

"Not Cleared" Fact Sheet

References:

- (a) BUPERSINST 1540.41E CH-1, Qualification and Assignment of Personnel in the Naval Nuclear Propulsion Program
- (b) OPNAVINST 7220.11G, Nuclear Officer Incentive Pay Program
- (c) OPNAVINST 7220.15 CH-1, Submarine Duty Incentive Pay Program

Acronyms:

AIB	Annual Incentive Bonus
AQD	Additional Qualification Designator
CONSUBPAY	Continuous Submarine Duty Incentive Pay
COPAY	Nuclear Officer Continuation Pay
DFAS	Defense Finance and Accounting Service
NOIP	Nuclear Officer Incentive Pay
OPSUBPAY	Operational Submarine Duty Incentive Pay
SUBPAY	Submarine Duty Incentive Pay

Facts:

1. NO PAY ACTIONS WILL BE TAKEN UNTIL 1 OCTOBER. Officers placed "not cleared" by a screening board will continue to receive CONSUBPAY and NOIP until 30 September of the same fiscal year as the board.

2. OFFICERS NOT SERVING IN A NUCLEAR BILLET ON 1 OCTOBER:

a. AQDs for operation, supervision, and maintenance of naval nuclear propulsion plants will be removed 1 October.

b. Officers on AIB, which is paid on 30 September for completed service, will receive the full year or a pro-rata amount depending on their obligated service or last COPAY agreement anniversary date.

c. If under a COPAY contract, a pro-rata recoupment (from 1 October to the next anniversary date) will occur. For example, if the COPAY anniversary date is 1 April and nuclear AQDs are removed on 1 October, the officer has earned only half the annual payment received. DFAS will automatically recoup the difference based on the change in eligibility status. Local PSDs have more specific information on recoupment procedures.

3. OFFICERS SERVING IN A NUCLEAR BILLET ON 1 OCTOBER:

a. AQDs for operation, supervision, and maintenance of naval nuclear propulsion plants are retained until transfer from the nuclear billet.

b. Eligibility for COPAY ends 1 October. If under a COPAY contract, a pro-rata recoupment (from 1 October to the next anniversary date) will occur. The officer then begins earning AIB as long as he remains in the nuclear billet. (Note: The officer must remain in the billet through 30 September the following year to receive an AIB payment.)

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- c. Officers receiving AIB continue to do so until transfer from the nuclear billet.

4. ALL OFFICERS:

- a. COPAY: New COPAY contracts will not be approved for officers placed "not cleared" by a screening board.

- b. SUBPAY: On 1 October, officers placed "not cleared" are no longer eligible for CONSUBPAY. Officers remain eligible for OPSUBPAY.

- (1) To receive monthly OPSUBPAY, the officer must be assigned to a submarine or a qualifying submarine staff and meet minimum ride time requirements (nominally 48 hours per month). Reference (a) lists the staffs that qualify. If eligible for OPSUBPAY, action must be taken with the local PSD to receive it.

- (2) OPSUBPAY can be earned on a day-for-day basis for officers assigned TAD to a submarine while not attached to a staff qualifying for monthly OPSUBPAY.

- c. "Not cleared" officers may apply for lateral transfer to another community. Availability within each community (*e.g.*, Engineering Duty, Intelligence, Oceanography, etc.) varies. Contact your detailer for specifics.

- d. PERS-42 continues to detail 1120 designated officers placed "not cleared." They are assignable to billets world-wide commensurate with their rank, subspecialties, and/or experience and training.

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References:

- (a) BUPERSINST 1540.41E, Qualification and Assignment of Personnel in the Naval Nuclear Propulsion Program
- (b) OPNAVINST 7220.11F, Nuclear Officer Incentive Pay Program
- (c) OPNAVINST 7220.15 CH-1, Submarine Duty Incentive Pay Program
- (d) MEMORANDUM FOR DEPUTY CHIEF OF NAVAL OPERATIONS (MANPOWER, PERSONNEL, TRAINING, AND EDUCATION), Officer Retention Bonus – Commanding Officer Submarine Support

Acronyms:

AIB	Annual Incentive Bonus
AQD	Additional Qualification Designator
CONSUBPAY	Continuous Submarine Duty Incentive Pay
COPAY	Nuclear Officer Continuation Pay
COSS	Commanding Officer Submarine Support
DFAS	Defense Finance and Accounting Service
NOIP	Nuclear Officer Incentive Pay
OPSUBPAY	Operational Submarine Duty Incentive Pay
SUBPAY	Submarine Duty Incentive Pay
XOSS	Executive Officer Submarine Support
YCS	Years Commissioned Service

Facts:

1. A COSS/XOSS IS FULLY QUALIFIED TO SERVE AS CO/XO AFLOAT.

a. XOSS officers are prioritized for assignment by the screening board. As XO billets become available due to losses of screened XOs in a given year group, XOSS officers are "called up" in priority order from the list.

b. COSS officers are "called up" for assignment to CO billets based on performance as Submarine Squadron Deputy.

2. **THE "SUBMARINE SUPPORT" SCREENING STATUS CAN BE MAINTAINED** until 1 October of the year the officer completes 15 YCS (XOSS) or 21 YCS (COSS). At that time, the officer will be administratively placed in a "XO Shore" or "CO Shore" status. TYCOM or screening board action can result in transition to a "Not Cleared" status should something significant change in your record (*e.g.*, failure of the PXO or PCO training pipeline).

3. PAY IMPLICATIONS:

a. As a COSS/XOSS, full eligibility for NOIP and CONSUBPAY is maintained provided the officer remains qualified in accordance with references (a), (b), and (c). The two most common ways that COSS/XOSS officers lose eligibility:

(1) Being placed "CO Shore," "XO Shore," or "not cleared" as described above. If still serving in a nuclear billet at the time of being placed "not cleared" or

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exceeding 21/15 YCS, the officer will retain his nuclear AQDs and eligibility for NOIP until he detaches from that nuclear billet.

(2) Loss of nuclear AQDs. Reference (c) details numerous ways that an officer can lose his nuclear AQDs, but the most common reason is exceeding three years out of a nuclear assignment.

b. Loss of nuclear AQDs will result in loss of both NOIP and CONSUBPAY eligibility. Before refusing orders to a nuclear billet or requesting to extend your PRD in a non-nuclear billet, officers should review the pay consequences with their detailer. Submarine Support Incentive Pay (SSIP) is available to 1120 officers without AQDs in paygrades O-5, and O-6 who agree to remain on active duty for one, two, or three years. Reference (d) provides the details of the SSIP program.

c. Officers screened COSS and assigned as a Submarine Squadron Deputy will attend the full PCO pipeline (Naval Reactors and Submarine Command Course). This will provide the background necessary to more effectively assist the Squadron Commander in maintaining readiness of the assigned submarines and an opportunity to be "called up" for command at sea.

d. Officers screened XOSS who are not called up for an XO assignment will be afforded an additional look for XO screening at the next selection board, competing for the quotas available for those officers on their third look for XO.

e. Officers screened COSS are eligible for COSS Retention Bonus if in the grade of O-5 or O-6 with 20 to 21 YCS. Two Year contracts are \$20,000/year and Three Year contracts are \$25,000/year.

4. FUTURE ASSIGNMENTS:

a. PERS-42 continues to detail COSS and XOSS officers. They are assignable to billets world-wide commensurate with their rank, subspecialties, and/or experience and training.

b. Shore XO assignments are available for XOSS officers not "called up" to XO. In many cases, these types of billets have enabled XOSS officers to promote to O-5. The Post-Department Head detailer has additional information on these types of assignments.

c. All COSS officers should be assigned as Submarine Squadron Deputy to provide an opportunity to be "called up" to command. Shore CO assignments are typically filled by COSS Deputies not assigned to command at sea.