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# A PATHWAY TO SUCCESS

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Rank/Name \_\_\_\_\_



USS \_\_\_\_\_ (\_\_\_\_-\_\_\_\_)



# Submarine Community Facts

- **Approximately 4,000 Submarine Officers serving on active duty, only 7% of all Naval Officers.**
- **77 Submarines**
  - 59 SSN's (Virginia/Los Angeles/Seawolf)**
  - 14 SSBN's (Ohio)**
  - 4 SSGN's (Ohio)**
- **3 SSBNs on patrol 24/7/365**
- **8 SSNs on deployment 24/7/365**

## Why Submarines?

- **Being part of a cadre of professionals in the most elite submarine force in history**
- **The challenge and privilege of leading the most talented sailors in the Navy begins on day one**
- **Being a part of the submarine force is a unique opportunity to serve the nation**
- **Supporting the #1 mission of the DoD: Strategic Deterrence.**



# Submarine History

The U.S. Submarine Force was founded on April 11, 1900 with the purchase of the USS HOLLAND. During World War II, submarines comprised less than 2% of the U.S. Navy, but destroyed 55% of all Japanese shipping. Of the 16,000 submariners who went to sea, 3,500 never returned—a 22% casualty rate, higher than any other combat branch of the service during WWII. Seven submarine officers earned the Medal of Honor for their valiant actions.

***“It was to the submarine force that I looked to carry the load until our great industrial activity could produce the weapons we so sorely needed to carry the war to the enemy.” – Fleet Admiral Chester W. Nimitz***

U.S. submarines were also at the forefront of the Cold War. When the Soviet Union’s Sputnik satellite shook the free world’s confidence, NAUTILUS’ voyage under the North Pole proved the U.S. remained technologically competitive.



More importantly, American SSNs held Soviet SSBNs at bay throughout the Cold War, while American SSBNs maintained a constant but undetected presence, providing a continuous deterrent to nuclear war. Special missions by American SSNs resulted in numerous Presidential Unit Citations, Navy Unit Commendations, and Meritorious Unit Commendations for their crews.

***“The Cold War was over... America had won... Won most especially by you – America’s Blue Crews and Gold Crews manning America’s nuclear-powered Ballistic Missile Submarine fleet.” – General Colin Powell, Chairman of the Joint Chiefs of Staff***

Today, U.S. submarines remain on patrol throughout the world, providing strategic deterrence, conventional strike support, and other missions vital to national security.

# COMMANDER'S INTENT 3.0



## Undersea Force Ethos

**We are ready and agile.** A dominant global undersea force ready to defend freedom and bring the fight to the enemy. Readiness at this level requires efficient and effective time phasing of precious resources to our prioritized missions and tasks.

**We are bold and lethal undersea warriors.** Our unrelenting commitment to excellence as ardent, adaptable, and analytical mariners enables us to deliver unquestionable combat power that will deter our potential adversaries or swiftly defeat them, should deterrence fail.

**We are committed professionals.** We are accountable to each other and selflessly embrace the responsibility to defend our Nation and our allies and partners. We are proud to be elite members of the profession of arms.

**We are a team.** Every Sailor is a vital part of a crew, team, or staff that supports our mission, without exception. Our strength comes from trust—trust in our leaders, trust in our shipmates and team, and trust in our own expertise, judgment, and skill.

**We are uncompromising in our values and mindful of our heritage.** We uphold the Navy core values of honor, courage, and commitment through the integrity of our actions. We execute those values with grit, tenacity, and innovation.



# COMMANDER'S INTENT 3.0



## Concept of Operations

**Enhance Strategic Deterrence.** We will continue to maintain a credible nuclear deterrent through our SSBN force, which provides the most survivable leg of our strategic deterrent triad and carries about 70% of the nation's accountable nuclear warheads. Strategic deterrence, however, includes far more than nuclear deterrence. During periods of tension, we will utilize the unique capabilities of the Submarine Force, including precision strike, seabed warfare, and SOF delivery to provide flexible deterrent options to the Combatant Commander.

**Integrate Combat Power with the Joint Force.** Major combat operations against a peer competitor will be a Joint fight. Unlike during WWII, when submarines often conducted autonomous operations, we will expect our forces to closely coordinate operations and integrate with Navy and Joint partners, which might include space, cyber, SOF, and air forces. In many cases, we will use the unique capabilities of the undersea force to enable other Joint Forces. Examples include delivering SOF ashore or destroying integrated air defense systems to enable air strikes. In other cases, we will catalyze and multiply Joint capabilities to enable effects uniquely delivered by the undersea force.

**Enable All-Domain Maneuver Warfare.** We expect major combat operations to be an away game where we will have to maneuver the Joint Force through a battlespace to achieve effects. Our adversaries understand this and are investing in weapons and platforms to deny us access and to inhibit our ability to maneuver in that battlespace. We expect the submarine force, with its unique combination of stealth and endurance, to operate inside of the adversary's defensive perimeter and to deliver effects—including precision strike, ASW, SUW, seabed warfare, mining, and SOF delivery—that will counter the adversary's anti-access operations and enable all-domain maneuver warfare required by the Joint Force to achieve a winning strategy.



# SUBNOTE 1



## Force Priorities

### Warfighting

- Our force is the most lethal and capable undersea force in the world. Our strategic submarines are the most survivable portion of the nuclear triad and protect our nation by deterring any existential threat. Our attack submarines threaten our adversaries and deny them the ability to operate at sea. Maintaining undersea dominance requires our entire force to work together as one cohesive unit. Our force includes multiple organizations and agencies including operating bases, maintenance facilities, acquisition and engineering support elements all the way to submarine groups, squadrons, and ultimately the submarine crews.
- Admiral Nimitz reflected on our force following WWII: “it was to the submarine force that I looked to carry the load until our great industrial activity could produce the weapons we so sorely needed to carry the war to the enemy. It is to the everlasting honor and glory of our submarine personnel that they never failed us in our days of peril.”
- Today we face new perils. Every day we hold the line far away from the shores of the United States and if necessary, carry the fight to our enemy. We cannot and will not fail.
- Focus on what only you can do to support this great endeavor. Support each other, work together as a team, and improve every day. While it will be individual submarines and their crews that engage our adversaries, it is the entire force that will decide the outcome.



# SUBNOTE 1



## Force Priorities

### People

- People are our most important asset. It is people who design, repair, and operate our submarines. We need to foster a warfighting culture of excellence that enables every one of us to reach our potential.
- We will be ruthlessly efficient and practical. We do not have time for pomp and circumstance. Remove barriers and execute to your full authority. Execute mission command. You have my trust and confidence. Call when you need assistance, otherwise execute.
- Our people include our families. We are an all-volunteer force. We can share little if anything of what we do with them. We rely on our families more than any force in the navy since we purposely cut ourselves off from the rest of the world for prolonged periods and trust them to carry on. We draw our strength from them and we will prioritize them.

### Safety

- Safety is foundational to our culture and our operations. It is foundational to both warfighting and people. Our proud heritage and profession of arms demands the highest of personal and professional standards. These standards allow us to operate in an unforgiving environment.

### Foundational values

- Our values in individual rights and freedoms are the core strength of America. Our founders believed in government of the people, by the people, and for the people. A diverse and vibrant group of people who hold our ideals self-evident. We will continue to strive to meet this great nation's ideals as citizen sailors and ensure it remains the beacon of hope and leadership for the free world.

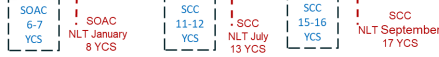


# Submarine Officer Career Path

YRS: 0 2 4 6 8 10 12 14 16 18 20 22 24 26 30



Pipeline Windows



Tour (Nominal Tour Lengths)	Career Timing (to Begin Milestone)	Milestone	Goal	Actual
<b>Division Officer</b> (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 <sup>st</sup> day month after comm. date + 4 YCS)		
		<b>First COBO Opportunity: 4 YCS</b> (minimum service requirement minus 1 yr)		
<b>Professional Development Milestones:</b> <input type="checkbox"/> Submarine Qualified <input type="checkbox"/> Engineer Qualified				
<b>Post-DO Shore</b> (24 mo)(note 1)	4-5 YCS	1st DH Screening (May 5 YCS)		
		2nd DH Screening (May 6 YCS)		
<b>Professional Development Milestone:</b> <input type="checkbox"/> In-Residence Graduate Education (note 2)				
<b>SOAC (6 mo)</b>	6-7 YCS	SOAC Window: 6-7 YCS NLT "Gate" for SOAC (note 3): January 8 YCS (e.g., January 2028 for YG 20)		
<b>Department Head</b> (32 mo, PRD set by command)		O-4 Promotion Board ~9 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)		
<b>Professional Development Milestone:</b> <input type="checkbox"/> Command Qualification (required prior to PXO)				
<b>Post-DH Shore</b> (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)		
		<b>COBO Rate Increase: 12 YCS</b>		
<b>Professional Development Milestones:</b> <input type="checkbox"/> JPME Phase I (required prior to PCO) <input type="checkbox"/> In-Residence Graduate Education (note 2)				
<b>PXO SCC, CLC (3 mo)</b>	11-13 YCS	PXO SCC Window: 11-12 YCS NLT "Gate" for PXO SCC (note 3): July 13 YCS		
<b>Executive Officer</b> (20 mo, PRD set by ISIC)		O-5 Promotion Board ~14 YCS (note 4)		
		1st CO Screening Board (May 14 YCS, 30% of YG quotas)		
<b>Professional Development Milestones:</b> <input type="checkbox"/> JPME Phase II <input type="checkbox"/> In-Residence Graduate Education (note 2)				
<b>Post-XO Shore</b> (24 mo)(note 1)	13-15 YCS	2nd CO Screening Board (May 15 YCS, 50% of YG quotas)		
		3rd CO Screening Board (May 16 YCS, 20% of YG quotas)		
<b>PCO Pipeline</b> (9 mo)	15-17 YCS	PCO Pipeline Window: 15-16 YCS NLT "Gate" for PCO Pipeline (note 3): Sept. 17 YCS		
<b>Commanding Officer</b> (32 mo, PRD set by ISIC)		O-6 Promotion Board ~20 YCS (note 4)		
<b>Post-CO Shore</b> (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 Development Milestones:</b> <input type="checkbox"/> JPME Phase II <input type="checkbox"/> Joint Duty Assignment <input type="checkbox"/> Joint Qualified Officer				
<b>Major Command</b> (24 mo)	23-25 YCS	<b>Major Command Goal: 24 YCS</b>		
		<b>COBO Rate Increase: 26 YCS for Served/Serving Major Commanders</b>		

Notes:

- 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.
- In-residence graduate education is required prior to Major Command for officers in YG 15 and junior.
- Career milestone "gates" ensure documented performance in career milestones to be competitive at promotion boards.
- Promotion board timing is estimated. Zones are promulgated every December via NAVADMIN.





# DO Career Card

~Made for DOs, by DOs~



Name		*Year Group (YG)(YYYY)	
Boat		SOAC Gate (YG+8)	
Commissioning Source		*Commissioning Date (MM/DD/YYYY)	
NUPOC Entry Date (MM/DD/YYYY)		College/University	
*Report Date to DO Boat (MM/DD/YYYY)			

Projected O-4 Boards	Fiscal Year	Projected O-5 Boards	Fiscal Year
Below Zone Look		Below Zone Look	
In Zone Look		In Zone Look	
Above Zone Look		Above Zone Look	

Nominal	Initial Training (14-18 mo)	Division Officer (32 mo)	Post-DO Shore (24 mo)	SOAC	Department Head (32 mo)	Post-DH Shore (24 mo)	SCC	XO (20 mo)	Post-XO Shore (24 mo)	SCC	CO (32 mo)
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My Career Plan	--			SOAC			SCC			SCC	
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My Family Plan				SOAC			SCC			SCC	
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My Family											
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DO Sea Tour Goals			
Qualification Timeline:	Nominal	Goal	Accomplished (Fill in later)
EOOW	4-5 months (6 max)		
FISH	12 months		
PNEO	16-20 months		
Shore Slate	23-26 months		
Desired DO Billets			
Other Qualifications / Accomplishments / Awards / Goals			

DO Shore Tour Goals	
Location:	
Job Type:	
Master's Degree:	
Date Eligible for 100% of GI Benefits:	
Institution:	
Tuition Source:	
Other Qualifications / Accomplishments / Goals	

# Division Officer Sea Tour

Initial Training	Division Officer Tour	Post DO Shore Tour	SO/C	Department Head Tour	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
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**Purpose:** Establish professional foundation of leadership, warfighting, technical and tactical knowledge and capabilities.

## Goals:

- Develop a solid technical and tactical foundation
- Lead your watchteam — seek and develop ways to assess and improve
- Develop the members of your division (*qualifications and career management*)
- Build a divisional culture balancing quality of life and work
- Become a mentor for enlisted and other officers

## Post-PNEO

- Trusted with greater responsibility
  - Mentor other division officers
- Learn to be a Department Head (DH) by serving as an Assistant DH

## Screening for Department Head

- Must be recommended by CO (FITREP blocks 40 and 41)
- Based on sustained superior performance at sea
- Two-look screening process at 5 and 6 Years of Commissioned Service (YCS)

## Qualifications and Watchstanding

- Engineering Officer of the Watch
- Engineering Duty Officer
- Contact Manager
- Surfaced Officer of the Deck
- Ship's Duty Officer
- Submerged Officer of the Deck
- Submarine Warfare Qualifications (Dolphins)
- Prospective Nuclear Engineering Officer (PNEO) (PNEO) Exam (completed at 16-20 months)



# Division Officer Shore Duty

Initial Training	Division Officer Tour	Post DO Shore Tour	SOAC	Department Head Tour	Post DH Shore Tour	DXO	XO Tour	Post XO Shore Tour	POO	CO Tour	Post CO Shore Tour	Post CO Shore Tour	MAJ CMD	Post MAJ CMD Shore
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**Purpose:** Pursue career broadening opportunities, graduate education, travel, network, and overall recharge prior to returning to sea as a DH or transition to the civilian world.

## Timeline of Opportunities:

- Talent Management Board (TMB)

<u>PRD</u>	<u>TMB</u>	<u>Application Window</u>	<u>Results</u>
Mar-Aug	Aug	Jun-Aug	First week in Sep
Sep-Feb	Feb	Nov-Feb	First week in Mar

- Division Officer Shore Slates

<u>PRD</u>	<u>Slate</u>	<u>Opens</u>	<u>Closes</u>
Dec-Feb	1st QTR	2nd week in June	1st week in Aug
Mar-May	2nd QTR	2nd week in Sept	1st week in Nov
Jun-Aug	3rd QTR	2nd week in Dec	1st week in Feb
Sep-Nov	4th QTR	2nd week in Mar	1st week in May

- The first application window is the TMB, followed by the quarterly Junior Officer Shore Slate. This allows Junior Officers to align their rotation timelines with both a TMB and an applicable quarterly slate (i.e. to participate in an associated slate either by early slating or standard slating if not selected at the TMB).
- Remember your CO is your best resource in the detailing process!

## Life-Work Balance

For information on life-work balance and family planning visit the 21st Century Sailor website:

[www.mynavyhr.navy.mil/Support-Services/21st-Century-Sailor/](http://www.mynavyhr.navy.mil/Support-Services/21st-Century-Sailor/)



# DIV-O Shore Detailing Process

## Talent Management Board (TMB)

Allows Junior Officers to compete for key educational opportunities or career broadening programs on the basis of performance.

- Semi-Annual timeline allows for applications to service-wide programs that possess additional submission requirements
- Officers selected for assignment via the TMB will be required to submit a nuclear officer continuation pay (COBO) contract within two weeks of the board results announcement
- If selected as a nominee for a Navy-wide program, a COBO contract must be submitted within two weeks of program selection notification and acceptance
- Opportunities presented at the TMB include:

### Civilian Graduate Education

- Fleet Scholars Education Program (FSEP)
- USNA Graduate Education + Teach (GE+T)
- USNA Leadership Education and Development (LEAD)
- MIT/WHOI
- Graduate Education Voucher (GEV)

### Professional Initiatives

- SECNAV Tours With Industry (SNTWI)
- USNA Company Officer
- Personnel Exchange Program (PEP)
- Other assignments to be advertised at each board

For more information on the TMB process and details on opportunities:  
[www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-42-Submarine/Career-Info/](http://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-42-Submarine/Career-Info/)

## High Visibility Assignments

- Primarily comprised of Flag Aide/Staff positions
- Opportunities advertised on PERS-42 Facebook page
- Talk to your CO and detailer early and often if interested!



# DIV-O Shore Detailing Process

## Quarterly Division Officer Shore Slate

- Initial Slate Dissemination (per the schedule on page 8)

-Determine your slate: Talk to your CoC about your PRD  
-Contact your Detailer (PERS-421C) to confirm your slate  
-Review Job descriptions on PERS42 website and contact your detailer with any additional questions

- Early Slating Opportunity (ESO)

Opportunity to receive an early assignment provided to the following officers:

-Officers who have signed a COBO contract  
-Officers who desire to attend Naval Postgraduate School (NPS). This will commit the officer to DH.  
-Officers completing a Non-Traditional Shore Duty (NTSD), Nuclear Power Training Unit (NPTU) or Pre-Commissioning Unit (PCU) tour and proceeding onto their follow-on assignment  
-Officers who volunteer for an NTSD, NPTU or PCU assignment

- Standard (Traditional) Slating

-All positions assigned at ESO, removed or added to the slate will be reflected on the mid-slate update.  
-Preferences submitted IAW the slating instructions  
-Assignments will be based off of performance and preference, taking into account: FITREPs (at-sea performance), DH recommendations, breakouts, awards, and PNEO performance.

- Assignment Notification and Orders Writing.

## General Types of Assignments

- Instructor Duty: NPTU, Nuclear Power School, NROTC/USNA, Submarine School, Trident Training Facilities.
- Staff/Action Officer Positions: OPNAV, PERS, COMOPTEVFOR, RDSA, DIRSSP, etc.
- Waterfront and Warfighting Support: SUBLANT, SUBPAC, Squadrons, SUBGRUs, STRATCOM, etc.

*Contact your detailer if you have any questions!*

For more information on JO Shore Duty Slating/Job Descriptions visit:  
[www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-42-Submarine/Career-Info/](http://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-42-Submarine/Career-Info/)



# Department Head Tour

Initial Training	Division Officer Tour	Post DO Shore Tour	SOAC	Department Head Tour	Post DH Shore Tour	PO	XO Tour	Post XO Shore Tour	PO	CO Tour	Post CO Shore Tour	Post CO Shore Tour	MAJ CMD	Post MAJ CMD Shore
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**Purpose:** Refine warfighting and leadership skills while broadening each officer's submarine experience.

## Submarine Officer Advanced Course (SOAC)

- SOAC gate is January after 7.5 YCS
- Permanent Change of Station (PCS) to Groton, CT for 6 months
- DH job and homeport preferences submitted 2 months prior to SOAC with assignments made prior to class convening

## Department Head Slating Process

- Goal is to match your professional development and the needs of the Navy to your individual desires
- Performance influences slating, with top performers more likely assigned to top choices
- Goal is SSN/SSGN mission experience and SSBN strategic deterrence patrol experience prior to command

## Department Head Milestones

- Develop leadership skills into the "Third Officer"
- Command Qualification
  - Mentorship from Senior submarine leadership
  - Crucible event validating readiness prior to XO
- Executive Officer Screening
  - Three-look screening process at 9, 10, and 11 years of commissioned service (YCS)
  - Driven by standout performance against peers within squadron

For more information on SOAC Dates and slating visit: [www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-42-Submarine/Career-Info/](http://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-42-Submarine/Career-Info/)

[www.public.navy.mil/bupers-npc/officer/detailing/submarinenuclear/career/pages/default.aspx](http://www.public.navy.mil/bupers-npc/officer/detailing/submarinenuclear/career/pages/default.aspx)



# Department Head Shore Tour

Initial Training	Division Officer Tour	Post DO Shore Tour	SOAC	Department Head Tour	Post DH Shore Tour	OXO	XO Tour	Post XO Shore Tour	POO	CO Tour	Post CO Shore Tour	Post CO Shore Tour	MAJ CMD	Post MAJ CMD Shore
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**Purpose:** Leverage Department Head experience to maximize fleet readiness.

## Playing the Slate

- Post DH Shore detailer (421A) will contact you once your relief has been identified

## Slating and Job Opportunities

- First career milestone focusing on career specialization
- Screening status and DH experiences influence an individual’s opportunity for assignment
- Waterfront support billets such as SqOPS, SqWEPS, and SqENG are vital to the success of the Force
- High Visibility billets allow submariners to continue to demonstrate the strength of our community and quality of our officers on a larger stage. Examples include: EA for a flag officer, 3 or 4 star aide, or international liaisons
- Inspection Team Members (NPEB and CRE) require billet-specific experience and prepare our submarines for operations
- Significant leadership opportunities at NPTU Charleston and Ballston Spa (e.g., MTS Engineer, Plant XO, etc.)

## Post-Department Head Graduate Education

- Graduate education opportunities still available post-DH (e.g., Naval War College, Army War College, Air Force War College, or foreign War Colleges, MIT/WHOI, Olmsted Scholar Program, etc.)

For more information on Department Head shore duty visit:  
[www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-42-Submarine/Career-Info/](http://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-42-Submarine/Career-Info/)



# Command At-Sea

Initial Training	Division Officer Tour	Post DO Shore Tour	SAC	Department Head Tour	Post DH Shore Tour	PXO	XO Tour	Post XO Shore Tour	POO	CO Tour	Post CO Shore Tour	Post CO Shore Tour	MAJ CMD	Post MAJ CMD Shore
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**An honor to lead well-trained and highly motivated Sailors while serving in the best job in the Navy - Command at Sea!**

## **Sustained Superior Performance at Sea**

- Top performers at sea screen for the next milestone
- Command qualifications must be completed prior to attending SCC as a PXO
- Breakouts among DH/XO peers within the Squadron and recommendations in FITREP Blocks 40 and 41 are imperative for screening XO and CO

## **Executive Officer**

- Three-look process at 9/10/11 YCS
- Historically, approximately 60% of eligible DHs screen XO, with up to 25 additional officers screened XO Submarine Support (XOSS) on third look
- XOSS screened officers are given a fourth look for XO to ensure the best and fully qualified are screened XO
- Historically, ~6 XOSS officers are called up to XO each year as needed

## **Commanding Officer**

- Three-look process at 14/15/16 YCS
- Historically, approximately 65% of eligible XOs screen CO, with most remaining eligible officers screening CO Submarine Support (COSS)
- COSS officers serving as Squadron Deputies are called up to CO Afloat as needed
- Historically, 4-6 COSS officers are called up each year



For additional board information visit:

[www.mynavyhr.navy.mil/Career-Management/Boards/Active-Duty-Officer/](http://www.mynavyhr.navy.mil/Career-Management/Boards/Active-Duty-Officer/)





# Alternate Path to Command

Initial Training	Division Officer Tour	Post DO Shore Tour	SOAC	Department Head Tour	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
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## Executive Officer Submarine Support (XOSS)

- XOSS Officers not called up to XO Afloat will have an opportunity to advance to O-5 as an XO Ashore or Officer-in-Charge (OIC)
- Post-DH Detailer is responsible for these billets.
- XOSS Officers maintain nuclear AQDs (along with pay incentives) until 15YCS or 3 years removed from a nuclear billet, whichever occurs first
- Opportunities include PCU and Decom XO, XO Ashore of training commands, and OICs of Submarine Force support commands

## Commanding Officer Special Mission (COSM)

- Eligibility extends to CO screened officers who become ineligible for Command of a submarine prior to taking command, COSS officers not called up to CO Afloat, and XOSS officers who select for O-5 with less than 23 YCS
- CO Detailer is responsible for CO-SM billets
- Slating occurs twice per year and is approved by Submarine Force Leadership
- CO-SM provides potential path to O-6 and Major Command Ashore



# Joint Requirements

## Joint Professional Military Education (JPME)

- Emphasizes a multi-service approach to establish warfighter cooperation among the Armed Forces
- Completion of JPME Phase I and II, as well as a tour in a Joint Duty Assignment, results in Joint Qualified Officer (JQO) status
  - Enhances opportunity for selection and promotion
  - Required for selection to Flag Officer

## JPME I (O3-O4)

- Required prior to attending SCC as a Prospective Commanding Officer (PCO)
- Distance Learning programs
  - Web-enabled correspondence course
- In-residence programs at NPS and Junior Service Colleges for Post-DH and below

## JPME II (O5-O6)

- National Defense University and Senior Service Colleges (1 year)
- Joint Forces Staff College (10 weeks)
- JPME I is required prior to attending a Senior War College

## Joint Duty Assignments (minimum tour 22 months, nominal tour 36 months) in an approved billet on the Joint Duty Assignment List (O3 - O6)

- Joint Staff
- Office of the Secretary of Defense
- Combatant Command (e.g., STRATCOM, EUCOM, etc.)

For more information on JPME visit:

[www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Joint/](http://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Joint/)



# Statutory Promotion Boards

## Determining Eligibility

- Promotion boards look at zones vice year groups
- Zones are based on lineal number (based on date commissioned and source)
  - Lineal number is in block 7 “PREC.NO” of your Officer Data Card (ODC) at BOL: [www.bol.navy.mil](http://www.bol.navy.mil)
- A Naval message (NAVADMIN) promulgates the promotion zones around mid-December, at least 30 days prior to the first scheduled board
- If your lineal number is lower than the “junior In-Zone” officer’s number on the message, you are In-zone and will be eligible for promotion during that year’s board

## Merit Re-Order

- Officers selected for Merit Re-order are those officers whose records contain documented performance consistently superior to the performance of their peers
- These officers are placed higher on the promotion list, thus they promote earlier

## Board Preparation

- Boards convene annually during the following months
  - LCDR (O4) Line Promotion Board - May
  - CDR (O5) Line Promotion Board - February
  - CAPT (O6) Line Promotion Board - January
- All Unrestricted Line Officers compete together in the same competitive category for promotions at these boards, not just submariners
- Accuracy and administrative correctness of your record is a direct reflection of your professionalism to the board
  - Verify all FITREPs, awards, education, subspecialties, etc. are accurately represented in your record at [www.bol.navy.mil](http://www.bol.navy.mil)
- A letter explaining any past issues not readily apparent in the record (e.g., PFA failures, unexplained TAD status, etc.) should be sent to the board via ESSBD, email, or mail (example at [www.mynavyhr.navy.mil/Portals/55/Boards/Active%20Duty%20Officer/documents/Sample\\_LTB\\_Active\\_Duty.pdf](http://www.mynavyhr.navy.mil/Portals/55/Boards/Active%20Duty%20Officer/documents/Sample_LTB_Active_Duty.pdf))
- ESSBD is the preferred means of submission and can be found via BOL under *ESSBD (Submit Letter to SelBoard)*
- Results are released 3-4 months after board completion

For additional board information visit:

[www.mynavyhr.navy.mil/Career-Management/Boards/Active-Duty-Officer/](http://www.mynavyhr.navy.mil/Career-Management/Boards/Active-Duty-Officer/)



# NOBIP



## **Nuclear Officer Bonus and Incentive Pay (NOBIP)**

### **Nuclear Officer Continuation Bonus (COBO)**

- Junior Officers are eligible for COBO after successfully completing the PNEO exam, recommended for DH by CO, and within one year of minimum service requirement
- Officers signing an initial contract prior to a DH tour may request 4, 5, 6, or 7 year COBO contracts
- Initial contracts may be “+ 1” contracts, meaning the officer is eligible to receive payment immediately, and all subsequent payments on their commissioning anniversary
- All other officers may request 3, 4, 5, 6, or 7 year COBO contracts
- Officers serving or served in major command may request 1, 2, 3, or 4 year COBO contracts
- \$35k per year for 4 and 5 year initial contracts
- \$40k per year for 6 and 7 year initial contracts
- \$40k per year for follow on contracts with less than 12 years of commissioned service (YCS)
- \$45k per year for officers with 12 or more YCS
- \$50k for serving or served Major Commanders with at least 26 YCS
- OPNAVINST 7220.11(series) provides details

### **Nuclear Officer Annual Incentive Pay (AIP)**

- Qualified Nuclear Officers not on COBO but still on active duty on 30 September receive \$12,500 per year for time served
- First AIP payment is pro-rated month-for-month beyond their MSR



# Additional Pay and Benefits

## Submarine Pay

- Continuous Submarine Pay is paid to officers afloat and ashore, who remain in the submarine service, until 26 years of commissioned service

## Health Care Benefits

- TRICARE is the Department of Defense's worldwide health care program. Service members are automatically covered; dependents are enrolled in TRICARE Prime or Standard
- Family members must be enrolled in dental plans through TRICARE (requires a premium for full coverage)

## Thrift Savings Plan (TSP)

- See page 19 for information on Blended Retirement System

## GI Bill Benefits

- Earn 40% of the GI Bill benefits 90 days after your minimum service requirement (MSR) with full benefits 3 years after your MSR. NOTE: MSR varies based on your commissioning source. This MSR is NOT the same as your MSR as a submariner.
- Receive full tuition and fees, a monthly stipend, and a book stipend to an institution of higher learning up to highest cost for in-state undergraduate studies
- May elect to transfer all or a portion of benefits to dependents after 6 years of service. Member will be obligated to an additional 4 years of service upon transfer of benefits
- Transfer of benefits must occur prior to 16 YOS

## Service members Group Life Insurance (SGLI)

- Service members are auto-enrolled
- Coverage up to \$400k (\$29/month premium) in \$50k steps

For more information and available TRICARE policy options visit:  
[www.tricare.mil](http://www.tricare.mil)

For more information on TSP visit: [www.tsp.gov](http://www.tsp.gov)

For more information on GI Bill Benefits visit: [www.benefits.va.gov/gibill/](http://www.benefits.va.gov/gibill/)



# Other Flexibility Options

## Career Intermission Program (CIP)

- Personnel may be inactivated from active duty for up to 3 years to pursue personal or professional goals and return to active duty at the end of the period
- 2 months of obligated service required for every inactive month
- Officers are administratively delayed upon return to active duty to remain competitive for promotions, screening milestones, etc.
- Medical/dental benefits maintained
- Please refer to OPNAVINST 1330.2(series) and DoD Instruction 1327.07 for more information on CIP

## Direct to Department Head (DDH)

- Limited number of DOs (up to 2 per quarter) may apply at the talent management board to proceed directly to SOAC and to a DH tour
- Officers selected should expect an approximate 48 month shore duty assignment period following their DH tour prior to proceeding onto SCC for the XO tour

## Lateral Transfer

- OPNAVINST 1210.5(series) requires officers be post-DH
- Waivers are considered on case basis for post Div-O
- Recommend viewing the Lateral Transfer Guidelines on the PERS-42 webpage at the below link

## Dual Military Co-Location

- Co-Location is a priority. "Opt-out" is Navy policy. Refer to MPM 1300-1000 and your detailer for more information

## Targeted Re-Entry Program (TRP)

- Eligible TRP participants are afforded the opportunity to pursue personal or professional goals outside full-time Navy constraints and are provided a "golden ticket" or "silver ticket" for an expedited return to active duty

For more information on CIP visit:

[www.mynavyhr.navy.mil/Career-Management/Reserve-Personnel-Mgmt/IRR/Career-Intermission/](http://www.mynavyhr.navy.mil/Career-Management/Reserve-Personnel-Mgmt/IRR/Career-Intermission/)

For more information on lateral transfer visit:

[www.mynavyhr.navy.mil/Career-Management/Boards/Administrative/Transfer-Redesignation/](http://www.mynavyhr.navy.mil/Career-Management/Boards/Administrative/Transfer-Redesignation/) **OR** [www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-42-Submarine/Counseling-Training/](http://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-42-Submarine/Counseling-Training/)

For more information on Co-Location visit:

[www.mynavyhr.navy.mil/Support-Services/Distribution-Management/Family-Member-CO-LO/](http://www.mynavyhr.navy.mil/Support-Services/Distribution-Management/Family-Member-CO-LO/)

For more information on TRP review *MILPERSMAN 1001-260*



# Blended Retirement System

## Building Retirement Savings with the Blended Retirement System

The Blended Retirement System (BRS) is a modernized retirement plan for all new entrants into the Uniformed Services on or after Jan. 1, 2018, and eligible service members who opted into BRS. Features of the BRS include a **defined contribution**, consisting of government automatic and matching contributions, to a service member's Thrift Savings Plan (TSP), a **defined benefit** (also known as a pension or monthly retired pay for life), after at least 20 years of service, a mid-career bonus called continuation pay and a new lump sum option at retirement.

## Key Aspects Under BRS

### 1 Defined Contribution Thrift Savings Plan (TSP)

You Contribute	DoD Auto Contribution	DoD Matches	Total
0%	1%	0%	1%
1%	1%	1%	3%
2%	1%	2%	5%
3%	1%	3%	7%
4%	1%	3.5%	8.5%
5%	1%	4%	10%

### New entrants on or after Jan. 1, 2018

- Automatically enrolled at 3% of your basic pay in an age appropriate TSP Lifecycle Investment Fund.
- Your Service automatically contributes the equivalent of 1% of your basic pay to your TSP after 60 days of service.
- You'll see matching contributions at the start of 3 years through the completion of 26 years of service.

All Service members are fully vested in the automatic 1% contribution – it's yours to keep – after completing 2 years of service

### 2 Defined Benefit Received after completing 20 years of service

$$2\% \times \text{Years Served} \times \text{Retired Pay Base}$$

Calculate your **retired pay base** by averaging the **highest 36** months of basic pay

You'll gain this monthly annuity for life after completing 20 years of service

- 3 Continuation Pay**  
Received between 8, but not more than 12 years of service
- 4 Lump Sum Option**  
A choice of how to receive your defined benefit

## Maximize Your TSP

### The Power of Compounding

Compounding is powerful because it allows you to make money, not just on the money you contribute to your TSP, but also on the money that it earns. Think of it as having a snowball effect—so the sooner you start saving, the more years you have to save, and the more effective compounding is in building retirement savings.



(\*calculation using the planning tools at TSP.gov, based on an annual growth rate of 7% with monthly contributions)

## Resource Websites

- TSP.gov
- DFAS.mil
- MilitaryOneSource.mil
- SEC.gov
- MilitaryPay.defense.gov/Calculators
- MilitaryPay.defense.gov/BlendedRetirement



# Resources

**Military OneSource:** Department of Defense-funded program providing comprehensive information on every aspect of military life at no cost to active duty, National Guard, and reserve members, and their families.

<http://www.militaryonesource.mil/>

## Graduate Education

Navy Funding Programs: [www.mynavyhr.navy.mil/Career-Management/Education/](http://www.mynavyhr.navy.mil/Career-Management/Education/)

GI Bill Eligibility Requirements/Benefits: [www.benefits.va.gov/gibill/](http://www.benefits.va.gov/gibill/)

## JPME

[www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Joint/](http://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Joint/)

## Pers-42: Submarine/Nuclear Officer Assignments

[www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-42-Submarine/Career-Info/](http://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-42-Submarine/Career-Info/)

## Nuclear Officer Incentive Pay (OPNAVINST 7220.11)

[www.secnav.navy.mil/doni/Directives/Forms/AllItems.aspx](http://www.secnav.navy.mil/doni/Directives/Forms/AllItems.aspx)

## Nuclear Officer Community Manager (OPNAV N133)

[www.mynavyhr.navy.mil/Career-Management/Community-Management/Officer/Active-OCM/Unrestricted-Line/Nuclear-OCM/](http://www.mynavyhr.navy.mil/Career-Management/Community-Management/Officer/Active-OCM/Unrestricted-Line/Nuclear-OCM/)

## Board Information

[www.mynavyhr.navy.mil/Career-Management/Boards/Active-Duty-Officer/](http://www.mynavyhr.navy.mil/Career-Management/Boards/Active-Duty-Officer/)

## Lateral Transfer

[www.mynavyhr.navy.mil/Career-Management/Boards/Administrative/Transfer-Redesignation/](http://www.mynavyhr.navy.mil/Career-Management/Boards/Administrative/Transfer-Redesignation/)

## CIP

[www.mynavyhr.navy.mil/Career-Management/Reserve-Personnel-Mgmt/IRR/Career-Intermission/](http://www.mynavyhr.navy.mil/Career-Management/Reserve-Personnel-Mgmt/IRR/Career-Intermission/)

## Joint Service Requirements

[www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Joint/](http://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Joint/)

## Pay and Benefits

[www.tricare.mil](http://www.tricare.mil) and [www.tsp.gov](http://www.tsp.gov)

<b>PERS-42B</b>	<b>CO Detailer</b>	(901)-874-3929
<b>PERS-421</b>	<b>XO Detailer</b>	(901)-874-3944
<b>PERS-421A</b>	<b>Post-DH Detailer</b>	(901)-874-3931
<b>PERS-421B</b>	<b>DH Sea Detailer</b>	(901)-874-3932
<b>PERS-421C</b>	<b>JO Shore Detailer</b>	(901)-874-3943
<b>PERS-421D</b>	<b>JO Sea Detailer &amp; NOIP POC</b>	(901)-874-3934
<b>PERS-421N</b>	<b>PNEO/LIMDU/DFC/AQD</b>	(901)-874-4441

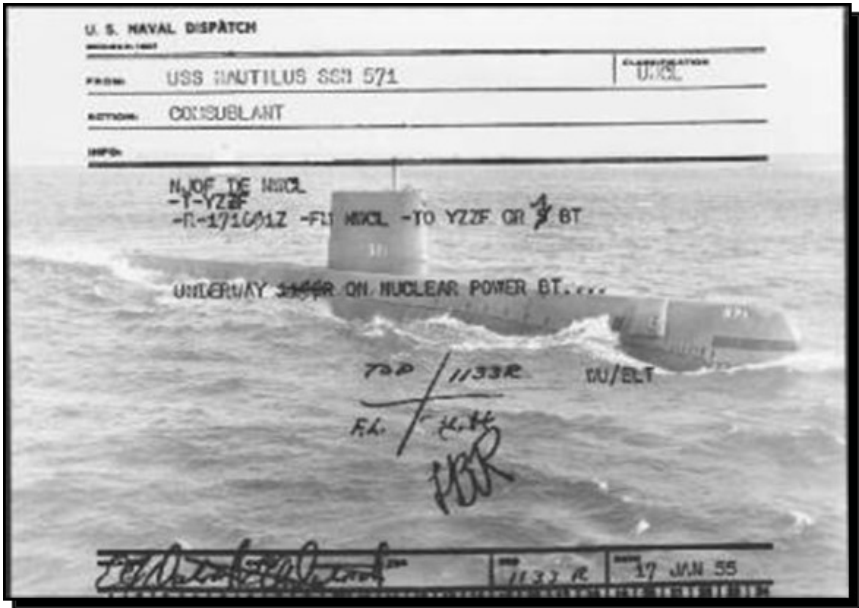








# “Underway on Nuclear Power”



USS NAUTILUS (SSN 571)

17 January 1955

