



SUBMARINE OFFICER COMMUNITY STATUS

# 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

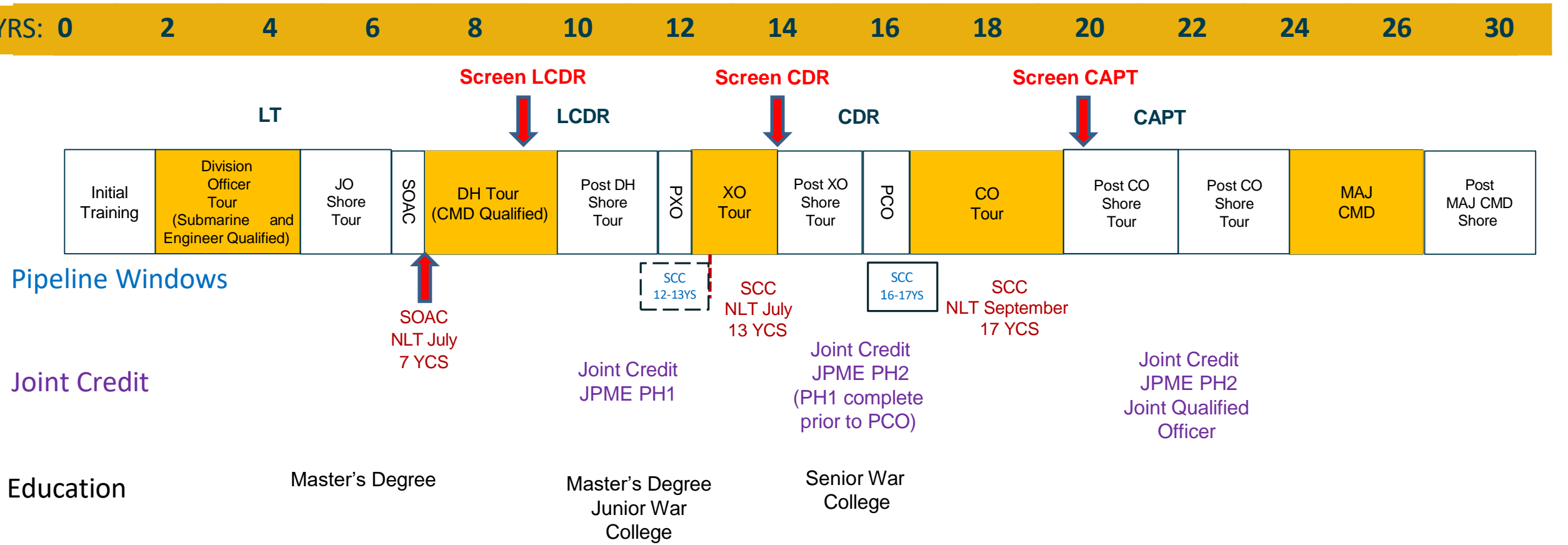
Career path  
flexibility through  
Sea and Shore  
assignments

Warfighting Readiness

SUPPORTING THE WARFIGHTER

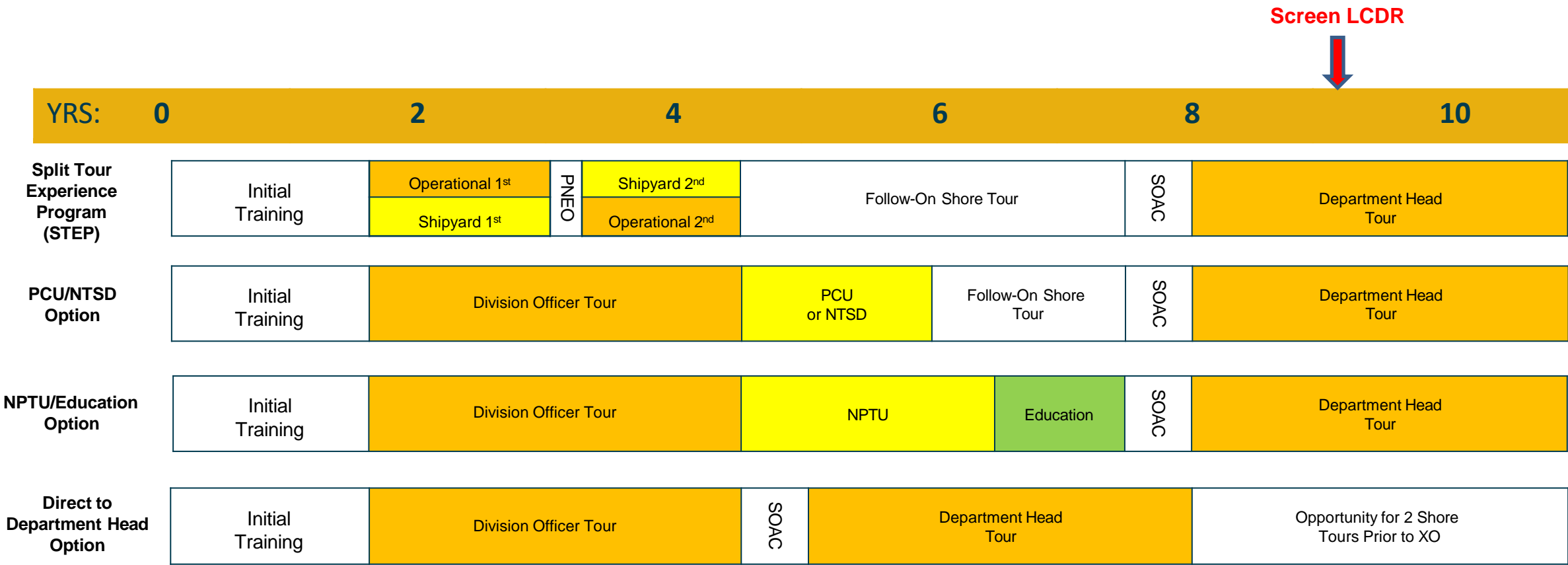


# SUBMARINE OFFICER CAREER PATH:MK1, MOD 0





# SUBMARINE OFFICER CAREER PATH: EARLY FLEXIBILITY OPTIONS

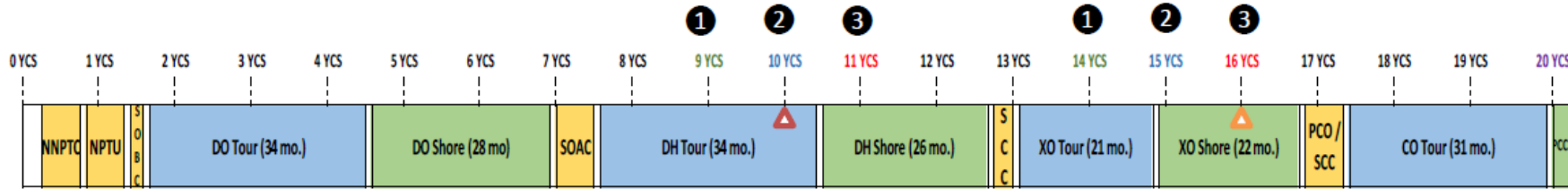


MULTIPLE OPTIONS FOR FLEXIBILITY EARLY IN THE CAREER

# DIRECT TO COMMANDING OFFICER



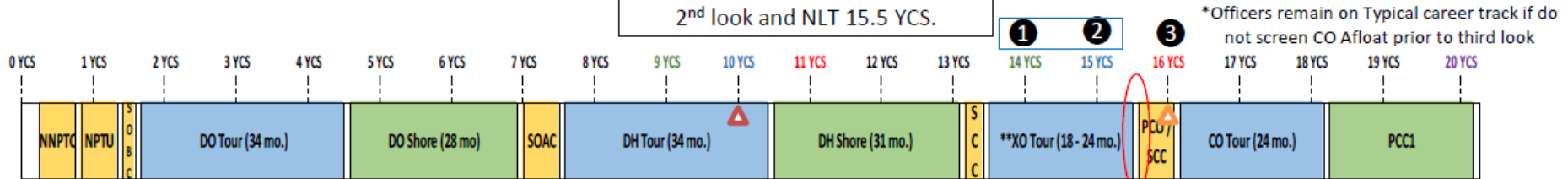
## Typical



Two Opportunities to opt into D2CO Career Path

**Decision Point CO Shore:**  
Opt into extended post CO shore D2CO career path following screening for CO Afloat during 1<sup>st</sup> or 2<sup>nd</sup> look and NLT 15.5 YCS.

## Post-CO Shore



Officers Screened CO Afloat in YG11 and junior

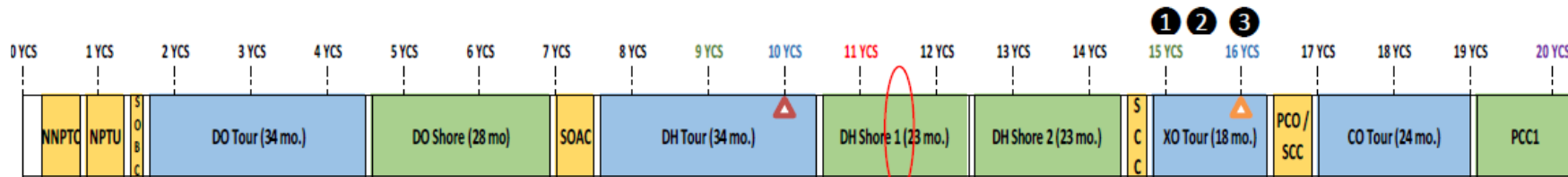
Both paths offer:

1. Extended Shore Assignment
2. Geostability
3. Ability to complete milestone tours early

**Decision Point DH Shore:**  
Opt into extended post DH shore D2CO career path following screening XO Afloat and NLT 11.5 YCS.

You'll sign a 7-year COBO contract when entering the PCO pipeline

## DH Shore

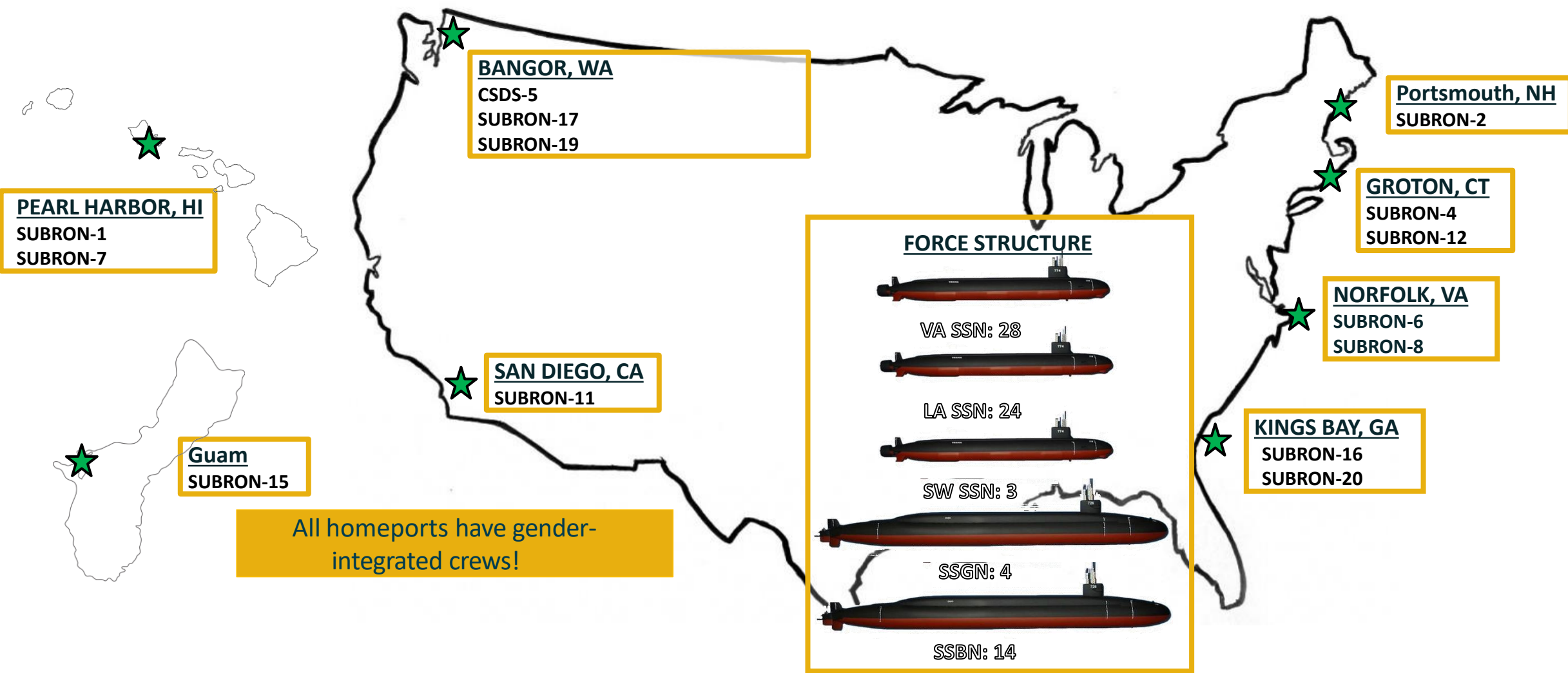


Officers Screened XO Afloat in YG14 and junior after their YG's 3rd look for XO (2025)

**SSBN ONLY (FOR NOW)**

You'll sign a COBO contract after selection for D2CO and another contract upon entering the PCO pipeline

# SUBMARINE OFFICER SEA ASSIGNMENTS



WORLDWIDE FOOTPRINT/OPPORTUNITY





# SEA DETAILING: RUN THE SHIP (DH, XO, CO)

## DH

- SOAC for 6 months

## DH

- Goal: 32 months
- Average: 35 months
- Get ranked, screen

## DH Split Tour Opportunities

- Officers screened for XO on first look will be evaluated for swapping DH jobs

## PXO SCC

- September, January, April, July
- Gate July 13 YCS

## XO Tour

- Goal: 18-20 months
- Average: 20.5 months
- Get ranked, screen, then rotate to Post XO tour

## PCO SCC

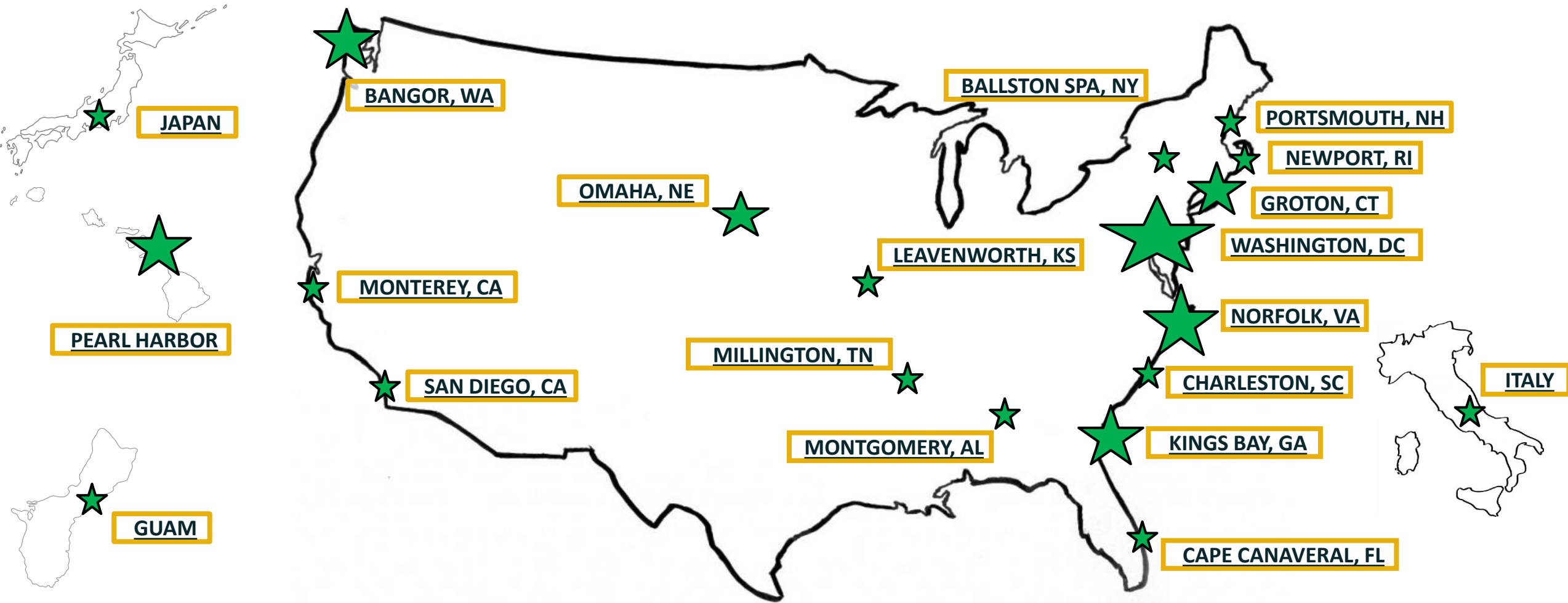
- September, January, April, July
- Gate September 17 YCS

## CO Tour

- Goal: 28-30 months
- Average: 30.5 months

KNOW YOUR JOB! DO YOUR JOB! TRAIN YOURSELF OUT OF A JOB!

# SHORE DETAILING



LET'S FIND THE RIGHT JOB FOR YOU AND YOUR FAMILY – YOU DESERVE IT!!!



# 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

## **General Timeline**

- › 9-12 months before your PRD: Talent Management Board (Feb/Aug)
- › 6-8 months before your PRD: Early Slating (Quarterly)
- › 4-6 months before your PRD: Standard Slating (Quarterly)

**YOU DESERVE A SHORE TOUR!**

# POST-DIVISION OFFICER SHORE SLATING



## Grad Ed and Selective Programs

### In-Residence Programs

Naval Postgraduate School  
Fleet Scholars Education Program  
MIT/WHOI Program  
USNA LEAD (Company Officers)  
Olmsted Program  
Junior War Colleges  
Graduate Education  
Vouchers (GEV)

### Selective Programs/Fellowships

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

	1Q25	2Q25	3Q25	4Q24
#1 Choice	50.0%	44.8%	44.7%	40.3%
Top 5 Choice	82.6%	63.4%	72.3%	73.1%
Top Third	100.0%	100%	100%	98.1%
Middle Third	0% (0)	0% (0)	0% (0)	1.9% (1)
Bottom Third	0%	0%	0%	0%
AVG Preference	3.26	4.47	3.60	3.94
AVG Tour Length	33.4	32.1	33.0	33.0

# PROMOTIONS AND SCREENING



## Statutory Boards - Historical Promotion Rates

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

Submariners do well in screening below-zone and merit re-order

## Admin Boards – Milestone Screening

- » 3 “Looks” for XO/CO Afloat
- » ~66% Opportunity for XO and ~66% Opportunity for CO
- » Career Timing is VERY important – get back to sea ASAP
- » COSS and CO-SM opportunity expanding
- » OIC/Shore-XO billet opportunities for O-5

HARD WORK OF SUBMARINERS IS VALUED AT BOARDS



# SUBMARINE CONTINUATION BONUS



COBO		
Contract Length	Rate	Total Entitlement
Initial Contract, 4-5 years	\$50k initial + \$50k/year	\$200k / \$250k
Initial Contract, 6-7 years	\$50k initial + \$50k/year	\$300k / \$350k
Follow-on contract, < 12YCS	\$50k/year	—
Follow-on contract, > 12YCS	\$50k/year	—
Major Commander/Major Program Manager	\$60k/year	—

# SUBMARINE CONTINUATION BONUS AND INCENTIVE PAY



## Department Head Salary

Base Pay	\$89,500/year
Basic Allowance for Housing (SD)	\$48,000/year
Submarine Pay	\$7,140/year
Sea Pay	\$4,272/year
Continuation Bonus ("Department Head Bonus")	<b>Up to \$350,000!!</b> (\$50k/year)
<b>Total</b>	<b>~ \$198,000/year!</b>

\*Rates for an O-3 w/over 6 years in the Navy

## Navy vs Civilian Salaries

Lieutenant Salary with Department Head Bonus	Average Civilian Deloitte Salary (2024)
<b>~ \$198,000/year</b>	<b>~\$107,600/year</b>
<b>Difference of ~\$90,000/year</b>	

**Doesn't factor in the benefit of free health care**

COMPENSATION IS COMPETITIVE WITH COMPARABLE OCCUPATIONS

# 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



## 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



## 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

# PERS-42 CONTACT INFO



<b>CAPT John Craddock</b>	<b>Division Director</b>	<b>john.d.craddock.mil@us.navy.mil</b>
<b>CAPT Jeremy Miller</b>	<b>Deputy/CO Detailer</b>	<b>jeremy.a.miller1.mil@us.navy.mil</b>
<b>CDR Kristin Shaw</b>	<b>Branch Head/XO Detailer</b>	<b>kristin.l.shaw10.mil@us.navy.mil</b>
<b>LCDR Jacqueline Penichet</b>	<b>Post-DH Detailer</b>	<b>jacqueline.m.penichet.mil@us.navy.mil</b>
<b>LCDR Dan Stickles</b>	<b>DH Sea Detailer</b>	<b>daniel.w.stickles.mil@us.navy.mil</b>
<b>LT Abby Agosto</b>	<b>JO Shore Detailer</b>	<b>abigail.r.agosto.mil@us.navy.mil</b>
<b>LT Jino Afable</b>	<b>Accessions and JO Sea Detailer</b>	<b>juanavelino.b.afable.mil@us.navy.mil</b>
<b>LT Jack Dymment</b>	<b>Nuclear Placement Officer</b>	<b>john.s.dymment.mil@us.navy.mil</b>
<b>LT Megan McAlester</b>	<b>NOBIP Manager</b>	<b>megan.a.mcalester.mil@us.navy.mil</b>
<b>LT Nick Hope</b>	<b>Nuclear Compliance</b>	<b>nicholas.t.hope.mil@us.navy.mil</b>
<b>CAPT Homer Hensy</b>	<b>CDR &amp; Above LDO Detailer</b>	<b>homer.f.hensy.mil@us.navy.mil</b>
<b>LCDR Tom Gainey</b>	<b>LCDR &amp; Below LDO Detailer</b>	<b>thomas.b.gainey.mil@us.navy.mil</b>
<b>LT Karl Martin</b>	<b>Assistant LDO Detailer</b>	<b>karl.r.martin.mil@us.navy.mil</b>