

Submarine Support Fact Sheet

References:

- (a) BUPERSINST 1540.41F, Qualification and Assignment of Personnel in the Naval Nuclear Propulsion Program
- (b) OPNAVINST 7220.11K, Nuclear Officer Bonus and Incentive Pay Program
- (c) OPNAVINST 7220.15B, Submarine Duty Incentive Pay Program
- (d) NAVADMIN 293/10, Submarine Support Incentive Pay Programs

Acronyms:

AIP	Annual Incentive Pay
AQD	Additional Qualification Designator
CONSUBPAY	Continuous Submarine Duty Incentive Pay
COBO	Nuclear Officer Continuation Bonus
COSS	Commanding Officer Submarine Support
DFAS	Defense Finance and Accounting Service
NOBIP	Nuclear Officer Bonus and 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 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 NOBIP and CONSUBPAY is maintained provided the officer remains qualified in accordance with references (a), (b), and (c). The two most common ways COSS/XOSS officers lose eligibility:
 - i. 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 exceeding 21/15 YCS, the officer will retain his nuclear AQDs and eligibility for NOBIP until he detaches from that nuclear billet.
 - ii. Loss of nuclear AQDs. Reference (c) details numerous ways that an officer can lose

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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 NOBIP 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.

4. FUTURE ASSIGNMENTS:

- a. PERS-42 continues to detail COSS and XOSS officers. They are assignable to billets worldwide 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.