



SUBMARINE OFFICER CAREER PATH MILESTONES

Officer:

Commissioning Date:

Year Group:

Tour (Nominal Tour Lengths)	Career Timing (to Begin Milestone)	Milestone	Goal	Actual
Division Officer (12 mo post-PNEO, 30-32 mo total, PRD set by command)	~1.5 YCS	DO Report Date		
		Promotion to O-2 (comm. Date + 2 YCS)		
		Promotion to O-3 (1 st day month after comm. date + 4 YCS)		
		First COBO Opportunity: Eligible to sign after passing PNEO. First payment at 4 YCS.		
Professional Development Milestones: <input type="checkbox"/> Submarine Qualified <input type="checkbox"/> Engineer Qualified				
Post-DO Shore (24 mo)(note 1)	4-5 YCS	1st DH Screening (May 5 YCS)		
		2nd DH Screening (May 6 YCS)		
Professional Development Milestone: <input type="checkbox"/> 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)		
Department Head (32 mo, PRD set by command)		O-4 Promotion Board ~8 YCS (note 4)		
		1st XO Screening Board (May 9 YCS, 30% of YG quotas)		
		2nd XO Screening Board (May 10 YCS, 50% of YG quotas)		
Professional Development Milestone: <input type="checkbox"/> Command Qualification (required prior to PXO)				
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 Development Milestones: <input type="checkbox"/> JPME Phase I (required prior to PCO) 				

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.