



# SUBMARINE OFFICER COMMUNITY STATUS





# SUBMARINE FORCE COMMANDER'S INTENT 4.0

A vertical image on the left side of the slide shows a missile launching upwards, leaving a large, billowing white plume of smoke and fire against a grey sky.

**Strategic Deterrence modernization**

**Prepare for the Fight in “Decade of Max Danger”**

**Maintain our overmatch in the Undersea Domain**

**Evolve People Strategy to sharpen competitive edge**

**Enhance U.S. Alliances and Partnerships**

## **PERS-42'S ROLE**

**Assign the RIGHT officer**

**At the RIGHT time**

**To the RIGHT assignment**

**LEAN AND ELITE FORCE - WARFIGHTING FOCUSED - #1 DOD PRIORITY**

# MyNavyHr AND PERS-42'S ROLE



Career path timing,  
screening, and  
promotion

Needs of the officer's career

Desires of the Officer

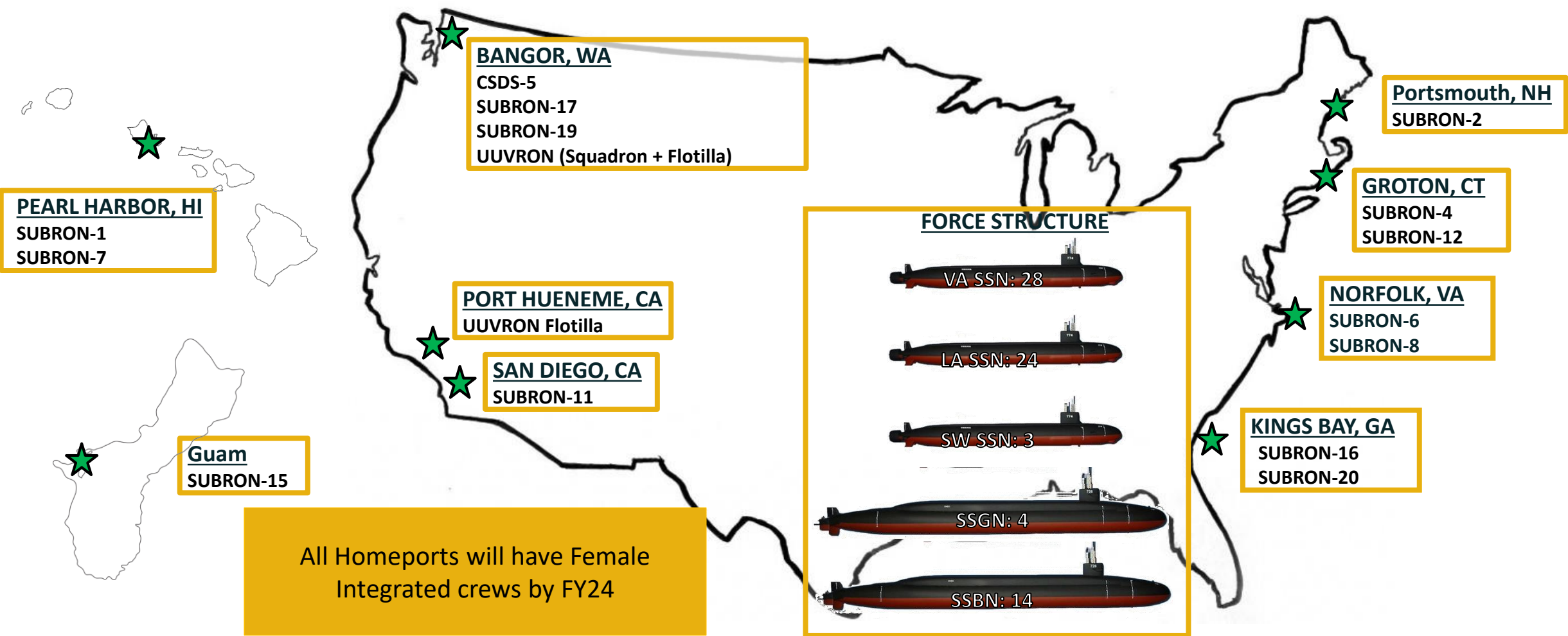
Needs of the Navy and the  
Submarine Force

Career path  
flexibility through  
Sea and Shore  
assignments

Warfighting Readiness

SUPPORTING THE WARFIGHTER

# SUBMARINE OFFICER ASSIGNMENTS

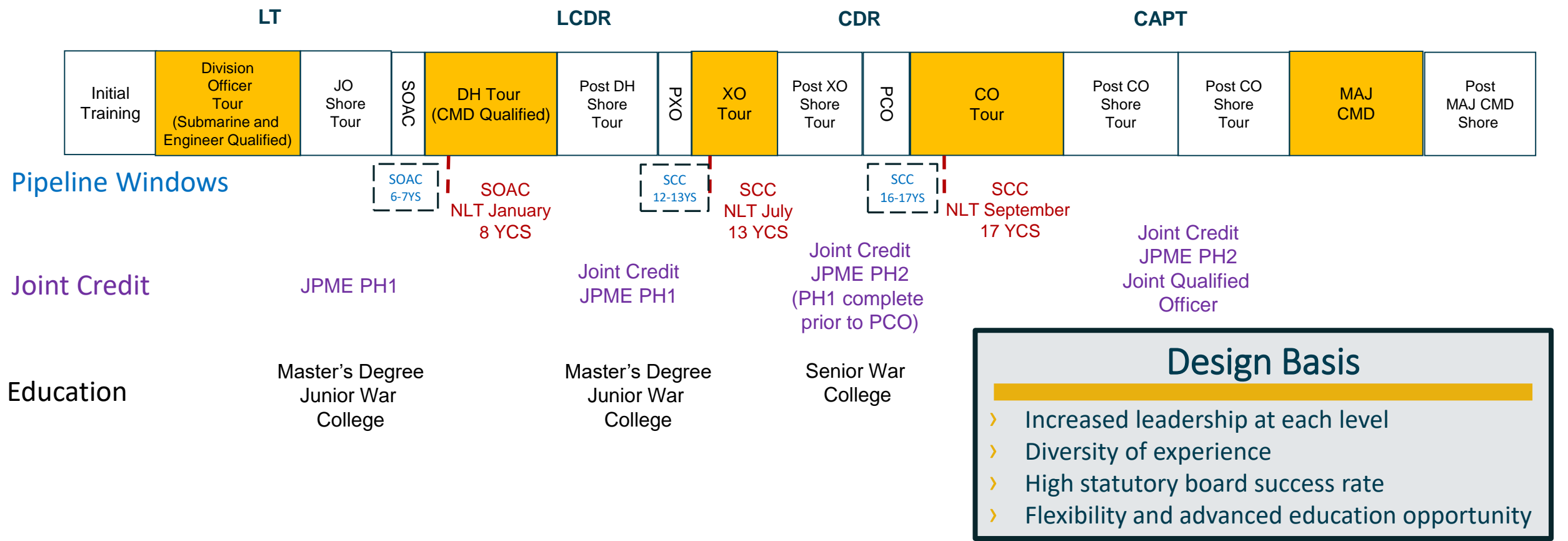


WORLDWIDE FOOTPRINT/OPPORTUNITY

# SUBMARINE OFFICER CAREER PATH:MK1, MOD 0



YRS: 0      2      4      6      8      10      12      14      16      18      20      22      24      26      30



IMPORTANT MISSION, REWARDING LEADERSHIP OPPORTUNITIES, PATH TO COMMAND

# SUBMARINE OFFICER CAREER PATH: EARLY FLEXIBILITY OPTIONS



YRS:	0	2	4	6	8	10	
Split Tour Experience Program (STEP)	Initial Training	Operational 1 <sup>st</sup>	PNEO	Shipyard 2 <sup>nd</sup>	Follow-On Shore Tour	SOAC	Department Head Tour
		Shipyard 1 <sup>st</sup>		Operational 2 <sup>nd</sup>			
PCU/NTSD Option	Initial Training	Division Officer Tour		PCU or NTSD	Follow-On Shore Tour	SOAC	Department Head Tour
NPTU/Education Option	Initial Training	Division Officer Tour		NPTU	Education	SOAC	Department Head Tour
Direct to Department Head Option	Initial Training	Division Officer Tour		SOAC	Department Head Tour		Opportunity for 2 Shore Tours Prior to XO

MULTIPLE OPTIONS FOR FLEXIBILITY EARLY IN THE CAREER



# POST-DIVISION OFFICER DETAILING



## Post-DO Shore Assignment Priorities

1. Reward performance and provide educational/career broadening opportunities
2. Value commitment to continued service in the Submarine Force and service in challenging assignments
3. Offer career path flexibility

- › **Talent Management Board (Feb/Aug)**
- › **Early Slating (Quarterly)**
- › **Standard Slating (Quarterly)**
- › **Career Path Flexibility Options**
  - › Direct to Department Head
  - › Career Intermission Program

SUBMARINE FORCE VALUES PERFORMANCE, COMMITMENT, AND FEEDBACK

# POST-DIVISION OFFICER SHORE SLATING



## Grad Ed and Selective Programs

### In-Residence Programs

Naval Postgraduate School  
Fleet Scholars Education Program  
MIT/WHOI Program  
USNA GE+T, LEAD (Instructors and Company Officers)  
Olmsted Program  
Junior War Colleges

### Selective Programs/Fellowships

SECNAV Tours with Industry, Federal Executive Fellowships, President's Emergency Operations Center, Office of Legislative Affairs

	1Q23	2Q23	3Q23	4Q23
#1 Choice	52.5%	45.8%	51.3%	41.3%
Top 5 Choice	70.7%	64.4%	62.7%	77.6%
Top Third	90%	88.1%	88.1%	98.3%
Middle Third	0.0%	0.0%	6.8% (4)	1.7% (1)
Bottom Third	10% (6)	11.9% (7)	5.1% (3)	0.0%
AVG Preference	4.24	4.54	4.25	3.95
AVG Tour Length	33.5	33.7	33.8	33.7

**DIVISION OFFICER SEA TOUR IS DEMANDING - SHORE DUTY IS DESERVED**



# DEPARTMENT HEAD SEA DETAILING: DIVERSIFIED MISSION SETS



Be the Third Officer

Economic Benefits  
GI Bill Transfer Option  
Additional Education

Platform and Mission  
Diversity

MANAGE, LEAD, AND TRAIN A WATCH TEAM AND A DEPARTMENT



# DEPARTMENT HEAD SHORE DETAILING



## Typical Shore Assignments

- » Engineer Billets – 20 billets/yr | ~30 officers/yr
  - » 17 SQENG/GRENG
  - » 6 NPTU/MTS billets
  - » 2 TYCOM RADCON officers
  - » 11 NPEB JBMs
  - » 2 NRLL Tech Assists
  - » NR Aide
- » SSBN WEPS Billets – 6 billets/yr | 8 officers/yr
  - » 2 SQWEPS
  - » 4 Group WEPS/Targeting officers
  - » 1 NTPI Inspector
  - » 2 TTF Instructors
  - » 5 SSP WEPS
- » SSBN NAV Billets – 3 billets/yr | 8 officers/yr
  - » 2 SQOPS
  - » 2 TTF Instructors
  - » 2 SSP NAVs
  - » 2 Group NAVs
- » NAV/WEPS Billets – 22 billets/yr | ~60 officers/yr
  - » 14 SQOPS
  - » 2 SQWEPs
  - » 4 CRE JBMs
  - » 20 High Visibility
  - » 1 NSTCPC Instructor
  - » 2 SUBSCOL Instructors
  - » 1 SLC Staff
  - » 1 SLF Staff

UTILIZE DH EXPERTISE TO SUPPORT WARFIGHTERS

# SUBMARINE CONTINUATION BONUS AND INCENTIVE PAY



COBO OPTIONS	RATE
Initial Contract (4/5-years)	\$50k First Installment - \$35k Annually
Initial Contract (6/7-years)	\$50k First Installment - \$40k Annually
Renewed Contract <12YCS	\$40k Annually
Renewed Contract >12YCS	\$45k Annually
Major Commander/Major Program Manager >26YCS	\$50k Annually

## SUBPAY

- DO at Sea ~\$5,700/YR
- DH at Sea ~\$9,660/YR
- CO at Sea ~\$11,400/YR

## Sea Pay

- DO at Sea ~\$2,286/YR
- DH at Sea ~\$4,272/YR
- CO at Sea ~\$6,600/YR

WELL-DESERVED COMPENSATION FOR LEAN, ELITE WARFIGHTING FORCE



# BLENDED RETIREMENT AND POST 9-11 G.I. BILL BENEFITS



				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
<b>Initial Commitment</b> 5 Years				<b>Pre-Continuation Pay</b> 12 Years			<b>O4 Retirement</b> 20 Years			<b>O5 Retirement</b> 28 Years			<b>O6 Retirement</b> 30 years	
<ul style="list-style-type: none"><li>• <b>\$32,200</b> total in TSP</li><li>• Match gave <b>\$16,100</b></li></ul>				<ul style="list-style-type: none"><li>• <b>\$132,300</b> total in TSP</li><li>• Match gave <b>\$56,500</b></li></ul>			<ul style="list-style-type: none"><li>• <b>TSP Total: \$365,700</b></li><li>• Match gave: <b>\$182,800</b></li></ul>			<ul style="list-style-type: none"><li>• <b>TSP Total: \$837,600</b></li><li>• Match gave: <b>\$418,800</b></li></ul>			<ul style="list-style-type: none"><li>• <b>Total TSP: \$1,010,000</b></li><li>• Match gave: <b>\$505,200</b></li></ul>	
				<ul style="list-style-type: none"><li>• <b>GI Bill Transfer eligible: \$150,000</b></li></ul>			<ul style="list-style-type: none"><li>• <b>Pension: \$41,200</b></li><li>• <b>Tricare for Life</b></li></ul>			<ul style="list-style-type: none"><li>• <b>Pension: \$68,000</b></li><li>• <b>Tricare for Life</b></li></ul>			<ul style="list-style-type: none"><li>• <b>Pension: \$89,200</b></li><li>• <b>Tricare for Life</b></li></ul>	
2021 pay scale, individual contribution 5%, government match 5%, 8% compounding														

**Pension Benefits (after 20 years)**

- 2.0% x YOS x Highest Pay Grade Rate (BRS; 2.5% for Traditional)
- TRICARE for LIFE
- VA and Military benefits

Continuation Pay (Additional Bonus under BRS)
 

- 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%

## OPTIONS AND FLEXIBILITY UNDER BLENDED RETIREMENT

# PROMOTIONS AND SCREENING



## Historical Promotion Rates

- » 100% served DH to O4
- » 100% served XO Afloat to O5
- » 100% served CO Afloat to O6

## Statutory and Admin Boards

- » 3 "Looks" for XO/CO Afloat
- » Highly competitive for merit re-order
- » CO-SM opportunity initiatives
- » OIC/Shore-XO billet opportunities for O-5
- » 1120 Career TACAID



EXECUTE THE CAREER PATH ON TIME (OR EARLY) TO MAXIMIZE FUTURE OPPORTUNITY

# PROGRAMS FOR FAMILIES



## **Co-Location (Dual Military Marriage)**

MPM 1300-1000

## **Exceptional Family Member**

OPNAVINST 1754.2F

## **Advanced/Delayed Dependent Travel**

DCNO MEMO 10 JAN 20

Joint Travel Regulations



**DO NOT SUFFER IN SILENCE— CONTACT YOUR DETAILER WITH QUESTIONS**



# ADDITIONAL PROGRAMS AND RESOURCES



## Career Flexibility

Career Intermission Program (CIP)

Up to 36 months, 1-to-1 payback

OPNAVINST 1330.2C

Targeted Reentry Program (TRP)

Golden Ticket: 1 year, limited quotas

Silver Ticket: 2 years, unlimited quotas

## MyNavy Tools/Info

MyPCS App (PC or mobile application)

MyNavy Career Center (1-833-330-MNCC)



## Facebook/Instagram

Message Detailers

High Vis Tracker

Facebook Live Events

NPC\_PERS\_42



Training Aids

Community Updates

NAVADMIN Updates

Meta

## PERS-42 Website

Homepage via NPC Website

Mustang Corral – LDOs

Detailer Contact Info

Community Updates

Line Officer Detailing (Slates, Job Descriptions)

Board Information

Graduate Education

PERS-42 DRUMBEAT

Career Counseling

NAVY CREATING PATHS FOR MORE FLEXIBILITY

# TALENT STRATEGY – LINES OF EFFORT



**Quality of Career**: Changes that target improving quality of life through career opportunity and satisfaction in the submarine officer corps using policy to remove barriers.



**Leadership**: Changes that target strengthening mentorship and improving selectivity by optimizing talent in the submarine officer corps.



**Compensation**: Changes that target incentives for, and demonstrate the value of, continued service within the submarine force.

Lines of Effort to Improve Submariner Career Quality through Leadership and Compensation

# ACTIONS TAKEN



- Quality of Career**
- D2DH career path
  - ENG option D2DH
  - JO Split Tour - Groton
  - MC early slating
  - Subsequent MC tour



- Quality of Career**
- NAV/WEPS to JBM
  - Split tour credit for DH
  - Spot promote XO's of MC (2023)
  - Sea tour length enforcement
  - PNEO timing

- Leadership**
- Warfighter Talking Points
  - DHs = Sub Force Backbone



## Talent Strategy



- Compensation**
- Changes Pending
  - ECD May 2023



# PERS-42 TRAVEL SCHEDULE- 2023!



## 2023 SCHEDULE

5 – 8 June: Groton/Portsmouth

July: Bangor

April: Japan / Guam

August: Norfolk

**\*\*NPTU/NNPTC Visits approximately once per QTR\*\***



**DATES/LOCATIONS SUBJECT TO CHANGE, ANY CHANGES ANNOUNCED VIA SOCIAL MEDIA**

# PERS-42 CONTACT INFO



**CAPT Todd Figanbaum**  
**CAPT Ken Roman**  
**CDR Spencer Ovren**  
**LCDR Megan Moyette**  
**LCDR Aaron Smith**  
**LT Abby Agosto**  
**LT Tom Sims**  
**LT Jack Dymont**  
**LT Nathan Olaiya**  
**LT Amy Trammel**  
**CAPT Ken Holland**  
**LCDR Scott See**  
**LT Karl Martin**

**Division Director**  
**Deputy/CO Detailer**  
**Branch Head/XO Detailer**  
**Post-DH Detailer**  
**DH Sea Detailer**  
**JO Shore Detailer**  
**Accessions and JO Sea Detailer**  
**Nuclear Placement Officer**  
**Nuclear Compliance Officer**  
**NOBIP Manager**  
**CDR & Above LDO Detailer**  
**LCDR & Below LDO Detailer**  
**Assistant LDO Detailer**

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**VISIT PERS-42 FACEBOOK PAGE AND NPC WEBSITE FOR UPDATES**