




SUBMARINE OFFICER COMMUNITY STATUS



SUBMARINE FORCE COMMANDER'S INTENT 3.0



Rebalance the Force for War
Develop the Undersea Force for Strategic Competition
Maintain Mastery of the Undersea Domain
Build Alliances and Partnerships

PERS-42'S ROLE

**Assign the Right Officers
To the Right Assignments
At the Right Time**

LEAN AND ELITE FORCE - WARFIGHTING FOCUSED - #1 DOD PRIORITY

MyNAVYHR AND PERS-42'S ROLE



Career path timing,
screening, and
promotion

Needs of the officer's career

Desires of the Officer

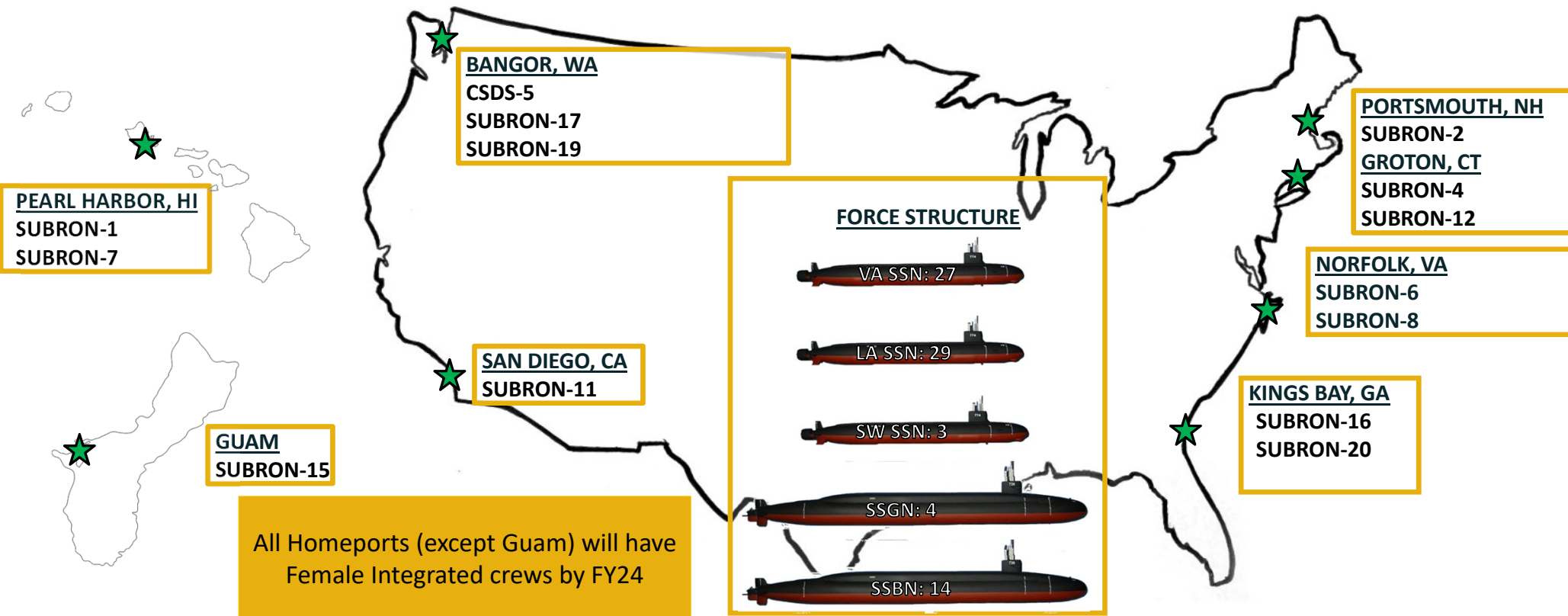
Needs of the Navy and the
Submarine Force

Career path
flexibility through
Sea and Shore
assignments

Warfighting Readiness

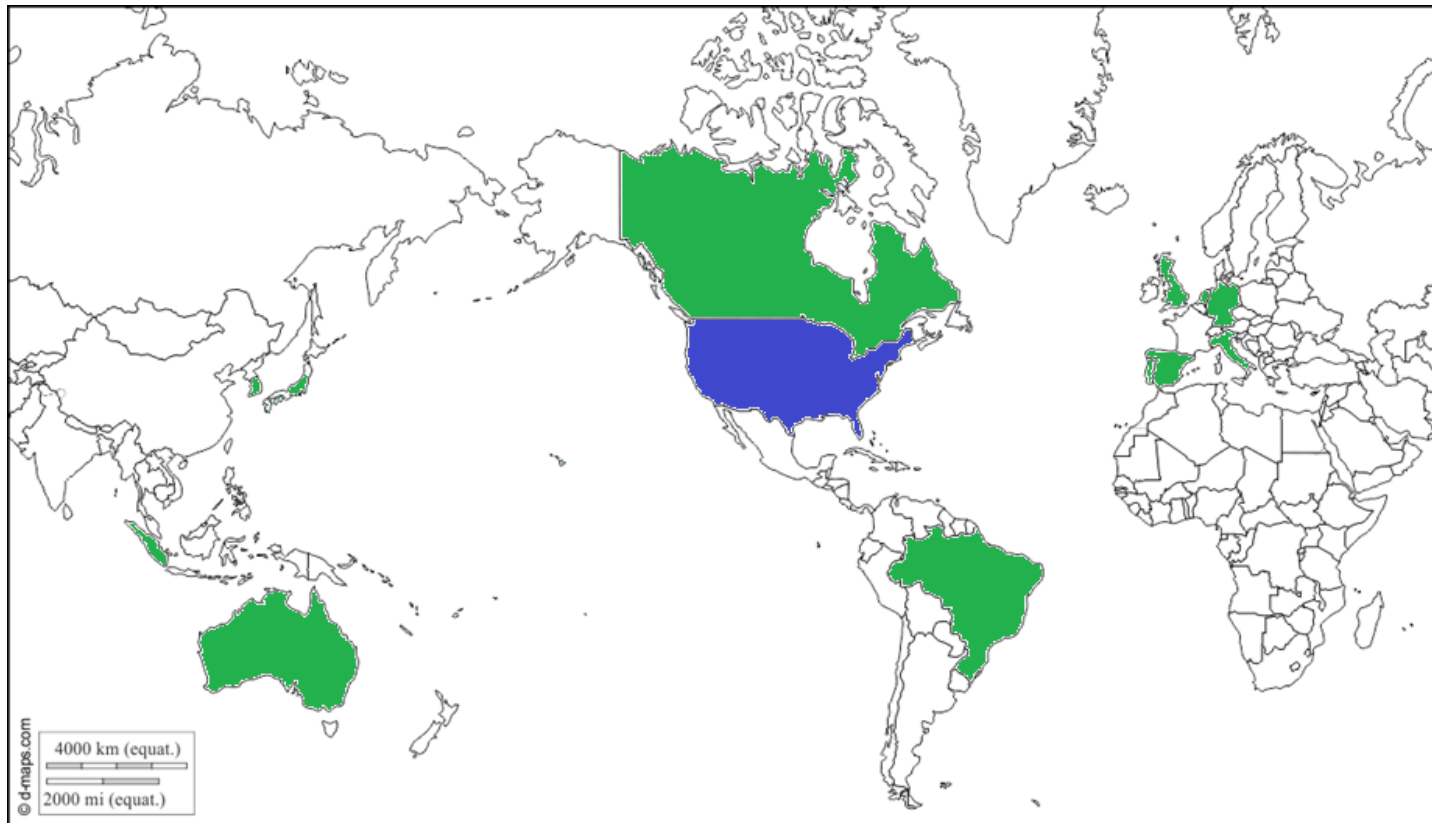
SUPPORTING THE WARFIGHTER

SUBMARINE OFFICER ASSIGNMENTS



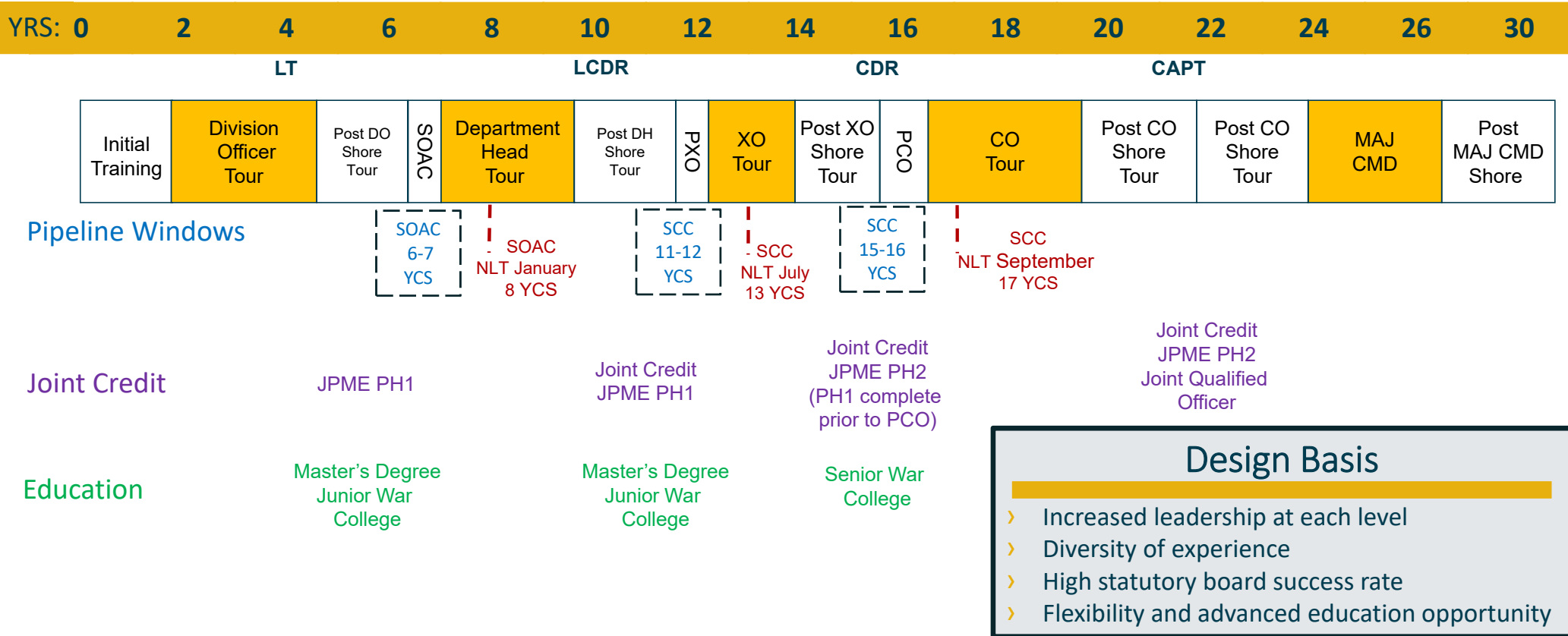
WORLDWIDE FOOTPRINT/OPPORTUNITY

SHORE TOUR OPPORTUNITIES



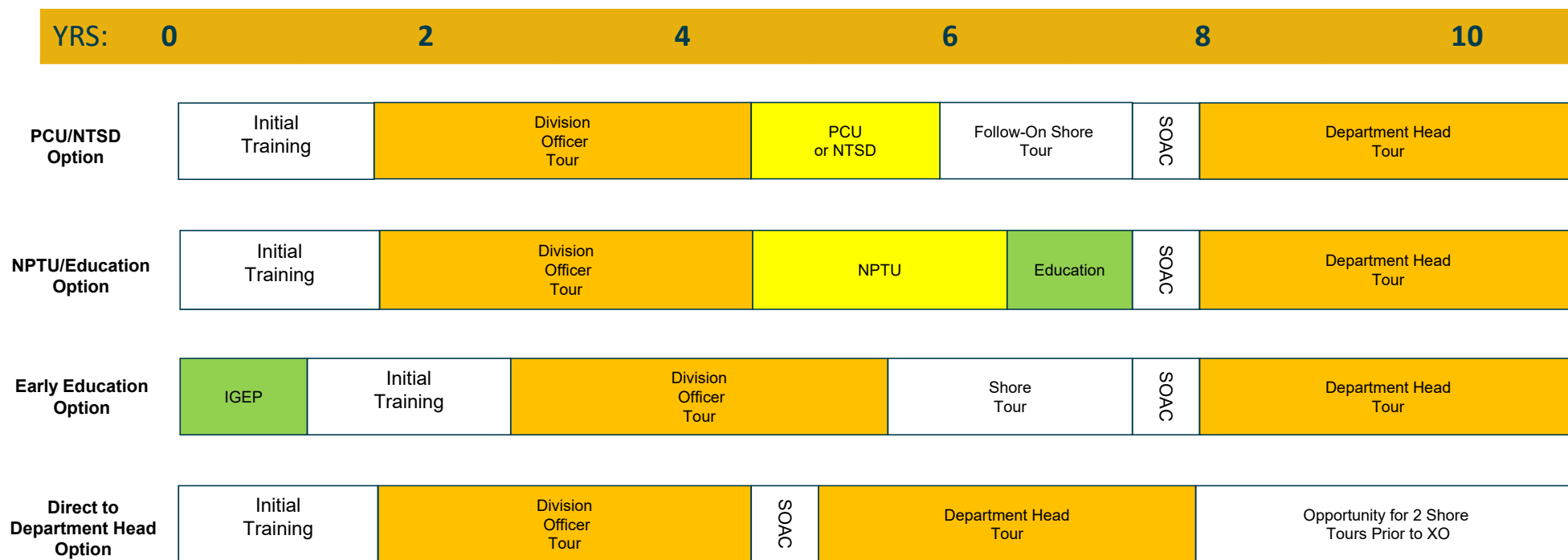
SUBMARINERS ARE CURRENTLY SERVING OVERSEAS IN 13 COUNTRIES!

SUBMARINE OFFICER CAREER PATH: MK1, MOD 0



IMPORTANT MISSION, REWARDING LEADERSHIP OPPORTUNITIES, PATH TO COMMAND

SUBMARINE OFFICER CAREER PATH: EARLY FLEXIBILITY OPTIONS



MULTIPLE OPTIONS FOR FLEXIBILITY EARLY IN THE CAREER

DIVISION OFFICER SEA DETAILING



- **Balance performance through the pipeline with needs of the Navy and member's desires**
 - Emphasis placed on family situations, co-locations, and preferences to determine assignment
- **Submit preferences two months into prototype**
 - Preferences (Homeport and Platform) are submitted via NPTU XO
 - Orders released approximately 2 months prior to graduation

- **Communicate with your detailer**
 - More information is better! If you don't explain your situation, then we don't have the information to work with!
 - Be descriptive in your preferences, ensure you tell the detailer what opportunities best meet or do not meet your desires/family situation
 - Remember there is a balance!

NEEDS OF THE NAVY, NEEDS OF YOUR CAREER AND INDIVIDUAL PREFERENCES

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

- › **Talent Management Board (Feb/Aug)**
- › **Early Slating (Quarterly)**
- › **Standard Slating (Quarterly)**
- › **Career Path Flexibility Options**
 - › Direct to Department Head
 - › Career Intermission Program

SUBMARINE FORCE VALUES PERFORMANCE, COMMITMENT, AND FEEDBACK

POST-DIVISION OFFICER SHORE SLATING



Talent Management

In-Residence Programs

Naval Postgraduate School
Fleet Scholars Education Program
MIT/WHOI Program
USNA GE+T, LEAD (Instructors and Company Officers)
Olmsted Program
Junior War Colleges

Selective Programs/Fellowships

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

Recent Division Officer Shore Slate Statistics

	1Q21	2Q21	3Q21	4Q21
#1 Choice	50.0%	53.4%	50.0%	48.9%
Top 5 Jobs	77.8%	81.8%	72.1%	73.0%
Top Third	93.3%	97.7%	97.1%	97.7%
Middle Third	0%	2.0% (1)	0.0% (0)	0.0% (0)
Bottom Third	6.7% (6)	2.0% (1)	2.9% (2)	3.2% (2)
AVG Preference	3.4	2.9	4.0	3.8
AVG Tour Length	33.5	34.6	34.6	32.6

DIVISION OFFICER SEA TOUR IS DEMANDING - SHORE DUTY IS DESERVED

DEPARTMENT HEAD SEA DETAILING: DIVERSIFIED MISSION SETS



Be the Third Officer

Economic Benefits
GI Bill Transfer Option
Additional Education

Platform and Mission
Diversity

MANAGE, LEAD, AND TRAIN A WATCH TEAM AND A DEPARTMENT

DEPARTMENT HEAD SHORE DETAILING



Typical Shore Assignments

- » **Engineer Billets – 20 billets/yr | ~30 officers/yr**
 - » 14 SQENG/GRENG
 - » 7 NPTU/MTS billets
 - » 2 TYCOM RADCON officers
 - » 12 NPEB JBMs
 - » 2 NRLL Tech Assists
 - » NR Aide
- » **SSBN WEPS Billets – 6 billets/yr | 8 officers/yr**
 - » 2 SQWEPS
 - » 2 TTF Instructors
 - » 2 Group Weapons Officers
 - » 5 SSP WEPS
 - » 1 NTPI JPM
- » **SSBN NAV Billets – 3 billets/yr | 8 officers/yr**
 - » 2 SQOPS
 - » 2 TTF Instructors
 - » 2 SSP NAVs
- » **NAV/WEPS Billets – 22 billets/yr | ~60 officers/yr**
 - » 13 SQOPS
 - » 2 SQWEPS
 - » 4 CRE JBMs
 - » 20 High Visibility
 - » 1 NSTCPC Instructor
 - » 3 SUBSCHOL Instructors
 - » 1 SLC Staff

UTILIZE DH EXPERTISE TO SUPPORT WARFIGHTERS

SUBMARINE CONTINUATION BONUS AND INCENTIVE PAY



COBO OPTIONS	RATE
Initial Contract (4/5-years)	\$35k Annually
Initial Contract (6/7-years)	\$40k Annually
Renewed Contract <12YCS	\$40k Annually
Renewed Contract >12YCS	\$45k Annually
Major Commander/Major Program Manager >26YCS	\$50k Annually

SUBPAY

- » DO at Sea ~\$3,660/YR
- » DH at Sea ~\$8,460/YR
- » CO at Sea ~\$10,020/YR

Sea Pay

- » DO at Sea ~\$1,200/YR
- » DH at Sea ~\$3,900/YR
- » CO at Sea ~\$4,800/YR

FY-22: Targeted SUBPAY Increase

WELL-DESERVED COMPENSATION FOR LEAN, ELITE WARFIGHTING FORCE

BLENDED RETIREMENT AND POST 9-11 G.I. BILL BENEFITS



LCDR				CDR				CAPT						
Initial Training	Division Officer Tour	JO Shore Tour	SOAC	DH Tour, CMD Quals	Post DH Shore Tour	PXO	XO Tour	Post XO Shore Tour	PCO	CO Tour	Post CO Shore Tour	Post CO Shore Tour	MAJ CMD	Post MAJ CMD Shore
Initial Commitment 5 Years				Pre-Continuation Pay 12 Years		O4 Retirement 20 Years		O5 Retirement 28 Years		O6 Retirement 30 years				
<ul style="list-style-type: none">• \$32,200 total in TSP• Match gave \$16,100				<ul style="list-style-type: none">• \$132,300 total in TSP• Match gave \$56,500		<ul style="list-style-type: none">• TSP Total: \$365,700• Match gave: \$182,800• Pension: \$41,200• Tricare for Life		<ul style="list-style-type: none">• TSP Total: \$837,600• Match gave: \$418,800• Pension: \$68,000• Tricare for Life		<ul style="list-style-type: none">• Total TSP: \$1,010,000• Match gave: \$505,200• Pension: \$89,200• Tricare for Life				
2021 pay scale, individual contribution 5%, government match 5%, 8% compounding														

Pension Benefits (after 20 years)

- 2.0% x YOS x Highest Pay Grade Rate (BRS; 2.5% for Traditional)
- TRICARE for LIFE
- VA and Military benefits

Continuation Pay (Additional Bonus under BRS)

- Eligible at 12 years with 4 years obligated service
- Lump Sum of 2.5x monthly base pay (will go up!)

Government TSP Contribution

- Automatic 1%
- Match per percent up to 5%

OPTIONS AND FLEXIBILITY UNDER BLENDED RETIREMENT

PROMOTIONS AND SCREENING



Historical Promotion Rates

- » 100% served DH to O4
- » 100% served XO (Afloat and Ashore) to O5
- » 100% served CO Afloat to O6
- » Submariners generally do well in screening below-zone and merit re-order

Maximize Career Opportunity and Flexibility

- » Meet your career gates to ensure career progression!
- » Sea/Shore rotation optimizes future career opportunities

Statutory and Admin Boards

- » Merit Re-Order
- » Zone stamp removal: Below zone opportunity
- » Initiatives to improve Opportunity for CO-SM officers
- » 3 Looks for XO and CO Afloat

Other topics

Tour Length

- » Shore duty orders required to be written for 36 months – Nominal Shore tour is 24 months
- » Sea/Shore PRDs will be adjusted to nominal IAW MPM 1301-110 once officers report

Targeted Re-entry Program (TRP)

- » Golden Ticket: 1 year, limited quotas
- » Silver Ticket: 2 years, unlimited quotas

EXECUTE THE CAREER PATH ON TIME (OR EARLY) TO MAXIMIZE OPPORTUNITY

NAVY FAMILY READINESS



Co-Location (Dual Military Marriage)

MPM 1300-1000

Exceptional Family Member

OPNAVINST 1754.2F

Advanced/Delayed Dependent Travel

OPNAVINST 7220.12

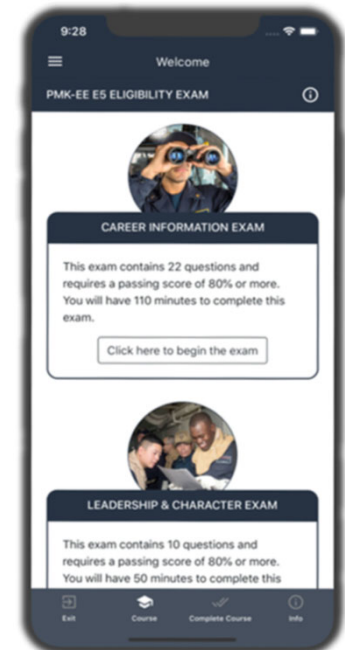


RECRUITING OFFICERS AND RETAINING FAMILIES

MyNavyFamily App and Other Resources



- New Spouse Support
- Mentoring and Networking
- Employment and Adult Education
- Family Financial Planning
- Parenthood, Special Needs Family Support
- Moving and Relocation,
- Service Member Deployment
- Emotional Support Services
- Recreation, Lodging, Shopping, and Travel
- Physical Fitness and the PFA



RECRUITING OFFICERS AND RETAINING FAMILIES

COMMUNITY RESOURCES



PERS-42 Website

- Homepage via NPC Website
- Line Officer Detailing (Slates, Job Descriptions)
- Board Information
- Mustang Corral - LDOs
- Graduate Education
- Detailer Contact Info
- Career Counseling
- PERS-42 DRUMBEAT
- Community Updates

PERS-42 Facebook Page

- Message Detailers
- High Vis Tracker
- Facebook Live Events
- Rumor Mill/How It Works serials
- Training Aides
- Community Updates
- MyNavyHR/NAVADMIN Updates

READ THE DRUMBEAT AND FOLLOW PERS-42 FB PAGE

PERS-42 CONTACT INFO



CAPT Bob Wirth
CAPT Ken Douglas
CDR Chris Smith
LCDR Jeff Guise
LCDR Seth Romo
LT Jake DeWitt
LT Manny Diaz
LT Lars Monia
LT John Dirito
LT Katie Wilson
CDR Steve Dwyer
LCDR Chris See
LT Willie Ruthart

Division Director
Deputy/CO Detailer
Branch Head/XO Detailer
Post-DH Detailer
DH Sea Detailer
JO Shore Detailer
Accessions and JO Sea Detailer
Nuclear Placement Officer
Nuclear Compliance Officer
NOBIP Manager
CDR & Above LDO Detailer
LCDR & Below LDO Detailer
Assistant LDO Detailer

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VISIT PERS-42 FACEBOOK PAGE AND NPC WEBSITE FOR UPDATES