible
 - *Your CO is your best resource in the detailing process*

General Types of Assignments

- Instructor Duty: NPTU, Nuclear Power School, NROTC, USNA Company Officer, Sub School
- Staff Action Officer: OPNAV, Joint Staff, etc.
- Watchfloor Assignment: SUBLANT, SUBPAC, SUBGRU 7, SUBGRU8, STRATCOM, PEOC
- Education: NPS, FSEP, MIT/WHOI, etc.

For more information on JO Shore Duty Slating/Job Descriptions visit:
www.public.navy.mil/bupers-npc/officer/detailing/submarinenuclear/career/pages/default.aspx



Junior Officer Shore Duty

Initial Training (18 Mo)	Division Officer Tour (32 Mo)	Post-JO Shore Tour (24 Mo)	Department Head Tour (32 Mo)	Post-DH Shore Tour (24 Mo)	SO	XO Tour (20 Mo)	Post-XO Shore Tour (24 Mo)	SO	CO Tour (32 Mo)	Post-CO Shore Tour (24 Mo)	Post-CO Shore Tour (24 Mo)	Major Command (24 Mo)	Post Major Command Shore (24 Mo)
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NPTU Shift Engineer

- Train and mentor our Sailors and future leaders
- Further develop your skills for success as a DH/XO/CO
- \$500/month incentive pay, no DH tour required
- If proceeding to DH Tour:
 - DH Guarantee: homeport or ship-type guarantee **or**
 - Higher Education Option: Up to 12 month sabbatical, Naval War College, or Naval Post Graduate School

High Visibility Assignments —Talk with your CO and detailer early if interested in the following assignments

- Flag Aide
- CNO's Staff
- USNA Company Officer
- Detailer (PERS-42) or Officer/Enlisted Community Manager (OPNAV N133)
- Naval Reactors Technical Assistant

Non-Traditional Shore Duties (NTSDs)

- NTSD assignments offer a pick off the follow on shore duty slate
 - Submarine Liaison Officer for a Destroyer Squadron (DESRON) or Amphibious Squadron (PHIBRON)
 - Pre-Commissioning Unit (PCU) split tour
 - Unaccompanied Bahrain tour

Life-Work Balance

- For information on life-work balance and family planning visit the 21st Century Sailor website:
www.public.navy.mil/BUPERS-NPC/SUPPORT/21ST_CENTURY_SAILOR

For more information on JO Shore Duty visit:
www.public.navy.mil/bupers-npc/officer/Detailing/submarinenuclear/career/Pages/default.aspx



Graduate Education

Full-Time Graduate Education

- Up to 12 months sabbatical for NPTU Shift Engineers
- Naval Postgraduate School (NPS)
- United States Naval Academy Graduate Education Plus Teaching (GE+T)
- USNA Leadership Education and Development (LEAD)
- Special Programs (These programs have a long application time, so inquire and apply early)
 - Woods Hole MIT
 - Olmsted Scholarship
 - Politico-Military Masters (PMM)
 - Fleet Scholar Education Program (FSEP)

Part-Time Graduate Education

- Graduate Education Voucher (GEV)
 - \$20,000/year for two years
 - 3-for-1 obligation, maximum obligation 3 years
- Tuition Assistance (TA)
 - Covers tuition/fees up to \$250/credit hour not to exceed \$750/class up to 16 credit hours a semester
 - Concurrent two-year service obligation incurred upon completion of courses
- Naval Postgraduate School distance learning
 - Mechanical Engineering degree (7 classes)

Subspecialty Codes

- Graduate education in any subspecialty is valued regardless of source or method of achievement
- Some billets are filled by officers with matching subspecialty codes
- Certain subspecialties are of highest value to the URL community
 - Financial Management (31XX)
 - Operations Research Analysis (321X)
 - Manpower Management (3130)

For more information on funding for Graduate Education visit:
www.public.navy.mil/bupers-npc/career/education/

Department Head Tour

Initial Training (18 Mo)	Division Officer Tour (32 Mo)	Post-JO Shore Tour (24 Mo)	SOAC	Department Head Tour (32 Mo)	Post-DH Shore Tour (24 Mo)	XO Tour (20 Mo)	Post-XO Shore Tour (24 Mo.)	SOAC	CO Tour (32 Mo)	Post-CO Shore Tour (24 Mo)	Post-CO Shore Tour (24 Mo)	Major Command (24 Mo)	Post Major Command Shore (24 Mo)
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Purpose: Refine warfighting and leadership skills while broadening each officer's submarine experience

Submarine Officer Advanced Course (SOAC)

- SOAC gate is January after 7.5 YCS
- Permanent Change of Station (PCS) to Groton, CT for 5 months
- DH job and homeport preferences submitted prior to SOAC with assignments made during the course

Department Head Slating Process

- Goal is to match your professional development and the needs of the Navy to your individual desires
- Performance influences slating, with top performers more likely assigned to top choices
- Goal is SSN/SSGN mission experience and SSBN strategic deterrence patrol experience prior to command

Department Head Milestones

- Develop into the "Third Officer"
- Command Qualification
 - Mentorship from Senior submarine leadership
 - Crucible event validating readiness prior to XO tour
- Executive Officer Screening
 - Three-look screening process at 9, 10, and 11 years of commissioned service (YCS)
 - Driven by standout performance against peers within the squadron

For more information on SOAC Dates and slating visit:
www.public.navy.mil/bupers-npc/officer/detailing/submarinenuclear/career/pages/default.aspx



Department Head Shore Tour

Initial Training (18 Mo)	Division Officer Tour (32 Mo)	Post-JO Shore Tour (24 Mo)	SO/CO	Department Head Tour (32 Mo)	Post-DH Shore Tour (24 Mo)	SO/CO	XO Tour (20 Mo)	Post-XO Shore Tour (24 Mo.)	SO/CO	CO Tour (32 Mo)	Post-CO Shore Tour (24 Mo)	Post-CO Shore Tour (24 Mo)	Major Command (24 Mo)	Post Major Command Shore (24 Mo)
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Purpose: Leverage Department Head experience to maximize fleet readiness

Playing the Slate

- Post DH Shore detailer (421A) will contact you once your relief has been identified

Slating and Job Opportunities

- First career milestone focusing on career specialization.
- Screening status and DH experiences influence an individual’s opportunity for assignment
- Waterfront support billets such as SqOPS, SqWEPS, and SqENG are vital to the success of the Force
- High Visibility billets allow submariners to continue to demonstrate the strength of our community and quality of our officers on a larger stage. Examples include: EA for a flag officer, 3 or 4– star aide, or international liaisons
- Inspection Team Members (NPEB and CRE) require billet-specific experience and prepare our submarines for operations
- Significant leadership opportunities at NPTU Charleston and Ballston Spa (e.g., MTS Engineer, Plant XO, etc.)

Post-Department Graduate Education

- Graduate education opportunities still available post-DH (e.g., Naval War College, Army War College, Air Force War College, or foreign War Colleges, MIT/WHOI, Olmsted Scholar Program, etc.)

For more information on Department Head shore duty visit:
www.public.navy.mil/bupers-npc/officer/detailing/submarinenuclear/career/pages/default.aspx



Statutory Promotion Boards

Determining Eligibility

- Promotion boards look at zones vice year groups
- Zones are based on lineal number (based on date commissioned and source)
 - Lineal number is in block 7 “PREC.NO” of your Officer Data Card (ODC) at: www.bol.navy.mil
- A Naval message (NAVADMIN) promulgates the promotion zones around mid-December, at least 30 days prior to the first scheduled board
- If your lineal number is lower than the “junior In-Zone” officer’s number on the message, you are In-zone and will be eligible for promotion during that year’s board

Merit Re-Order

- Officers selected for Merit Re-order are those officers whose records contain documented performance consistently superior to the performance of their peers
- These officers are placed higher on the promotion list, thus they promote earlier

Board Preparation

- Boards convene annually during the following months
 - LCDR (O4) Line Promotion Board - May
 - CDR (O5) Line Promotion Board - February
 - CAPT (O6) Line Promotion Board - January
- All Unrestricted Line Officers compete together in the same competitive category for promotions at these boards, not just submariners
- Accuracy and administrative correctness of your record is a direct reflection of your professionalism to the board
 - Verify all FITREPs, awards, education, subspecialties, etc. are accurately represented in your record at www.bol.navy.mil
- A letter explaining any past issues not readily apparent in the record (e.g., PFA failures, unexplained TAD status, etc.) should be sent to the board (example at <http://www.public.navy.mil/bupers-npc/reference/milpersman/1000/1400Promotions/Documents/1420-010.pdf>)
- Results are released 3-4 months after board completion

For additional board information visit:

www.public.navy.mil/bupers-npc/boards/activedutyofficer/Pages/default.aspx



Joint Requirements

Joint Professional Military Education (JPME)

- Emphasizes a multi-service approach to establish warfighter cooperation among the Armed Forces
- Completion of JPME Phase I and II, as well as a tour in a Joint Duty Assignment, results in Joint Qualified Officer (JQO) status
 - Enhances opportunity for selection and promotion
 - Required for selection to Flag Officer

JPME I (O3-O4)

- Required prior to attending SCC as a Prospective Commanding Officer (PCO)
- Distance Learning programs
 - 19 remote sites with dedicated classroom seminars
 - Web-enabled correspondence course
- In-residence programs at NPS and Naval War College for Post-DH and below

JPME II (O5-O6)

- National Defense University and Senior Service Colleges (1 year)
- Joint Forces Staff College (10 weeks)
- JPME I is required prior to attending a Senior War College

Joint Duty Assignments (minimum tour 22 months, nominal tour 36 months) in an approved billet on the Joint Duty Assignment List (O3 - O6)

- Joint Staff
- Office of the Secretary of Defense
- Combatant Command (e.g., STRATCOM, EUCOM, etc.)

For more information on JPME visit:

<http://www.public.navy.mil/BUPERS-NPC/OFFICER/DETAILING/JOINTOFFICER/Pages/JPME.aspx>



Path to Command

Initial Training (18 Mo)	Division Officer Tour (32 Mo)	Post-JO Shore Tour (24 Mo)	SOAC	Department Head Tour (32 Mo)	Post-DH Shore Tour (24 Mo)	XO Tour (20 Mo)	Post-XO Shore Tour (24 Mo)	CO Tour (32 Mo)	Post-CO Shore Tour (24 Mo)	Post-CO Shore Tour (24 Mo)	Major Command (24 Mo)	Post Major Command Shore (24 Mo)
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The Pinnacle Warfighting Assignment - Command at Sea!

Sustained Superior Performance at Sea

- Top performers at sea screen for the next milestone
- Command qualifications must be completed prior to attending SCC as a PXO
- Breakouts among DH/XO peers within the Squadron and recommendations in FITREP Blocks 40 and 41 are imperative for screening XO and CO

Executive Officer

- Three-look process at 9/10/11 YCS
- Historically, approximately 60% of eligible DHs screen XO, with up to 25 additional officers screened XO Submarine Support (XOSS) on third look
- XOSS screened officers are given a fourth look for XO to ensure the best and fully qualified are screened XO
- Historically, ~6 XOSS officers are called up to XO each year as needed

Commanding Officer

- Three-look process at 14/15/16 YCS
- Historically, approximately 65% of eligible XOs screen CO, with most remaining eligible officers screening CO Submarine Support (COSS)
- COSS officers serving as Squadron Deputies are called up to CO Afloat as needed
- Historically, 4-6 COSS officers are called up each year



For additional board information visit:

www.public.navy.mil/bupers-npc/boards/activedutyofficer/Pages/default.aspx



NOBIP

Nuclear Officer Bonus and Incentive Pay (NOBIP)

Nuclear Officer Continuation Bonus (COBO)

- Junior Officers are eligible for COBO after successfully completing the PNEO exam, recommended for DH by CO, and within one year of minimum service requirement
- Officers signing an initial contract prior to a DH tour may request 4, 5, 6, or 7 year COBO contracts
- Initial contracts may be “+ 1” contracts, meaning the officer is eligible to receive payment immediately, and all subsequent payments on their commissioning anniversary
- All other officers may request 3, 4, 5, 6, or 7 year COBO contracts
- Officers serving or served in major command with greater than 26 years of commissioned service may request 1, 2, 3, or 4 year COBO contracts (refer to NAVADMIN 219/18)
- \$35,000 per year for officers prior to Major Command
- \$45k for Post Major Commanders (PMCs)
- OPNAVINST 7220.11(series) provides details

Nuclear Officer Annual Incentive Pay (AIP)

- Qualified Nuclear Officers not on COBO but still on active duty on 30 September receive \$12,500 per year for time served
- First AIP payment is pro-rated month-for-month beyond their MSR

For additional information on all Nuclear Officer Bonus and Incentive Pays, please refer to OPNAVINST 7220.11 (series)



Additional Pay and Benefits

Submarine Pay

- Continuous Submarine Pay is paid to most officers afloat and ashore, who remain in the submarine service and meet prescribed operational requirements until 26 years of commissioned service as defined in OPNAVINST 7220.15(series)
- Operational Submarine Duty is paid to officers assigned to and serving in operational submarine duty when CONSUBPAY eligibility criteria are not met

Health Care Benefits

- TRICARE is the Department of Defense's worldwide health care program. Service members are automatically covered; dependents are enrolled in TRICARE Prime or Standard.
- Family members must be enrolled in dental plans through TRICARE (requires a premium for full coverage)

Thrift Savings Plan (TSP)

- See page 19 for information on Blended Retirement System

GI Bill Benefits

- Earn 40% of the GI Bill benefits 90 days after your minimum service requirement (MSR) with full benefits 3 years after your MSR
NOTE: MSR varies based on your commissioning source, this MSR is NOT the same as your MSR as a submariner.
- Receive full tuition and fees, a monthly stipend, and a book stipend to an institution of higher learning up to highest cost for in-state undergraduate studies
- May elect to transfer all or a portion of benefits to dependents after 6 years of service
 - Member will be obligated to an additional 4 years of service upon transfer of benefits
- Transfer of benefits must occur prior to 16 YOS
 - If over 16 YOS, members have until 1 January 2020 to transfer

Service members Group Life Insurance (SGLI)

- Service members are auto-enrolled
- Coverage up to \$400k (\$29/month premium) in \$50k steps

For more information and available TRICARE policy options visit:
www.tricare.mil

For more information on TSP visit: www.tsp.gov

For more information on GI Bill Benefits visit: www.gibill.va.gov



Other Flexibility Options

Career Intermission Program (CIP)

- Personnel may be inactivated from active duty for up to 2 years to pursue personal or professional goals and return to active duty at the end of the period
- 2 months of obligated service required for every inactive month taken
- Officers are administratively delayed upon return to active duty to remain competitive for promotions, screening milestones, etc.
- Medical/dental benefits maintained
- Please refer to OPNAVINST 1330.2(series) and DoD Instruction 1327.07 for more information on CIP

Targeted Re-Entry Program (TRP)

- Purpose is to retain high performing officers who might otherwise be lost to separation
- Eligible TRP participants are afforded the opportunity to pursue personal or professional goals outside full-time Navy constraints and are provided a “golden ticket” or “silver ticket” for an expedited return to active duty

Lateral Transfer

- OPNAVINST 1210.5(series) requires officers be post-DH
- Waivers are considered on case basis for post Div-O
- Recommend viewing the Lateral Transfer Guidelines on the PERS-42 webpage at the below link

Dual Military Co-Location

- Co-Location is a priority. “Opt-out” is Navy policy. Refer to MPM 1300-1000 and your detailer for more information.

For more information on **CIP** visit:

http://www.public.navy.mil/bupers-npc/support/21st_Century_Sailor
OPNAVINST 13320.2 (series)
DoD Instruction 1327.07

For more information on **TRP** visit:

MILPERSMAN 1001-260

For more information on **lateral transfer** visit:

www.public.navy.mil/bupers-npc/boards/administrative/TransferRedesignation
OR <https://www.public.navy.mil/bupers-npc/officer/Detailing/submarinenuclear/Pages/Career%20Counseling.aspx>

For more information on **Co-Location** visit:

<https://www.public.navy.mil/bupers-npc/officer/Detailing/submarinenuclear/FAQsAnswers/Pages/Question18.aspx>



Building Retirement Savings with the Blended Retirement System

The Blended Retirement System (BRS) is a modernized retirement plan for all new entrants into the Uniformed Services on or after Jan. 1, 2018, and eligible service members who opted into BRS. Features of the BRS include a **defined contribution**, consisting of government automatic and matching contributions, to a service member's Thrift Savings Plan (TSP), a **defined benefit** (also known as a pension or monthly retired pay for life), after at least 20 years of service, a mid-career bonus called continuation pay and a new lump sum option at retirement.

Key Aspects Under BRS

1 Defined Contribution Thrift Savings Plan (TSP)



You Contribute	DoD Auto Contribution	DoD Matches	Total
0%	1%	0%	1%
1%	1%	1%	3%
2%	1%	2%	5%
3%	1%	3%	7%
4%	1%	3.5%	8.5%
5%	1%	4%	10%

New entrants on or after Jan. 1, 2018

-  Automatically enrolled at 3% of your basic pay in an age appropriate TSP Lifecycle Investment Fund.
-  Your Service automatically contributes the equivalent of 1% of your basic pay to your TSP after 60 days of service.
-  You'll see matching contributions at the start of 3 years through the completion of 26 years of service.

All Service members are fully vested in the automatic 1% contribution – it's yours to keep--after completing 2 years of service

2 Defined Benefit

Received after completing 20 years of service

$$2\% \times \text{Years Served} \times \text{Retired Pay Base}$$

Calculate your **retired pay base** by averaging the **highest 36** months of basic pay

You'll gain this monthly annuity for life after completing 20 years of service

3 Continuation Pay

Received between 8, but not more than 12 years of service

4 Lump Sum Option

A choice of how to receive your defined benefit

Maximize Your TSP

The Power of Compounding

Compounding is powerful because it allows you to make money, not just on the money you contribute to your TSP, but also on the money that it earns. Think of it as having a snowball effect—so the sooner you start saving, the more years you have to save, and the more effective compounding is in building retirement savings.



(*calculation using the planning tools at TSP.gov, based on an annual growth rate of 7% with monthly contributions)

Resource Websites

- TSP.gov
 - DFAS.mil
 - MilitaryOneSource.mil
 - SEC.gov
 - MilitaryPay.defense.gov/Calculators
 - MilitaryPay.defense.gov/BlendedRetirement
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Resources

Military OneSource: Department of Defense-funded program providing comprehensive information on every aspect of military life at no cost to active duty, National Guard, and reserve members, and their families

<http://www.militaryonesource.mil/>

Graduate Education

Navy Funding Programs: www.public.navy.mil/bupers-npc/career/education/

GI Bill Eligibility Requirements/Benefits: www.gibill.va.gov

JPME

<http://www.public.navy.mil/BUPERS-NPC/OFFICER/DETAILING/JOINTOFFICER/Pages/JPME.aspx>

Pers-42: Submarine/Nuclear Officer Assignments

www.public.navy.mil/BUPERS-NPC/OFFICER/DETAILING/SUBMARINENUCLEAR

Nuclear Officer Incentive Pay (OPNAVINST 7220.11)

www.doni.daps.dla.mil/allinstructions.aspx

Nuclear Officer Community Manager (OPNAV N133)

www.public.navy.mil/bupers-npc/officer/communitymanagers/Unrestricted/Pages/SubmarineNuclearOCM.aspx

Board Information

www.public.navy.mil/bupers-npc/boards/activedutyofficer/

Lateral Transfer

www.public.navy.mil/bupers-npc/boards/administrative/TransferRedesignation

CIP

http://www.public.navy.mil/bupers-npc/support/21st_Century_Sailor

Joint Service Requirements

www.public.navy.mil/BUPERS-NPC/OFFICER/DETAILING/JOINTOFFICER/Pages/JPME.aspx

Pay and Benefits

www.tricare.mil and www.tsp.gov

PERS-42B	CO Detailer	(901)-874-3929
PERS-421	XO Detailer	(901)-874-3944
PERS-421A	Post-DH Detailer	(901)-874-3931
PERS-421B	DH Sea Detailer	(901)-874-3932
PERS-421C	JO Shore Detailer	(901)-874-3943
PERS-421D	JO Sea Detailer & NOIP POC	(901)-874-3934
PERS-421N	PNEO/LIMDU/DFC/AQD	(901)-874-4441

“Underway on Nuclear Power”



USS NAUTILUS (SSN 571)

17 January 1955