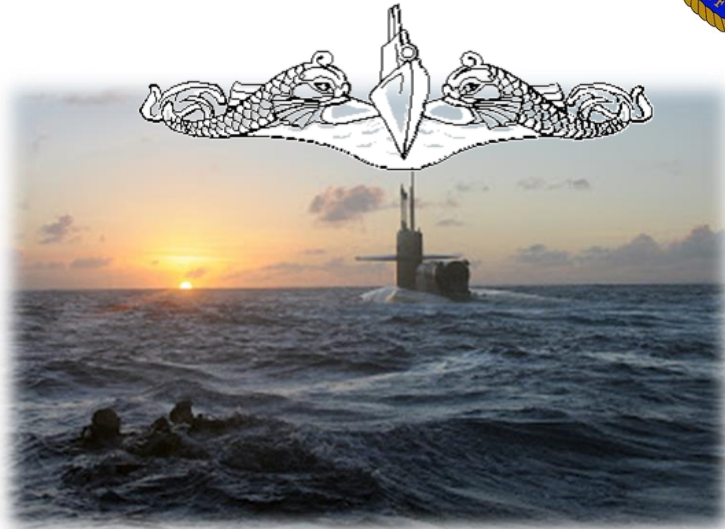


Nuclear Enlisted Community Status Brief



*N133D
Nuclear Enlisted Community Management*



Agenda

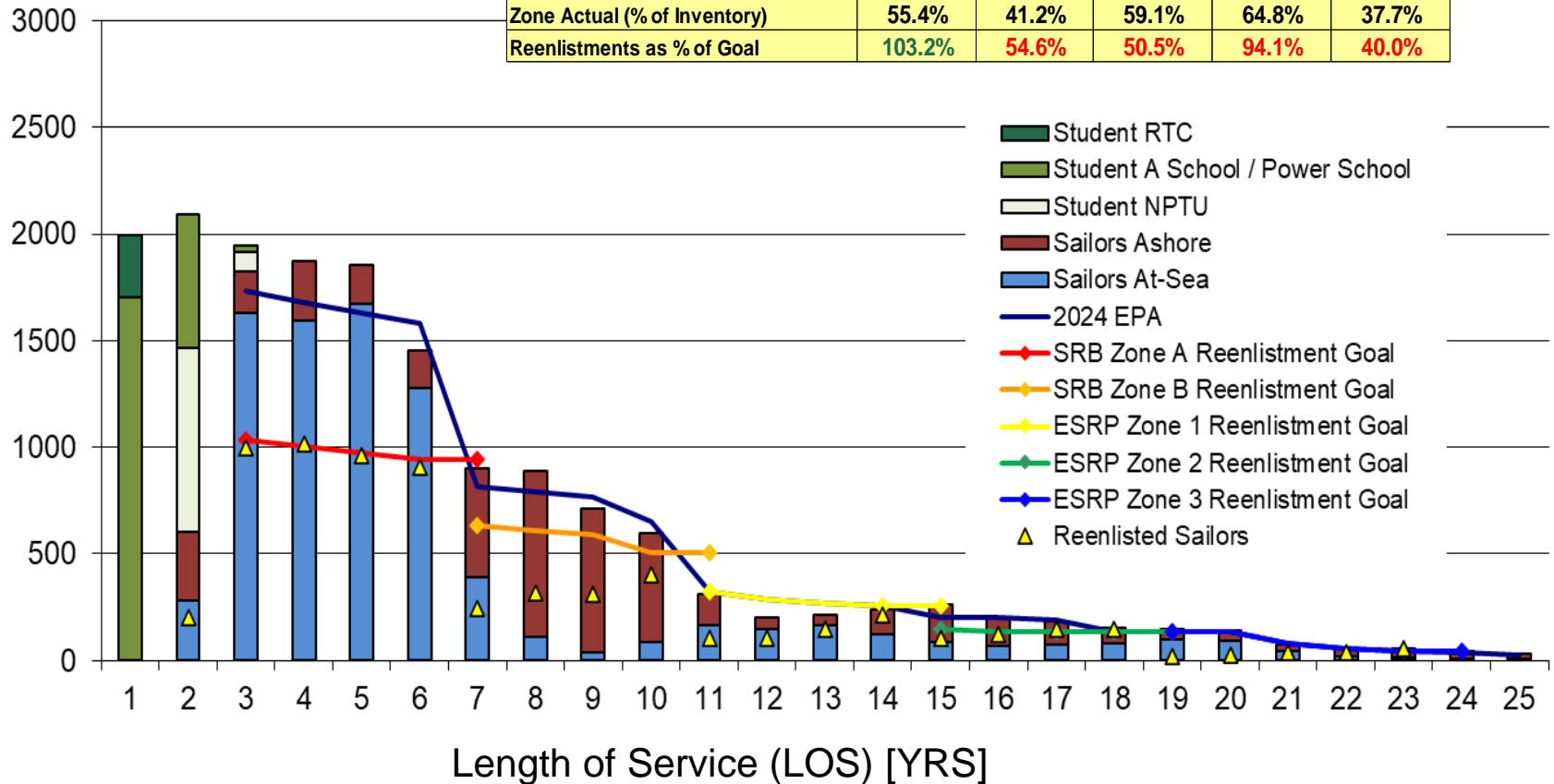
- Community Snapshot
- Maximizing Compensation
- Commissioning Programs
- Upcoming Policies
- Questions



Nuclear Enlisted Retention Aggregate (1 May 24)

Manning Status	Zone A (2-6 Yr)	Zone B (7-10 Yr)	Zone 1 (11-14 Yr)	Zone 2 (15-18 Yr)	Zone 3 (19-23 Yr)	Total
EPA (i.e., Billets)	6622	3016	1136	728	453	11955
Inventory	7611	3104	972	810	480	12977
Inventory as % of Model	114.9%	102.9%	85.6%	111.3%	106.0%	108.5%
Reenlistment Status	Zone A	Zone B	Zone 1	Zone 2	Zone 3	
Zone Goal (% of Inventory)	56.5%	75.5%	116.9%	68.9%	94.4%	
Zone Actual (% of Inventory)	55.4%	41.2%	59.1%	64.8%	37.7%	
Reenlistments as % of Goal	103.2%	54.6%	50.5%	94.1%	40.0%	

Nuclear Trained Sailors

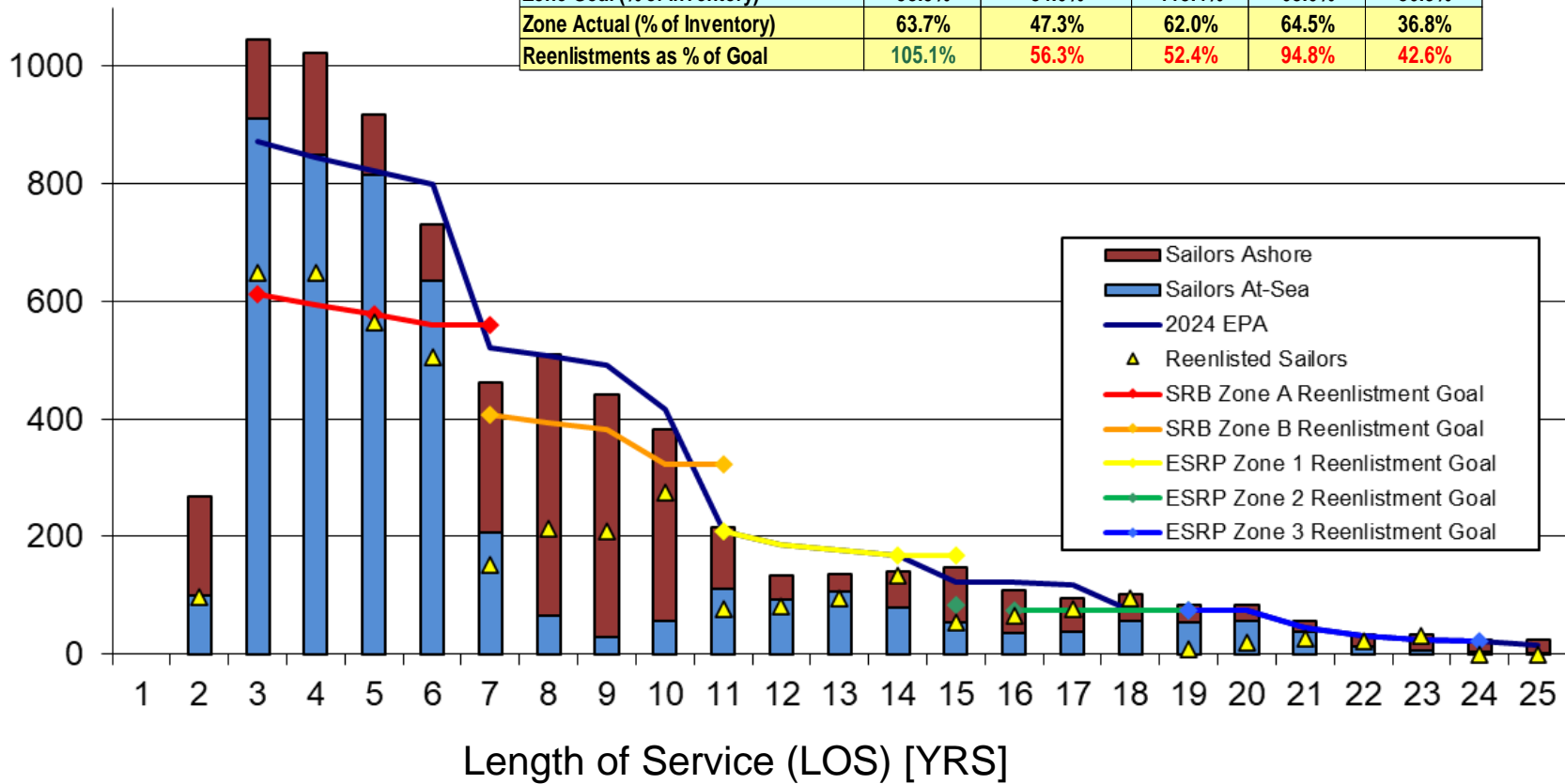




Nuclear Enlisted Retention Submarine (1 May 24)

Manning Status	Zone A (2-6 Yr)	Zone B (7-10 Yr)	Zone 1 (11-14 Yr)	Zone 2 (15-18 Yr)	Zone 3 (19-23 Yr)	Total
EPA (i.e., Billets)	3339	1938	739	438	251	6705
Inventory	3987	1796	624	453	291	7151
Inventory as % of EPA	119.4%	92.7%	84.4%	103.4%	115.9%	106.7%
Reenlistment Status	Zone A	Zone B	Zone 1	Zone 2	Zone 3	
Zone Goal (% of Inventory)	58.9%	84.0%	118.4%	68.0%	86.3%	
Zone Actual (% of Inventory)	63.7%	47.3%	62.0%	64.5%	36.8%	
Reenlistments as % of Goal	105.1%	56.3%	52.4%	94.8%	42.6%	

Submarine Nuclear Sailors

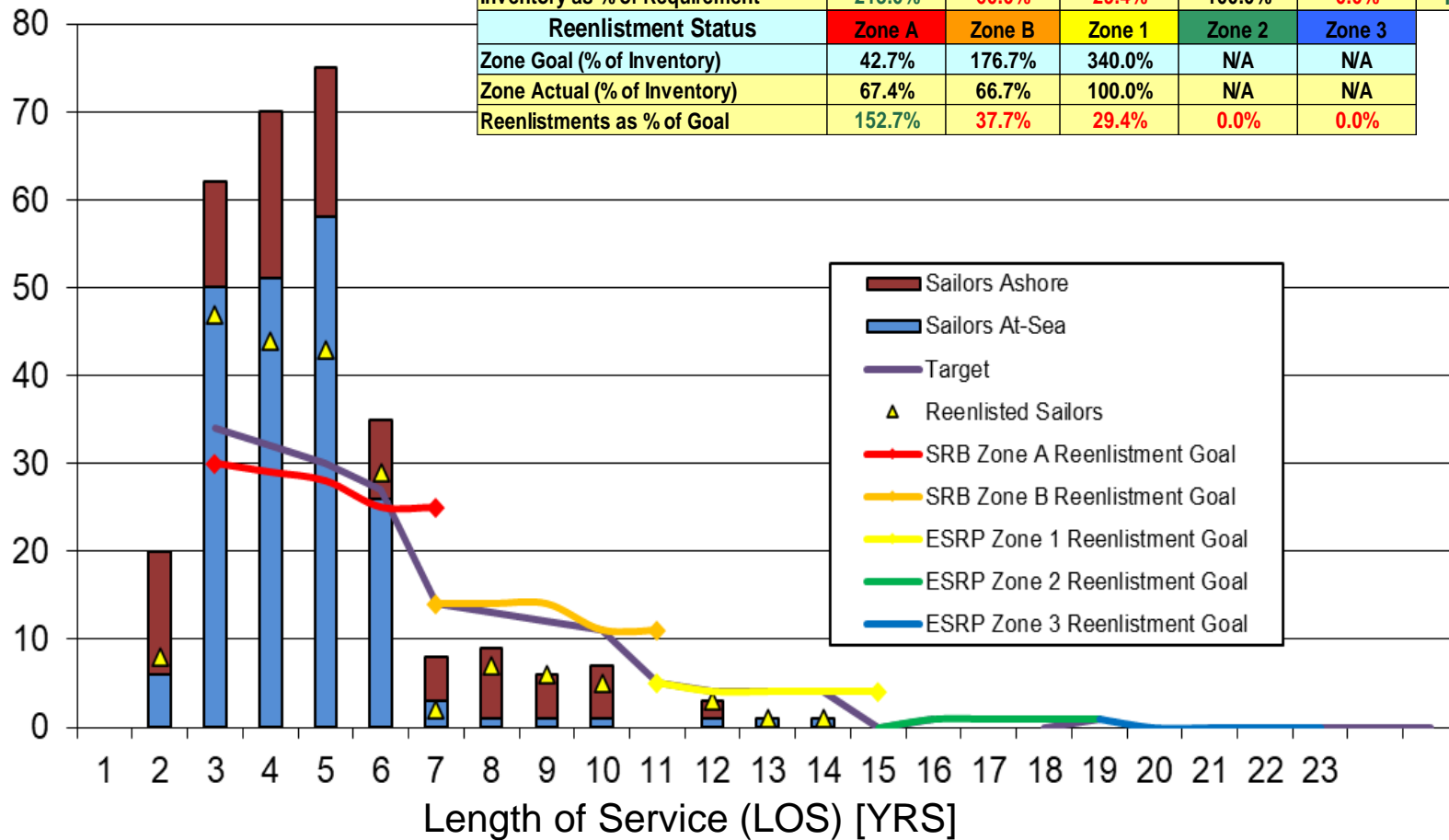




Female Nuclear Enlisted Retention Submarine (1 May 24)

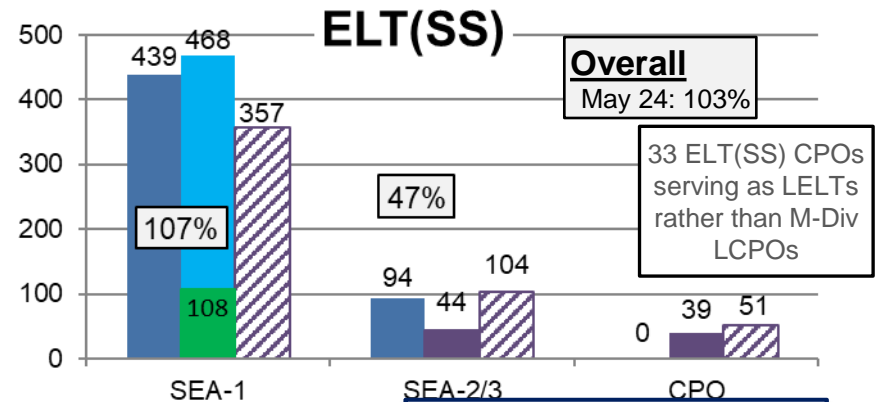
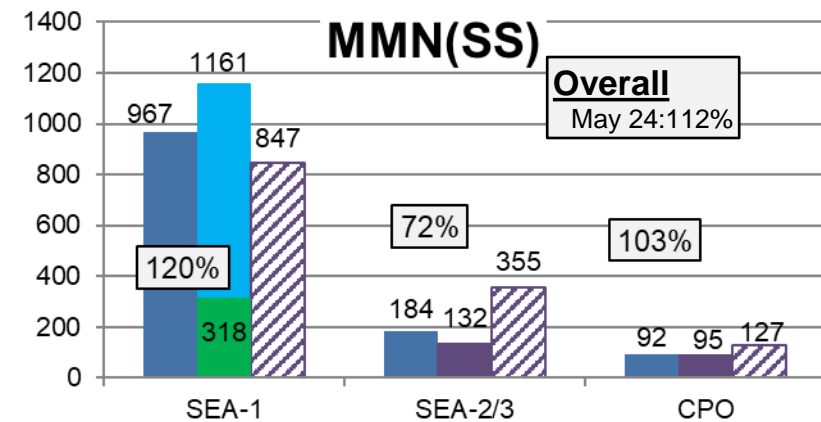
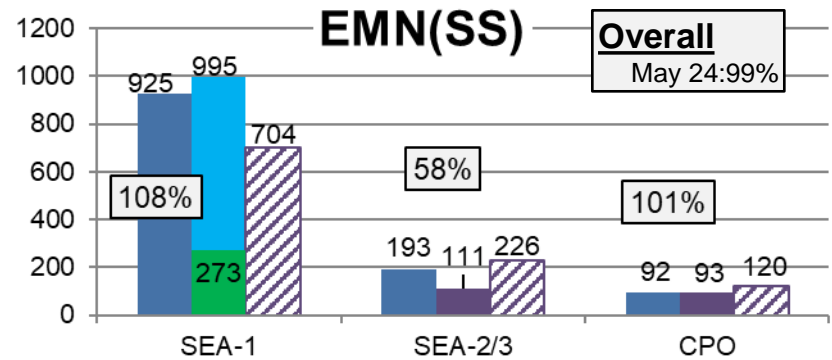
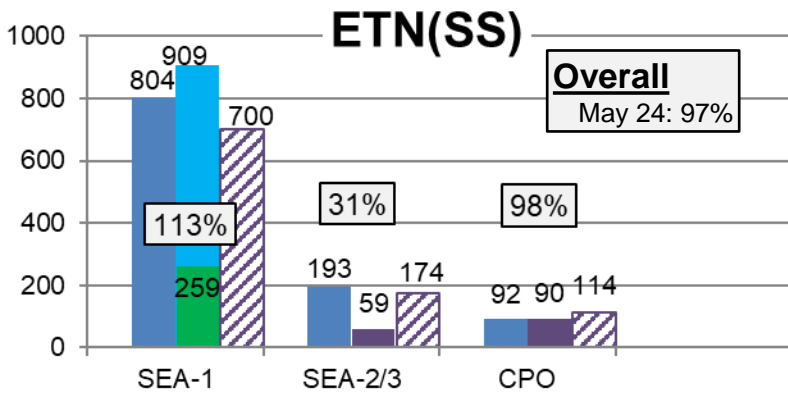
Submarine Nuclear Sailors

Manning Status	Zone A (2-6 Yr)	Zone B (7-10 Yr)	Zone 1 (11-14 Yr)	Zone 2 (15-18 Yr)	Zone 3 (19-23 Yr)	Total
Requirement	123	50	17	1	1	192
Inventory	262	30	5	1	0	298
Inventory as % of Requirement	213.0%	60.0%	29.4%	100.0%	0.0%	155.2%
Reenlistment Status	Zone A	Zone B	Zone 1	Zone 2	Zone 3	
Zone Goal (% of Inventory)	42.7%	176.7%	340.0%	N/A	N/A	
Zone Actual (% of Inventory)	67.4%	66.7%	100.0%	N/A	N/A	
Reenlistments as % of Goal	152.7%	37.7%	29.4%	0.0%	0.0%	





Nuclear At-Sea Manning Submarine Sea Inventory



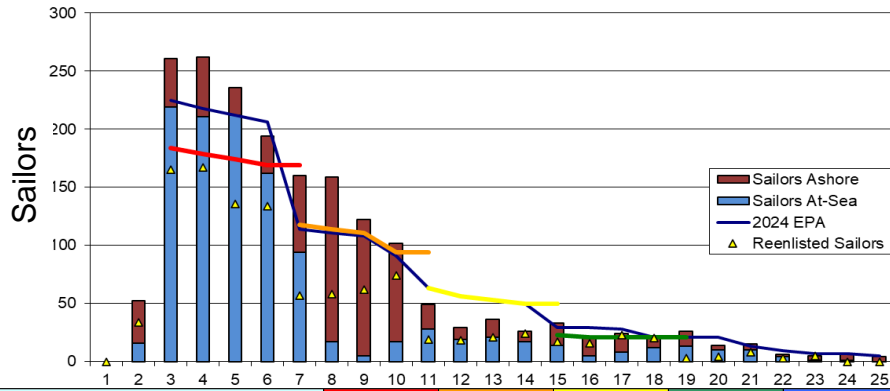
Data as of 1 May 24, inventory does not include manning on VA-class SSN-804 and beyond, SSBN- 827 and beyond, and KEY WEST, SAN JUAN, HELENA, or CHICAGO. Projected inventories are from Spring 2024 Distributable Inventory Projection. CPO inventory does not include frocked E-7s or E-8 through E-9.

- FY24 Billets Authorized
- SEA-1 Operator Inventory
- SEA-1 Supervisor Inventory
- SEA-2/3 Supervisor Inventory
- Projected Inventory (Jan 25)



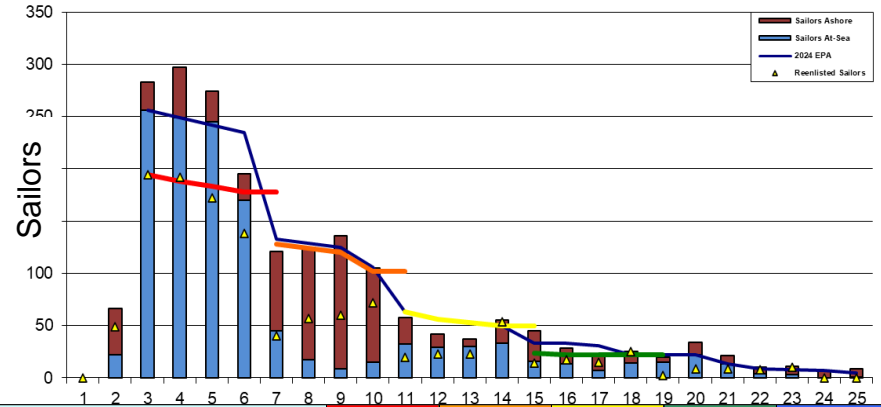
Nuclear Enlisted Retention Submarine Ratings (1 May 24)

ETN(SS)



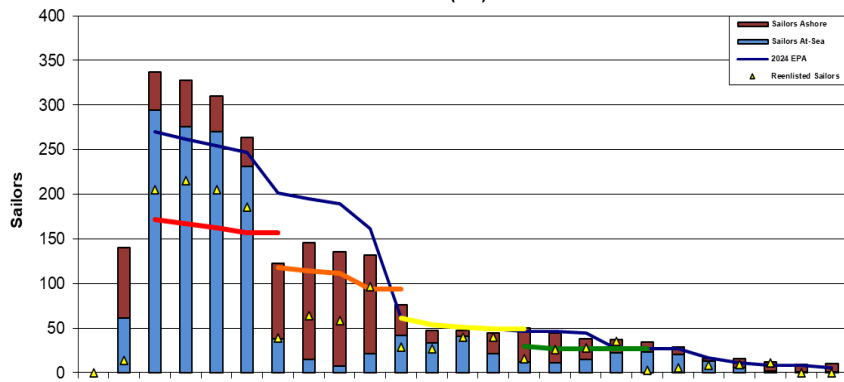
ETN(SS) (D110)	Zone A	Zone B	Zone 1	Zone 2	Zone 3
Inventory as % of EPA	116.7%	128.1%	63.1%	93.5%	93.0%
Reenlistments as % of Goal	85.3%	57.4%	36.9%	88.4%	32.4%

EMN(SS)



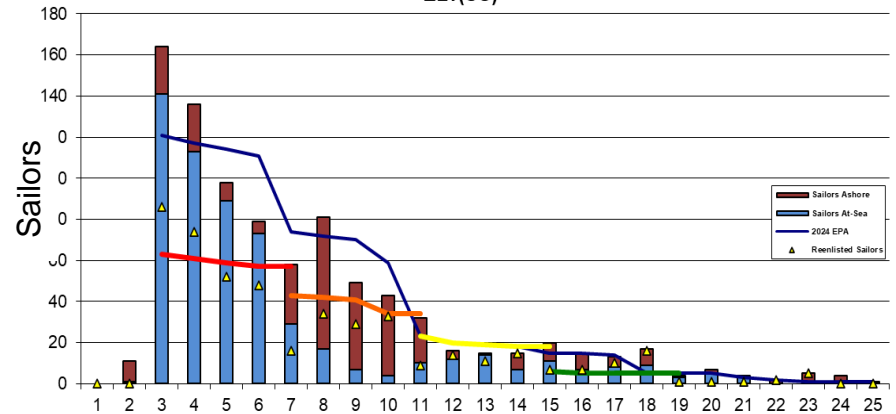
EMN(SS) (D100)	Zone A	Zone B	Zone 1	Zone 2	Zone 3
Inventory as % of EPA	113.5%	98.8%	86.5%	100.0%	129.7%
Reenlistments as % of Goal	93.7%	48.3%	54.1%	78.9%	51.4%

MMN(SS)



MMN(SS) (D130)	Zone A	Zone B	Zone 1	Zone 2	Zone 3
Inventory as % of EPA	133.5%	71.7%	99.5%	103.7%	118.9%
Reenlistments as % of Goal	123.3%	58.8%	63.3%	94.6%	40.0%

ELT(SS)



ELT(SS) (D133)	Zone A	Zone B	Zone 1	Zone 2	Zone 3
Inventory as % of EPA	105.4%	84.0%	97.5%	132.7%	137.5%
Reenlistments as % of Goal	108.3%	70.0%	61.3%	190.5%	62.5%



Naval Nuclear Propulsion Program

STAR Reenlistments

- **Key Takeaways:**

- Must have minimum 2 years in the Navy (NPTU 21 months)
- Must Reenlist for 6 years
- Cancels initial 2 year extension if prior to 4 YOS.

- **Pros:**

- Automatically advanced to E-5 (eligible for BAH)
- Adds 2 years past extension (enables follow on shore duty)
- Significant amount of money upfront (50% of SRB)
- Follow on shore duty

WHEN SHOULD SAILORS PERFORM A STAR?



Naval Nuclear Propulsion Program

STAR Reenlistments

▪ Timing is important:

• Reenlisting at 2 YOS vs. 3 YOS.

- At 2 YOS only adds 2 years in the Navy (8 years total) vice 3 years (9 years total).
- STAR at 3 years will detract ~\$8,615 to \$17,421 in SRBs
- Allows Zone B reenlistment for Shore duty without committing to return to sea. (Honor your PRD)
 - **Zone B for shore duty vice extending to meet OBLISERV adds ~\$60,000.**

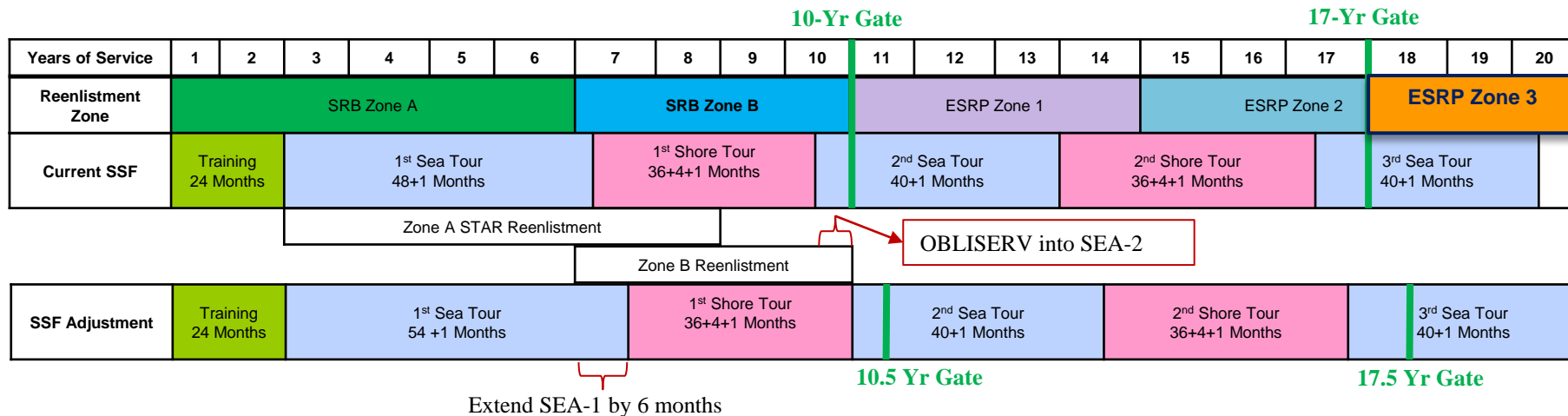


Zone B/SSF Timing Improvement

Courses of Action (COA):

- **Corrective Action-1:** Extend SEA-1 tour to 54 months, extend 10-yr & 17-yr gates
- **Corrective Action-2 Honor Your SHORE TOUR PRD**

Nuclear Enlisted SSF Career Path



Actions Address Zone B Behavior



Advantages of 54 Month Tour

- **Allows for a Zone B Reenlistment with 24 months of AOS with Shore-1 PRD aligned with EOAS.**
 - Can decide if you want a second sea tour towards the end of SHORE-1
 - Receive up to \$60K in Zone B bonus.
 - Eligible for GI Bill Transfer
- **Allows 6 more months on first sea tour.**
 - More time to qualify EWS/PPWS
 - More SIR watchstanding experience.
 - More time in leadership role (LPO/ALPO/WCS/LELT/etc...)
 - More Sailors will screen for instructor

Longer SEA-1 Provides More Money, Professional Development, and Opportunities for Dependents



Naval Nuclear Propulsion Program

SRB Zone B Reenlistments

▪ Important rules:

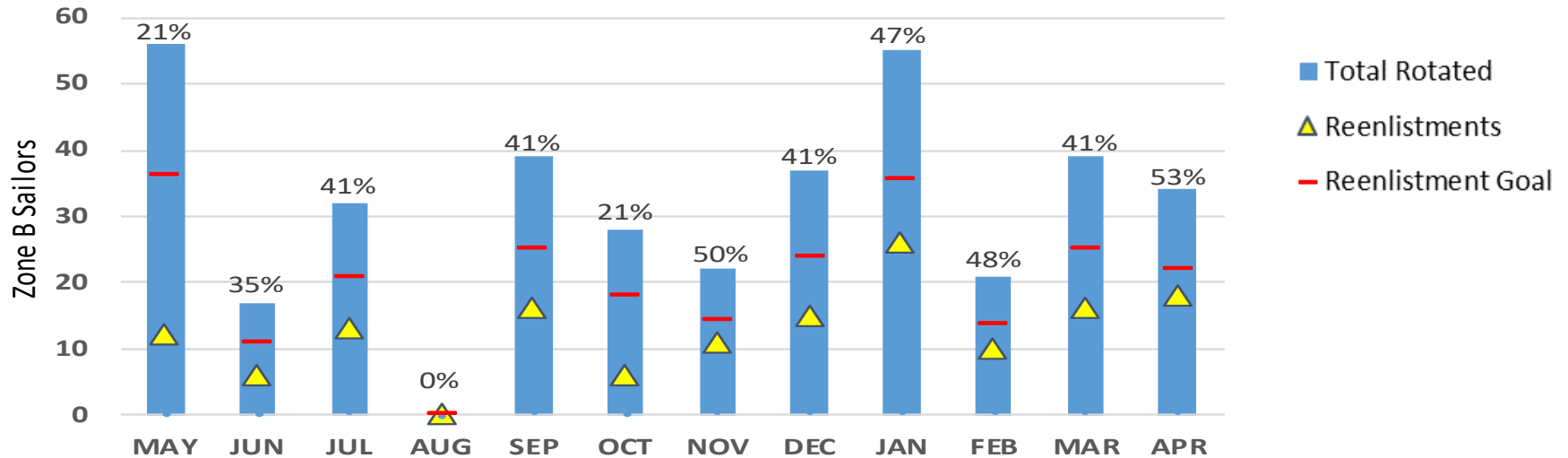
- Must be in ≥ 6 years but less than 10 years**
- Must reenlist into next Zone**
- Must add at least 2 years past an extension to count the extension towards the bonus**
- Effective when member does a Zone B vice an extension to meet OBLISERV for shore duty. Most effective when does in conjunction with a STAR that occurred at 2 YOS.**



Nuclear Reenlistments

Zone B Reenlistments vs Rotators (1 May 24)

Zone B Reenlistments out of Sailors Rotated



- Graph represents number (or percentage) of Sailors rotating ashore on a Zone B contract.
 - Rotating ashore (SEA-1 to SHORE-1) equals Sailors in Zone B gained by a shore command.
 - Yellow triangles represent the number of Sailors who reenlisted Zone B within the group.
 - Red line represents the Zone B reenlistment goal for LOS 7 sailors (65%).
- Conclusions:
 - Command level leadership and intervention is critical to encouraging Sailors to execute a Zone B reenlistment and not an extension upon the Sailor receiving orders for shore duty.



Naval Nuclear Propulsion Program

ESRP Reenlistments

▪Zone 1:

- **Must be between 10 and 14 YOS**
- **Must have N1XS NEC (Supervisor NEC)**
- **Bonus AOS calculated up to max of 16 YOS**

▪Zone 2:

- **Must be between 14 and 17 YOS**
- **Must be frocked CPO or above**
- **Bonus AOS calculated up to max of 18 YOS**

▪Zone 3:

- **Must be between 17 and 23 YOS**
- **Must be frocked E8 or E9 and have orders, currently serving or successfully post served as EDMC**
- **Bonus AOS calculated up to max of 23 YOS**



Nuclear Enlisted Retention Submarine SRB and ESRP Bonuses

Years of Service	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
Reenlistment Zone	SRB Zone A						SRB ZONE B				ESRP Zone 1 (>10 Years-14 Years)				ESRP Zone 2				ESRP Zone 3		
	Training 24 Months		1st Sea Tour 54 Months				1st Shore Tour 36+4+1 Months				2nd Sea Tour 40+1 Month				2nd Shore Tour 26+4+1 Months				3rd Sea Tour 40 + 1 Months		

10.5 YR Gate

17.5 YR Gate

Submarine Nuclear Enlisted Bonuses:

	Zone A		Zone B		Zone 1		Zone 2	
ETN(SS)	5.5	\$55,348	9.5	\$100,000	9.5	\$150,000	4.5	\$42,840
EMN(SS)	6.0	\$60,379	8.5	\$100,000	8.0	\$127,600	4.5	\$42,840
MMN(SS)	8.5	\$85,537	8.5	\$100,000	7.5	\$119,600	4.5	\$42,840
ELT(SS)	9.0 (+1.0)	\$90,569	8.5	\$100,000	7.5	\$119,600	4.5	\$42,840

	Zone 3	
AOS < 24 Months	0.5	\$5,556
AOS 24-36 Months	1.5	\$22,919
AOS > 36 Months	2.5	\$55,560

Nominal Contract values based on following assumptions:

- Zone A – E4 with 2 YOS with 48 months AOS
- Zone B – E6 with 6 YOS with 48 months AOS
(Assumes Sailor did not perform a Zone A STAR)
- Zone 1 – E6 with 10 YOS with 48 months AOS
- Zone 2 – E7 with 14 YOS with 24 months AOS
- Zone 3 – E8 with 18 YOS.

Lifetime Bonus
\$360k

Largest lifetime bonus of any enlisted Sailor



Nuclear Enlisted Retention Submarine SRB and ESRP Bonuses

Years of Service	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
Reenlistment Zone	SRB Zone A						SRB ZONE B				ESRP Zone 1 (>10 Years-14 Years)				ESRP Zone 2				ESRP Zone 3		
	Training 24 Months		1st Sea Tour 54 Months				1st Shore Tour 36+4+1 Months				2nd Sea Tour 40+1 Month				2nd Shore Tour 26+4+1 Months				3rd Sea Tour 40 + 1 Months		

10.5 YR Gate

17.5 YR Gate

Submarine Nuclear Enlisted Bonuses:

	Zone A		Zone B		Zone 1		Zone 2	
ETN(SS)	5.5	\$60,905	9.5	\$100,000	9.5	\$150,000	4.5	\$48,413
EMN(SS)	6.0	\$66,442	8.5	\$100,000	8.0	\$140,410	4.5	\$48,413
MMN(SS)	8.5	\$94,126	8.5	\$100,000	7.5	\$131,634	4.5	\$48,413
ELT(SS)	9.0	\$99,662	8.5	\$100,000	7.5	\$131,634	4.5	\$48,413

	Zone 3	
AOS < 24 Months	0.5	\$5,233
AOS 24-36 Months	1.5	\$25,902
AOS > 36 Months	2.5	\$62,793

Nominal Contract values based on following assumptions:

- Zone A – E4 with 2 YOS with 48 months AOS
- Zone B – E6 with 6 YOS with 48 months AOS
(Assumes Sailor did not perform a Zone A STAR)
- Zone 1 – E6 with 10 YOS with 48 months AOS
- Zone 2 – E7 with 14 YOS with 24 months AOS
- Zone 3 – E8 with 18 YOS.

Lifetime Bonus
\$360k

Largest lifetime bonus of any enlisted Sailor



Nuclear Enlisted Retention Surface SRB and ESRP Bonuses

Years of Service	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
Reenlistment Zone	SRB Zone A						SRB ZONE B				ESRP Zone 1 (>10 Years-14 Years)				ESRP Zone 2				ESRP Zone 3		
	Training 24 Months		1st Sea Tour 54 Months				1st Shore Tour 36+4+1 Months				2nd Sea Tour 40+1 Month				2nd Shore Tour 26+4+1 Months				3rd Sea Tour 40 + 1 Months		

10.5 YR Gate

17.5 YR Gate

Surface Nuclear Enlisted Bonuses:

	Zone A		Zone B		Zone 1		Zone 2	
ETN(SW)	5.0	\$55,368	8.5	\$100,000	7.5	\$131,634	4.5	\$48,413
EMN(SW)	5.5	\$60,905	8.5	\$100,000	8.0	\$140,410	4.5	\$48,413
MMN(SW)	5.0	\$55,368	8.5	\$100,000	7.5	\$131,634	4.5	\$48,413
ELT(SW)	9.0	\$99,662	8.5	\$100,000	6.0	\$131,634	4.5	\$48,413

	Zone 3	
AOS < 24 Months	0.5	\$5,233
AOS 24-36 Months	1.5	\$25,902
AOS > 36 Months	2.5	\$62,793

Nominal Contract values based on following assumptions:

Zone A – E4 with 2 YOS with 48 months AOS

Zone B – E6 with 6 YOS with 48 months AOS

(Assumes Sailor did not perform a Zone A STAR)

Zone 1 – E6 with 10 YOS with 48 months AOS

Zone 2 – E7 with 14 YOS with 24 months AOS

Zone 3 – E8 with 18 YOS.

Lifetime Bonus

\$360k

Largest lifetime bonus of any enlisted Sailor



Commissioning Programs

	STA-21 (nuclear) eligible						LDO (nuclear) eligible													
Years of Service	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Reenlistment Zone	SRB Zone A						SRB Zone B				ESRP Zone 1				ESRP Zone 2				ESRP Zone 3	
SSF Adjustment	Training 24 Months		1 st Sea Tour 54 +1 Months				1 st Shore Tour 36+4+1 Months				2 nd Sea Tour 40+1 Months				2 nd Shore Tour 36+4+1 Months				3 rd Sea Tour 40+1 Months	

- **Three premiere commissioning programs for nuclear-trained Sailors:**
 - Seaman-to-Admiral-21 (nuclear option) – students in the nuclear pipeline ***and*** fleet Sailors with less than 8 years of service at the start of college courses
 - 35 of 55 annual STA-21 quotas are reserved for nuclear option
 - Participate in university NROTC program, commission as submarine officer or SWO(N)
 - *FY22 Results: Fleet Sailors made up 35% of applicants, but 48% of selectees!*
 - Nuclear Limited Duty Officer – E-6 to E-8 qualified EWS/PPWS with 8 to 16 years of service
 - E-6 must pass the CPO exam with a board-eligible score
 - Submit the E-6 to E-8 that would excel as a Submarine Overhaul Coordinator in your Wardroom / PMA on waterfront
 - Nuclear Propulsion Officer Candidate (NUPOC) – Streamlined modified-OCS path for Sailors with a college degree
 - **N133 has subject matter experts for STA-21(N), Nuclear LDO, & NUPOC matters in the office**
 - Neither STA-21(N) or Nuclear LDO require a conditional release since the Sailor remains in the NNPP
- **Conditional Release approval regardless of timing to EAOS**
 - U.S. Naval Academy – must have no dependents, must be 23 or younger on induction day
 - Officer Candidate School (Submarine and SWO (nuclear)) – requires a bachelor’s degree
- **Conditional release approval on a case-by-case basis depending on community health and usually approved within 18 months of EAOS**
 - STA-21 Core – commission as an unrestricted line officer
 - Officer Candidate School (non-submarine and non-SWO (nuclear)) – requires a bachelor’s degree
 - Nurse Medical Enlisted Commissioning Program / Medical Service Corps In-Service Procurement
 - Enlisted to Medical Degree Preparatory Program (EMDP2), JAG In-Service Procurement



Happenings at N133D

- **RC to AC**
- **Zone B BCNR**
- **Gold/Silver Ticket and TRP (MPM 1001-260)**
- **Policies were working on:**
 - STAR for MMNs at NPTU
 - AIP
 - Zone B cap increase
 - Reenlistment contract increase
 - SUBPAY increase
- **What can N133D do for you?**



N133D Contact Information

Nuclear Enlisted Community Manager - (703) 604-5493

Nuclear Enlisted Community and Quality Control Manager - (703) 604-5491/92

Nuclear Enlisted Community Career Counselor - (703) 604-0104

bullnuke@navy.mil

<https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Enlisted/Nuclear/>