



Submarine Post-Commander Command (PCC)/Major Command (MC) Detailing Information

(Updated February 2020)

1. Your Detailer:

The CO Detailer (PERS-42B) is your detailer from your initial detailing to your CO tour until you are being detailed for Major Command (MC). PERS-42 will work with you directly on your MC slating, but PERS-42B will handle your orders and other administrative issues.

2. The PCC Process/Timing:

a. Following command, the goal is to have you conduct two tours, approximately 24 months each, prior to going to MC. This does not always work out, and you could go slightly earlier or slightly later, depending on the needs of the slate and inventory at the time. In general, you should expect to roll to MC at approximately 23-24 YCS. One of those tours will usually be a waterfront support billet, and one will likely be a major staff tour. Also, be aware that most PCC tours will involve a move. Deputy assignments are generally not a full 24 months.

b. Goals for PCC tours include getting non-Joint personnel to a Joint Tour, and cycling personnel through the waterfront. Additionally, we track the following AQDs/Subspecialty Codes:

- 1) Financial Management (FM): 3100/3105/3110/3111/3112
- 2) Operations Analysis (OA): 3210/3211/3212
- 3) Navy Strategic Planner (SP): 2300X
- 4) Requirements Management (RM): 6511P/6511Q

c. The priority PCC jobs include:

1) **Waterfront Support:** CSS Deputy (14), NPEB (4), CRE (4), PCOI (3), CTF-74 (2), CTF-69 (2), TYCOM N3(2)/N5(2)/N9(2), TYCOM SY REP (2), JFMCC-STRAT(1), and AGGRESOR SQD(1).

2) **Joint:** STRATCOM (1), JCS (1), PACOM (1), OSD (2), EUCOM (1).

3) **Staff:** OPNAV N97 (7), PERS 42/N133 (2), NRLL (2), OLA (1), SSP (2), NAVSUBSCOL (1), CLS NEWPORT (1), NNSA (1), RDSA (1), USNA (1), UWDC/TAG (1), CPF (1)

This is not a complete list, but provides a good indication of the spread on the types of jobs.

d. CAPT SPOT Promote Authority. We recently received authority to SPOT Promote Officers assigned to NPEB Senior Member, CRE Team Senior Member and the TYCOM N9 billets. Once you are NR approved for these positions, Pers-42B will contact you to submit the required paperwork to propose your name at the next quarterly SPOT promote board. Once approved by the Board AND serving in the billet you will promote to O-6, with corresponding pay, similar to how Ship Engineers are promoted. The same rules apply, once you transfer from that billet if you have not selected for O-6, you will revert back to an O-5.

e. PCC slates go twice each Fiscal Year (FY). Around May and November each year, PERS-42B will begin working to build the next PCC slate, and will confirm PRDs for those in PCC billets. Once PRDs are confirmed, he will send the slate out to all personnel who will roll in that six-month period, either from a CO tour or from another PCC billet.

f. If you are an afloat CO at this time, work with your squadron. PERS-42B will also send the slate to the commodore and deputies if you are deployed, so they can review the jobs and provide counsel and mentoring to their COs.

g. PERS-42B will give you some time to discuss the available jobs prior to providing a ranked slate back. There are currently 73 "Core" PCC billets. These are jobs that submarine force leadership has determined are the priority jobs that require PCCs and need to be filled. The submarine force is responsible for many other billets, some of which are 1120-coded billets, and many of which are coded for 1000 (any officer) or 1050 (any warfare-qualified officer) fills.

h. Once you have provided your inputs, it will take some time to work through the slate. Once the slate is put together, it will be routed for approval, and has to go through N97, CSP, and CSL before going to NR for final approval. This is true of every PCC assignment, so this process will take time. Additionally, some jobs require specific nomination and review, which adds time. Once the slate is approved, PERS-42B will send word and start getting orders processed.

i. Submitting preferences. Detailing at the PCC/MC/PMC level is much more individualized than at earlier times in your career. If you have particular concerns about your career timing, especially with regards to retirement, reach out and contact PERS-42B to discuss your concerns directly. While submitting preferences for the PCC slate does not automatically commit you to accepting orders, discussions on your intention to retire or continue to your next assignment need to be open and frank between yourself and PERS-42 so that we can effectively balance your personal desires and the needs of the Force.

j. Geographic Stability. Opportunity for geographic stability at the PCC/MC level is extremely limited. Outside of Washington DC, Norfolk and Pearl Harbor most locations only have 1 or 2 billets that we fill at the PCC level. Oftentimes, a PCC slate will have only one, or perhaps no, jobs in places like Bangor, King's Bay, Groton and San Diego. While you are encouraged to include all of your detailing concerns in your preferences, you should expect to move following your CO tour.

k. Competitive Assignments. About one-third of the jobs on any given PCC slate require the officer assigned to be screened for MC or likely to screen for MC. These jobs include Squadron Deputies, NPEB

SBM, PCOI's, Line Locker positions and a few others. While you are encouraged to list all jobs you are interested in when submitting your preferences, officers that have not screened for MC or do not have a hard or soft competitive CO breakout should not expect to be assigned to these types of positions.

1. Joint Duty Assignments. Having as many officers as possible complete their Joint Duty Assignment is a priority for the Submarine Force. If you have not already completed a JDA, an emphasis will be placed on getting you to a Joint Tour during one of your PCC tours. These tours must last at least 22-months for you to receive joint credit for them. Conversely, if you have already completed a JDA, you will not be detailed to another JDA unless no other suitable officer who does not have a JDA is available.

3. **Major Command:**

a. **Screening:** Your first look for MC is the year in which you are selected for O-6. Typically, you will find out you were selected in the Spring, then will go up for your first look (of three) for MC in November of that year. As previously discussed, you will go to MC between 23 and 25 YCS with the majority at 24 YCS, so the year before your target year, start talking to PERS-42.

b. **Slating:** The general MC Slating process is:

1) December: Receive notification you are a participant on the MC Slate, as well as which MC billets are on the slate, from PERS-42. He will tell you how long you have to submit inputs. Once you receive the email, if you decide you do not want to participate in the slate, then you are declining MC assignment. This affects your screening code, and will prevent you from consideration for flag rank; however, it does not affect your AQDs or bonus pays.

2) NLT March: MC assignments are finalized and SUBFOR message released. You will work with PERS-42B to iron out the timing and pipeline requirements. MC slates are run by FY, so the FY21 slate will be sent out in December of 2019, with expected fill dates of November 2020 to October 2021. Occasionally there are fill dates slightly outside these windows depending on incumbent's follow-on PMC assignment.

c. **Training En Route:**

1) The only common courses for MC are the Major Command Leadership Course (MCLC) and MILITARY JUSTICE (MIL JUS) course. Those are taught in Newport, RI, typically on consecutive weeks for a total of about 10 days of TAD. Additional schools for different pipelines below.

2) **SSGN CO:** NR (5 weeks), SCC (24 days), SSGN AWS CMD (5 days in Kings Bay only, limited billets available in Dam Neck and San Diego if the KBAY course timing does not work), TYCOM Staff Talks (3 days) and Navy Senior Leaders Seminar at NPS (NSLS) (potentially).

3) **Squadron Commodore:** P-CDRE Course at CSL (3 days, convened once during the year. It is very likely you will attend this course in a TAD status from your normal duty, prior to detaching from your pre-MC job, or after already relieving as CDRE), NR (1 day), Navy Senior Leaders Seminar at NPS (NSLS) (potentially), and SSP (2 days for CSS-17 and 20 CDREs **only**).

4) **Tender CO:** RCMC (2 weeks, Norfolk), SWOS MC (3 weeks, Newport), NR (1-day), MSC HQ (2 days, DC), Navy Senior Leaders Seminar at NPS (NSLS) (potentially), and MSC TYCOM (2 days, Norfolk).

5) **Base CO/Shore Installation:** Shore Station Senior Leadership Course (SSSL, DC).

6) **Attache:** One year of language training, three year tour in country.

d. Major Command Positions:

1) Commodore positions:

Groton: CSS-4, CSS-12

Norfolk: CSS 6

Kings Bay: CSS-16, CSS-20

San Diego: CSS-11

Bangor: CSS-17, CSS-19, CSDS-5

Pearl Harbor: CSS-1, CSS-7

Guam: CSS-15

Naples: CTF-69

Bahrain: CSS-21

2) SSGN(2 crews each):

USS OHIO (SSGN 726)

USS MICHIGAN (SSGN 727)

USS FLORIDA (SSGN 728)

USS GEORGIA (SSGN 729)

3) Training:

NAV SUB SCOL Groton

SLC Groton (sequential MC)

TTF Kings Bay

TTF Bangor

NSTCP Pearl

NNPTC Charleston

NPTU Charleston

OTC Newport (rotates with SWO/AIR)

4) Maintenance/Tender:

RSG NLON

TRF Kings Bay

NIMF PACNORWEST

EMORY S. LAND (AS-39)

FRANK CALBE (AS-40)

5) Bases:

SUBASE NLON

SUBASE Kings Bay

NAVSTA Point Loma

NAVBASE Kitsap

Joint Base Pearl Harbor – Hickam (Rotates with SWO)

NAVSTA Newport

NAVSTA Yorktown

6) Other:

NOTU Cape Canaveral (Sequential MC)

CUS Norfolk

Defense Attache Norway