



Submarine Command Detailing Information

(Updated October 2019)

1. Your Detailer:

The XO Detailer (PERS-421) is your detailer until your PCO class is finalized. Once PERS-421 has the right mix of Eng-Served (ES) and Non-ES PCOs, he will forward the class roster to the CO Detailer (PERS-42B) to begin the slating process, typically about 6 months before you will start the NR PCO Course.

2. Timing:

Do not hesitate to engage with PERS-421 about your timing. Due to the Submarine Officer career path, your post-XO shore duty could be shorter than 24 months. Approximately 6 months after reporting to Post-XO Shore Duty, call PERS-421 to discuss timing (and it is worth checking up periodically after that). By then, he should have a reasonable idea of whether or not you will be needed before 24 months. The goal is to get you to start the command pipeline by September of your 16th year of commissioned service (YCS), but this will vary from officer to officer. Additionally, be flexible—there are often changes to slates and other unforeseen issues that can result in a later notification of your timing. Be ready—you're going to Command a Submarine!

3. The Process:

a. Approximately six months prior to your PRD, you will receive an email from PERS-42B. The email will contain the ships on your PCO slate, will specify which ships require ES COs, and will contain the basic expected pipeline timing. He will also provide a PCO Input Spreadsheet, on which you will put your previous assignments, experience (deployments, patrols, workups, SY, etc.), performance (DH and XO squadron rankings are helpful), contact information, any additional information that would be useful in your slating, and, ultimately, your list of preferences from the slate (ships for which you are eligible, based on your ES status). Typically, you will have a few weeks to digest the slate and provide your final inputs.

NOTE: PCOs should be aware that shipyard (SY) time in command is more and more likely. Our force is smaller than it used to be, and availabilities can be long. This may not be your preference, but submarine force leadership absolutely values SY CO time!! Being in the SY as an EOH CO, PCU CO, etc., is recognized to be a very difficult leadership challenge, and good performance in the SY is viewed very positively! Many COs spend almost an entire tour in the SY, and still progress up and rank out very well—the bottom line is that your ISIC evaluates you on your leadership and performance, whether that is SY performance or deployed performance. So, DO NOT BE AFRAID of SY time!

b. PERS-42B will work to match the right PCO to the right ship. He will absolutely take your preferences into account, but ultimately the needs of the ship will take precedence. Once drafted, the slate will go to OPNAV N97, COMSUBPAC, COMSUBFOR, and Naval Reactors for review and approval. The entire process, from initial email to PCOs to final approval, can take upwards of a few months, as there is significant discussion during the preparation and review of the PCO slate. After you have submitted your inputs, additional calls to PERS-42B are unnecessary and will not speed things up.

c. Following slate approval, PCOs should be notified by the first Submarine Admiral in their chain of command or geographic area (e.g., a PCO at a joint command in Norfolk would likely get called by CSL, etc.). Once notifications are complete, PERS-42 will work to have orders out by 3 months prior to detaching. This will depend on the financial conditions at the time, but that is the goal.

d. Joint Travel Regulations (JTR) make certain allowances for personnel ordered to/from “unusually arduous sea duty”, which all of our submarines are. We can write you Intermediate Stops (I-stops) at your last duty station, or your ultimate duty station, during breaks in your training pipeline. However, these I-stops must be to the location your family currently resides (or where your HHG are for those without dependents). Once your assignment is approved, Pers-42B will get your input on what you would like to do during these I-stops. If you intend to take leave, no I-stop is necessary.

e. IAW NAVADMIN 136/10, all URL officers who screen for Command must complete JPME Phase I prior to assuming command. This means you must have it done before commencing the PCO Pipeline. Trying to complete JPME Phase I during the PCO pipeline is a distraction and is not a recipe for success. If you have not completed Phase I by the time you receive the initial slate email from Pers-42B, you can expect to provide a detailed, executable plan for completion or you may be rolled to a later slate.

4. **PCO Pipeline:**

a. Required schools:

1) Naval Reactors: 13 weeks at the Washington Navy Yard, beginning four times a year (January, April (or late March), July (or late June), and mid-September). There will also be a two-day ISTOP at KAPL for Reactor Control familiarization. You will be contacted by NR after the slate is approved with logistics information.

2) Submarine Command Course (SCC): Nine weeks, starting in the school house either in Pearl Harbor (January and July classes) or Groton (April and September classes). There will be a week of TYCOM staff briefs and COAT training at the end. The TYCOM briefs will take place in both Pearl Harbor (for PCOs assigned to CSP ships) and Norfolk (for PCOs assigned to CSL Ships).

3) Command Leadership Course (CLC): Two weeks in Newport, RI. Your spouse will receive an invitation to attend a spouse’s course during the second week. This is worthwhile if you are able. You will be contacted by the school and need to get contact information back to them for your 360-degree review as early as possible.

4) D-5 Backfit Course: This is for SSBN COs only, and will include PXOs from your SCC class. This course takes place in Kings Bay (Jan/June) or Bangor (Mar/Sep), and is approximately one month long. It includes classroom instruction at TTF, at-sea time if possible, and ISTOPs at STRATCOM and SSP in Washington, DC. Typically, the timing works out such that SSBN PCOs will attend CLC after finishing the D-5 Backfit Course.

b. **Optional Schools:**

1) JPME PHASE II: This is a 10-week course in Norfolk at the Joint Force Staff College (on Naval Support Activity Hampton Roads, not at Sewell's Point). Before attending, JPME Phase I must be complete, and to be a Joint Qualified Officer (JQO), you need to have JPME Phases I and II, and a qualifying Joint Tour. If there is time in your training track and we can get a quota, we will evaluate adding this into your pipeline.

5. **Orders/Travel:**

a. **Rental Cars**: You will not get a rental car for NR in DC or for JPME Phase II in Norfolk. For SCC and the brief stop at KAPL, rental cars are authorized, but they may be divided such that there is one car per every 3 students or so.

b. **POV**. If your current duty station is less than 400 miles from any of your I-stops, you will be authorized to travel by POV if you desire. If you take your POV, you are also authorized to be reimbursed for parking charges incurred as long as they are documented and itemized separately from other charges. The most common case where this arises is people stationed in Norfolk who choose to POV to DC for the NR course. If you choose to take your POV ensure you keep meticulous records of your expenses.

b. Do not buy plane tickets or rental cars without ensuring the orders have authorized them, as you could pay out of pocket. Also, do not move yourself before having an authorized move, as that might also not be reimbursable. It is recommended that you arrange your travel in "legs", to allow for modifications to the overall itinerary. Past lessons learned from those who set up all the travel for their entire trip indicate it is usually a sub-optimal move, and can result in complications in repayment.

d. Mrs. Mary Rowe (PERS-42P) writes the PCO orders, and can answer any questions you have about authorizations, school timing, etc. Her number is 901-874-3942, and is available if you are unable to speak to PERS-42B about your issue. Any final decision will be made above her level, so do not blame her for any inability to execute your desires—she is very experienced and knows the rules, and will work to accommodate anything we can.

6. **General Information:**

a. Keep METICULOUS records of your PCO pipeline throughout. You will get periodic partial liquidations to help defray the cost of lodging and meals, typically done monthly while at NR and SCC. Track all expenses and all payments! Knowledge of your entitlements is the only defense when your travel claim gets messed up (which it inevitably will). It is up to you to ensure that you get all the money you are owed.

b. Keep PERS-42B up to date on any contact information changes, and the overall timing for your change of command.

c. Assignment changes absolutely can happen after the pipeline begins. It is not as common as for DH or XO assignments, but it does occur. Be ready, and remember—either way, you're going to be CO of a submarine!

d. Verify your Rad Health Physical is up to date while on your post-XO shore duty. If it is going to come due during the pipeline, or early in your CO tour, get the physical done AT LEAST a year before your PRD. This permits time to prosecute any issues before the slating process begins. Also, this will ensure your physical is good for your entire CO tour.

e. Verify and update your clearance! You must have clearance for SCC.

f. Once you have put on O-5, get your official photo done (khakis) and get a "Command Photo" done. Ensure you are wearing a command pin for the command photo. Recommend both Summer Whites and SDBs for the command photos, and get one with your cover on and one without.

g. Get a bio written, if you don't already have one. Typically, the PCOIs review it at SCC, so it is worth having one prepared before you arrive.

h. Once you get orders, I recommend getting in touch with the ship to establish contact, provide information, ask questions, etc. This enables the ship's XO to get preparations going early, and also gets the lines of communication open so that you and the incumbent CO can coordinate schedule changes, determine an appropriate change of command date, etc.

i. CONGRATULATIONS!!!! Keep charging--it is worth it!