

## SUBMARINE OFFICER CAREER PATH MILESTONES

Officer: Commissioning Date: Year Group:

Tour (Nominal Tour Lengths)	Career Timing (to Begin Milestone)	Milestone	Goal	Actual
	,	DO Report Date		
Division Officer (12 mo post-PNEO, 30- 32 mo total, PRD set by command)	~1.5 YCS	Promotion to O-2 (comm. Date + 2 YCS)		
		Promotion to O-3 (1st day month after comm. date + 4 YCS)		
		First COBO Opportunity: Eligible to sign after passing PNEO. First payment at 4 YCS.		
<b>Professional Developme</b>	ent Milestones:	☐ Submarine Qualified ☐ Engineer Qualified		
Post-DO Shore (24 mo)(note 1)	4-5 YCS	1st DH Screening (May 5 YCS)		
		2nd DH Screening (May 6 YCS)		
<b>Professional Developme</b>	ent Milestone:	□ In-Residence Graduate Education (note 2)		
SOAC (6 mo)	6-7 YCS	SOAC Window: 6-7 YCS NLT "Gate" for SOAC (note 3): July 7 YCS (e.g., July 2027 for YG 20)		
<b>Department Head</b> (32 mo, PRD set by		O-4 Promotion Board ~8 YCS (note 4)		
		1st XO Screening Board (May 9 YCS, 30% of YG quotas)		
command)		2nd XO Screening Board (May 10 YCS, 50% of YG quotas)		
Professional Development Milestone:     Command Qualification (required prior to PXO)				1
Post-DH Shore (24 mo)(note 1)	9-11 YCS	3rd XO Screening Board (May 11 YCS, 20% of YG quotas) 4th XO Screening Board (May 12 YCS, for XOSS officers)		
Professional Developme	ent Milestones:	☐ JPME Phase I (required prior to PCO) ☐ In-Residence Graduate Education (note 2)		
PXO SCC, CLC (3 mo)		PXO SCC Window: 11-12 YCS		
Executive Officer (20 mo, PRD set by ISIC)	11-13 YCS	NLT "Gate" for PXO SCC (note 3): July 13 YCS		
		O-5 Promotion Board ~14 YCS (note 4)		
		1st CO Screening Board (May 14 YCS, 20% of YG quotas)		
<b>Professional Developme</b>	ent Milestones:	☐ JPME Phase II ☐ In-Residence Graduate Edu	cation (no	te 2)
Post-XO Shore (24 mo)(note 1)	13-15 YCS	2nd CO Screening Board (May 15 YCS, 60% of YG quotas)		
		3rd CO Screening Board (May 16 YCS, 20% of YG quotas)		
PCO Pipeline (9 mo)	15-17 YCS	PCO Pipeline Window: 15-16 YCS NLT "Gate" for PCO Pipeline (note 3): Sept. 17 YCS		
Commanding Officer (32 mo, PRD set by ISIC)		O-6 Promotion Board ~20 YCS (note 4)		
Post-CO Shore (2 tours, 36-48 mo total)	19-21 YCS	MC Screening Boards (first look November after O-6 selection, two additional looks, quotas not assigned by YG)		
<b>Professional Developme</b>	ent Milestones:	□ JPME Phase II □ Joint Duty Assignment □ Joint	Qualified (	Officer
Major Command (24 mo)	23-25 YCS	Major Command Goal: 24 YCS COBO Rate Increase for Served/Serving Major Commanders		
Notes (2 · me)	I	1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2		

## Notes

- (1) Submarine officers are not normally authorized to exceed three years out of a nuclear assignment. Waivers are possible on a case basis. This proficiency requirement does not apply to officers who have completed submarine command.
- (2) In-residence graduate education is required prior to Major Command for officers in YG 15 and junior.
- (3) Career milestone "gates" ensure documented performance in career milestones to be competitive at promotion boards.
- (4) Promotion board timing is estimated. Zones are promulgated every December via NAVADMIN.

Date revised: 17JUL25 Enclosure (18) CH-3