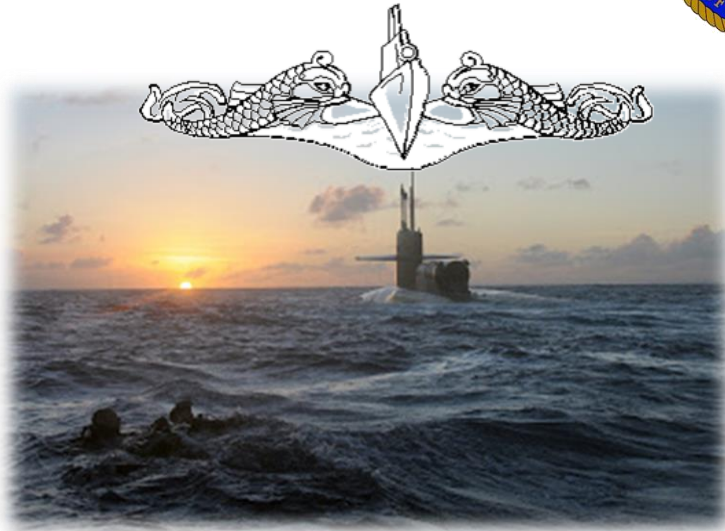


Nuclear Enlisted Community Status Brief



*N133D
Nuclear Enlisted Community Management*



Agenda

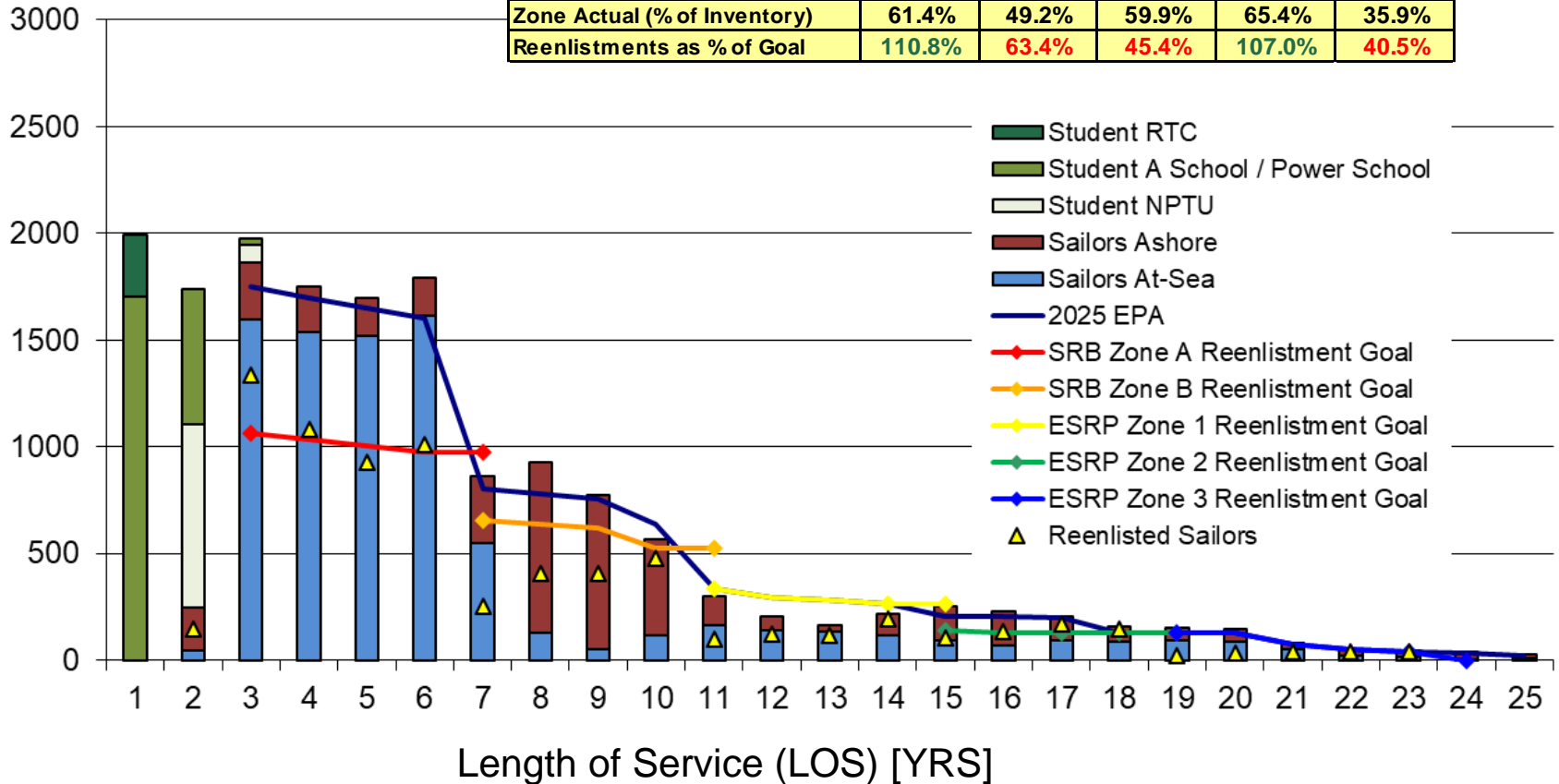
- Community Snapshot
- Maximizing Compensation
- Commissioning Programs
- Upcoming Policies
- Questions



Nuclear Enlisted Retention Aggregate (1 Nov 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)	6701	2970	1173	737	420	12001
Inventory	7344	3135	888	846	474	12687
Inventory as % of Model	109.6%	105.6%	75.7%	114.8%	112.9%	105.7%
Reenlistment Status	Zone A	Zone B	Zone 1	Zone 2	Zone 3	
Zone Goal (% of Inventory)	57.3%	77.6%	132.1%	61.1%	88.6%	
Zone Actual (% of Inventory)	61.4%	49.2%	59.9%	65.4%	35.9%	
Reenlistments as % of Goal	110.8%	63.4%	45.4%	107.0%	40.5%	

Nuclear Trained Sailors

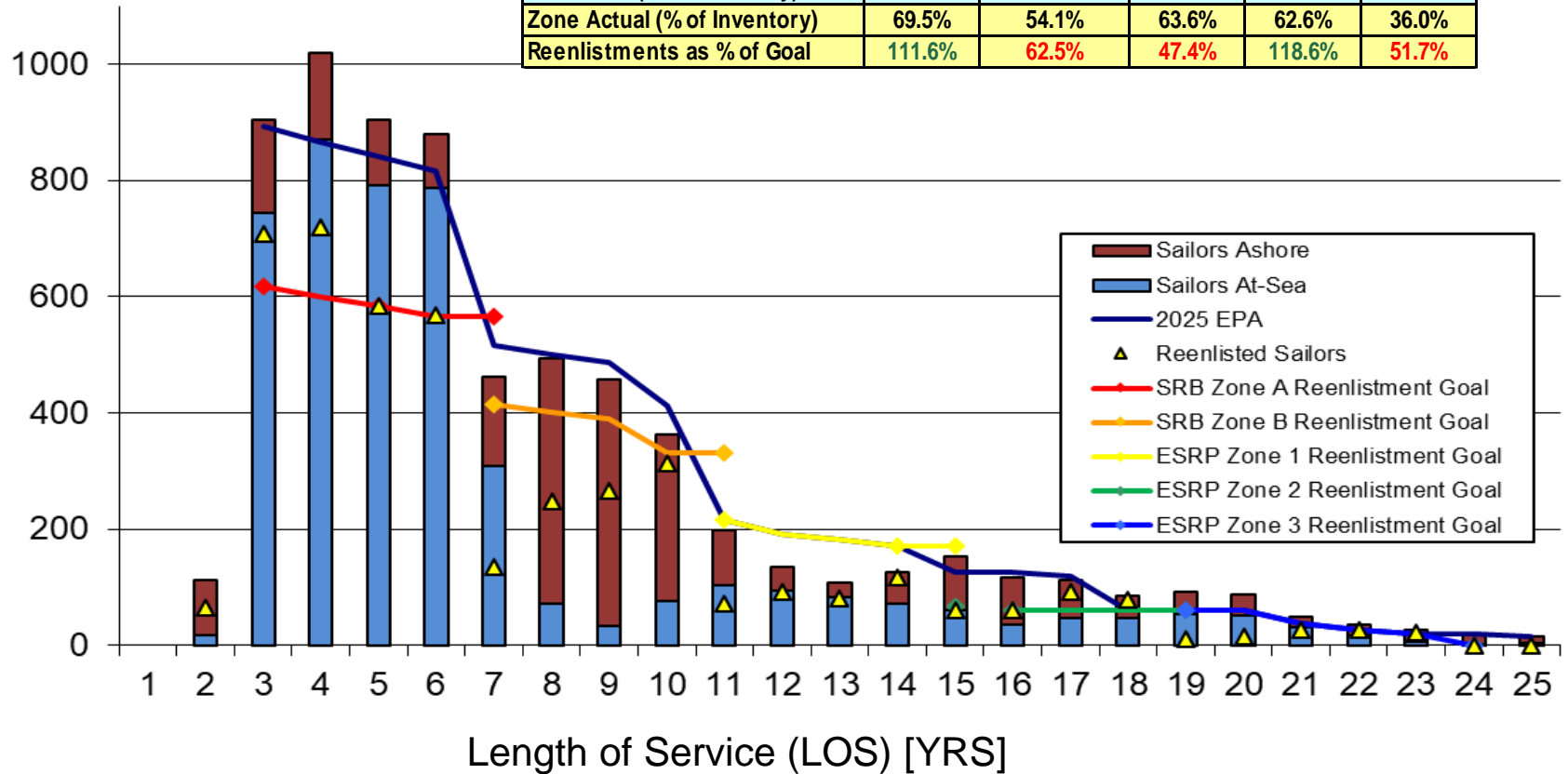




Nuclear Enlisted Retention Submarine (1 Nov 24)

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)	3416	1915	762	429	203	6725
Inventory	3819	1777	568	468	292	6924
Inventory as % of EPA	111.8%	92.8%	74.5%	109.1%	143.8%	103.0%
Reenlistment Status	Zone A	Zone B	Zone 1	Zone 2	Zone 3	
Zone Goal (% of Inventory)	62.0%	86.6%	134.2%	52.8%	69.5%	
Zone Actual (% of Inventory)	69.5%	54.1%	63.6%	62.6%	36.0%	
Reenlistments as % of Goal	111.6%	62.5%	47.4%	118.6%	51.7%	

Submarine Nuclear Sailors

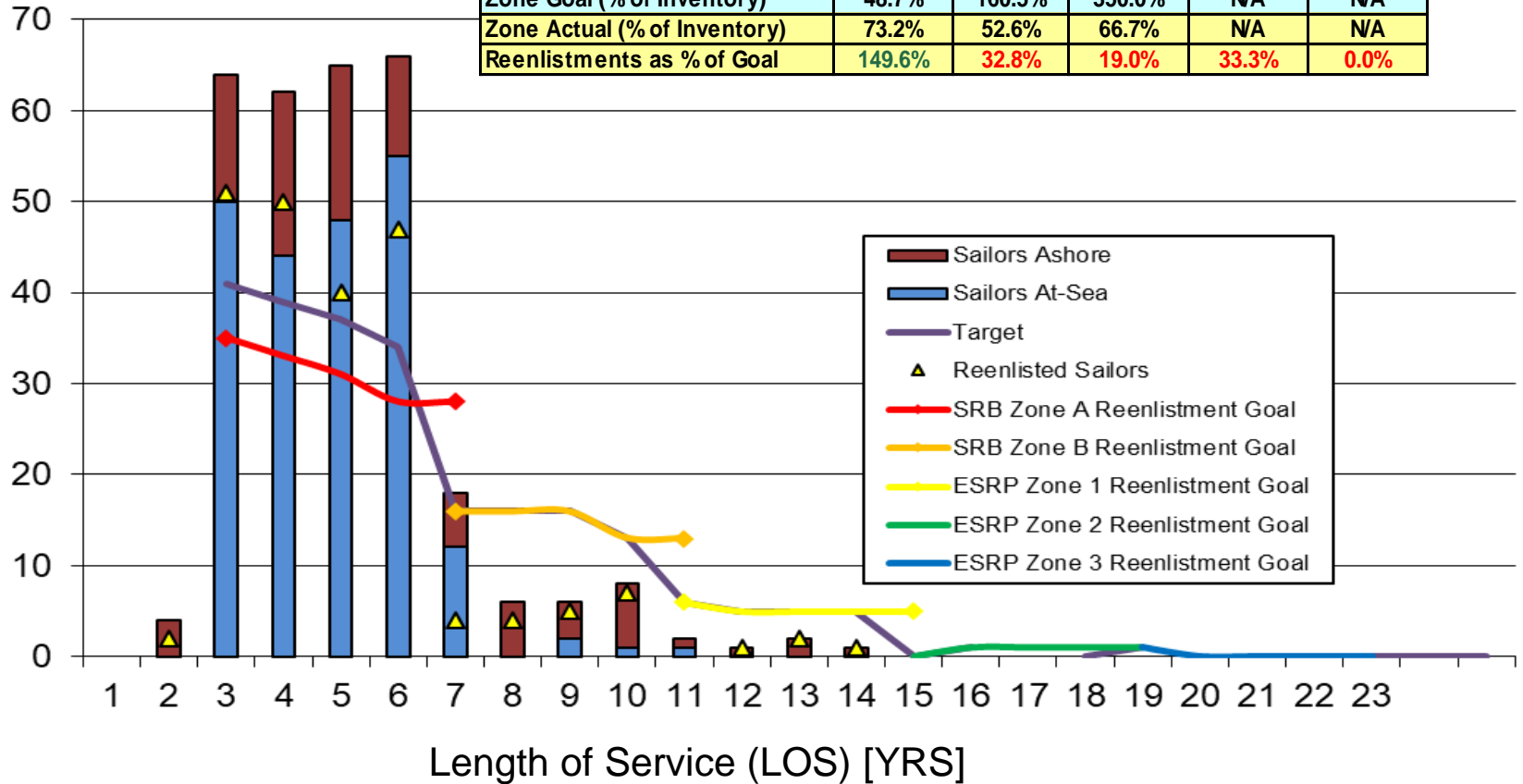




Female Nuclear Enlisted Retention Submarine (1 Nov 24)

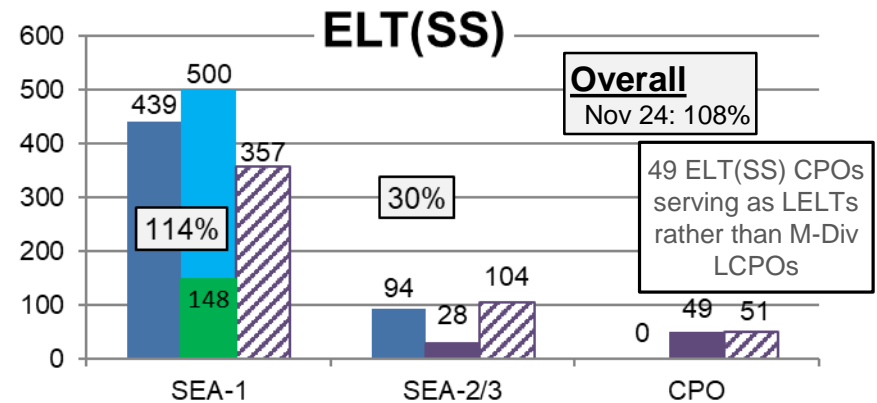
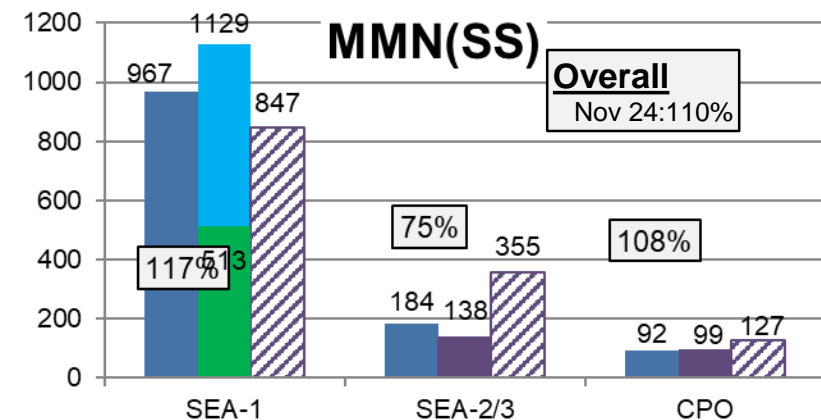
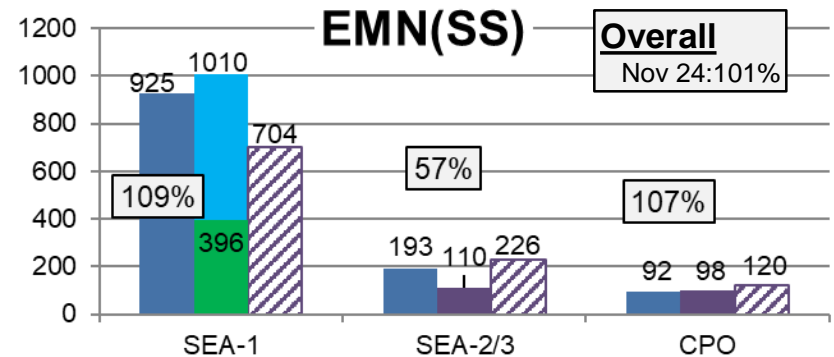
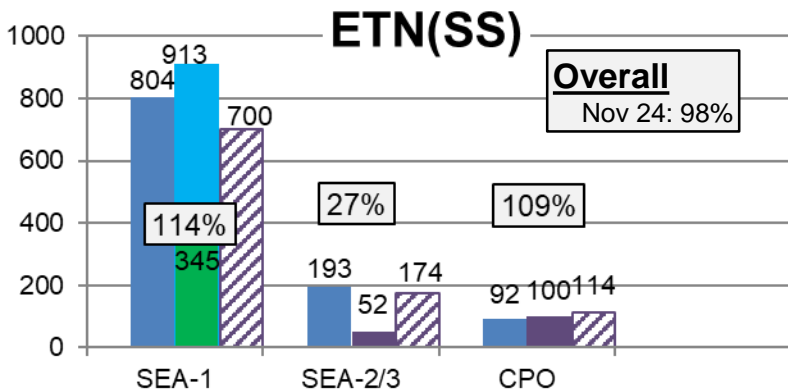
Manning Status	Zone A (2-6 Yr)	Zone B (7-10 Yr)	Zone 1 (11-14 Yr)	Zone 2 (15-18 Yr)	Zone 3 (19-23 Yr)	Total
Requirement	151	61	21	1	1	235
Inventory	261	38	6	2	0	307
Inventory as % of Requirement	172.8%	62.3%	28.6%	200.0%	0.0%	130.6%
Reenlistment Status	Zone A	Zone B	Zone 1	Zone 2	Zone 3	
Zone Goal (% of Inventory)	48.7%	160.5%	350.0%	NA	NA	
Zone Actual (% of Inventory)	73.2%	52.6%	66.7%	NA	NA	
Reenlistments as % of Goal	149.6%	32.8%	19.0%	33.3%	0.0%	

Submarine Nuclear Sailors

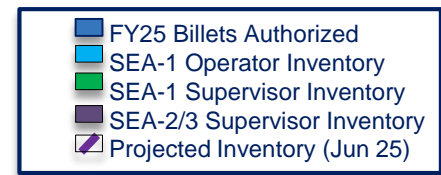




Nuclear At-Sea Manning Submarine Sea Inventory

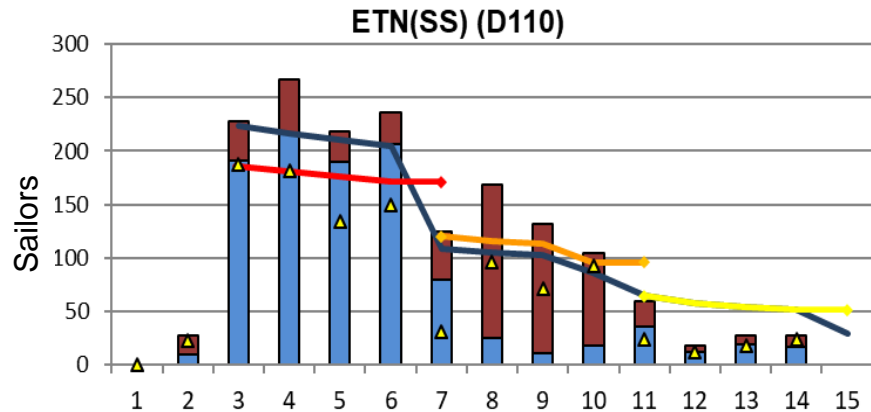


Data as of 1 Nov 24, inventory does not include manning on VA-class SSN-804 and beyond, SSBN- 827 and beyond, and KEY WEST, SAN JUAN, HELENA, or CHICAGO. Projected inventories are from Spring 2024 Distributable Inventory Projection. CPO inventory does not include frocked E-7s or E-8 through E-9.

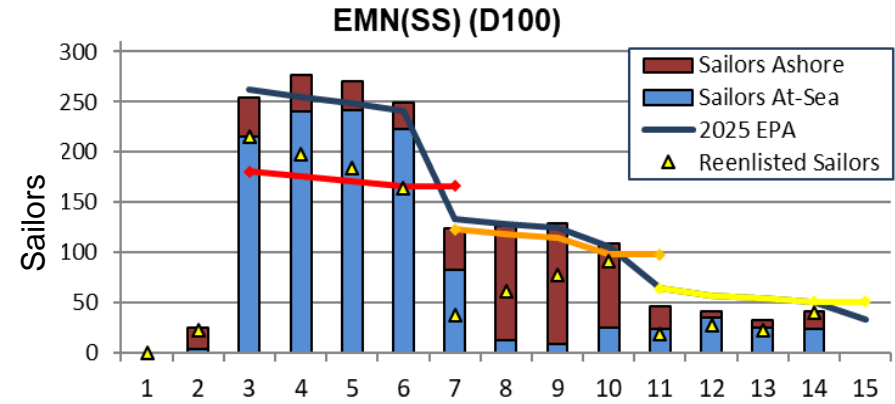




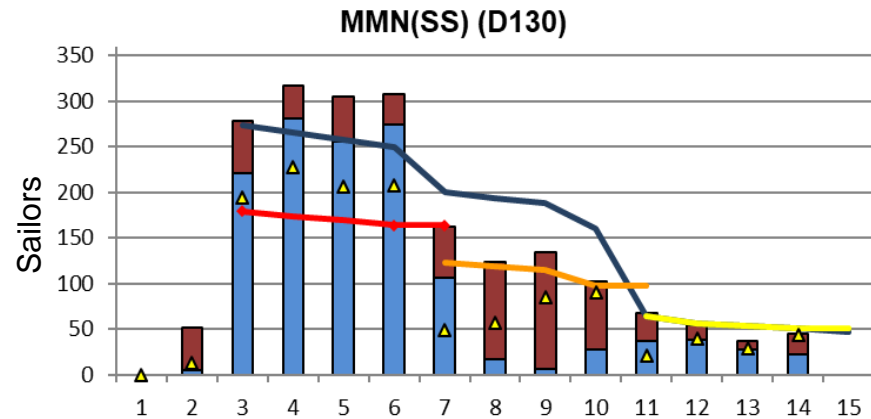
Nuclear Enlisted Retention Submarine Ratings (1 Nov 24)



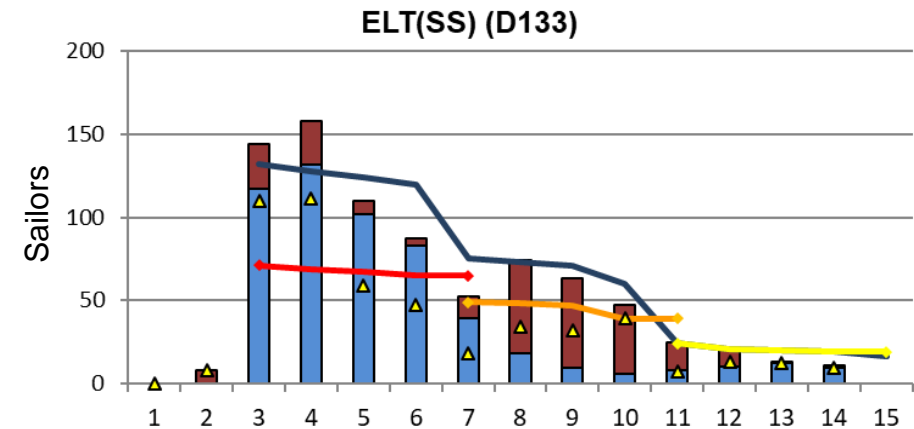
ETN(SS) (D110)	Zone A	Zone B	Zone 1	Zone 2	Zone 3
Inventory as % of EPA	113.9%	132.2%	58.0%	101.0%	113.6%
Reenlistments as % of Goal	91.2%	65.2%	34.5%	110.0%	42.4%



EMN(SS) (D100)	Zone A	Zone B	Zone 1	Zone 2	Zone 3
Inventory as % of EPA	106.9%	99.0%	72.1%	116.7%	152.6%
Reenlistments as % of Goal	109.8%	58.9%	47.8%	105.7%	59.6%



MMN(SS) (D130)	Zone A	Zone B	Zone 1	Zone 2	Zone 3
Inventory as % of EPA	120.2%	70.5%	90.7%	106.3%	159.2%
Reenlistments as % of Goal	121.7%	61.8%	59.3%	112.8%	52.1%



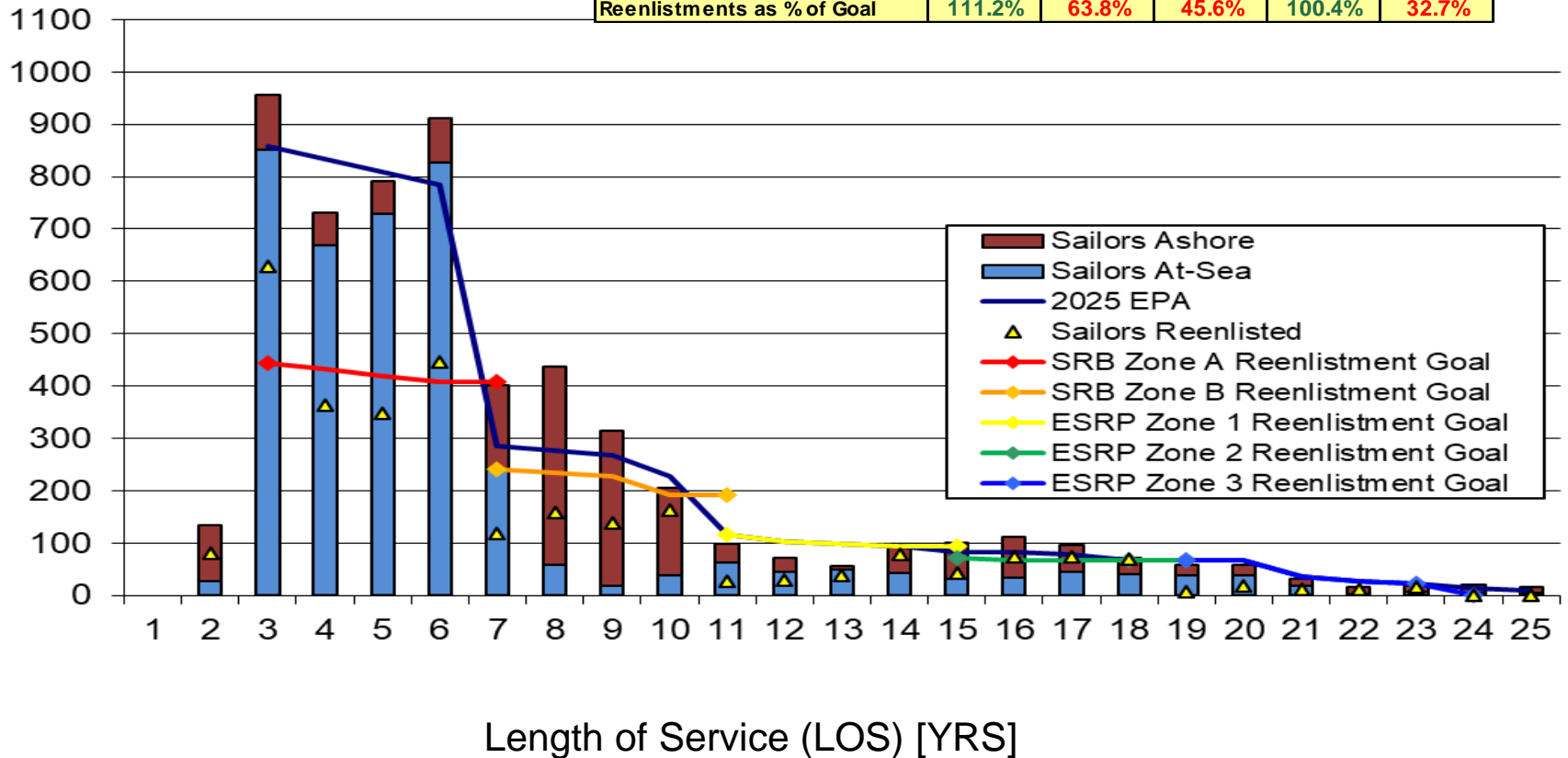
ELT(SS) (D133)	Zone A	Zone B	Zone 1	Zone 2	Zone 3
Inventory as % of EPA	100.6%	84.6%	82.1%	117.3%	156.3%
Reenlistments as % of Goal	120.2%	67.2%	48.8%	214.3%	56.3%



Nuclear Enlisted Retention Surface (1 Nov 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)	3283	1078	397	290	202	5250
Inventory	3499	1352	339	369	188	5747
Inventory as % of EPA	106.6%	125.4%	85.4%	127.2%	93.1%	109.5%
Reenlistment Status	Zone A	Zone B	Zone 1	Zone 2	Zone 3	
Zone Goal (% of Inventory)	46.1%	61.7%	117.1%	67.8%	107.4%	
Zone Actual (% of Inventory)	51.0%	39.3%	53.4%	68.0%	35.1%	
Reenlistments as % of Goal	111.2%	63.8%	45.6%	100.4%	32.7%	

Surface Nuclear Sailors

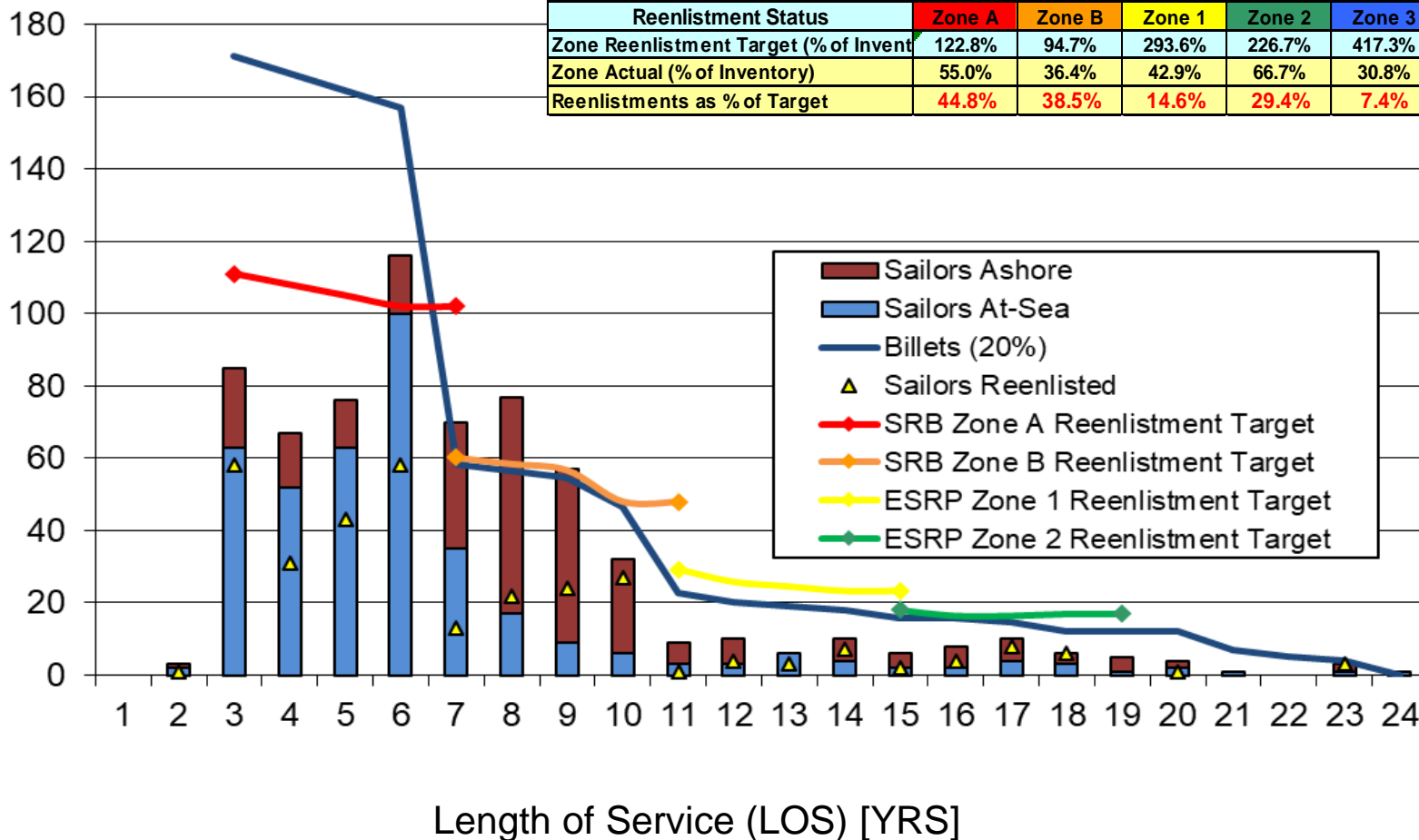




Female Nuclear Enlisted Retention Surface (1 Nov 24)

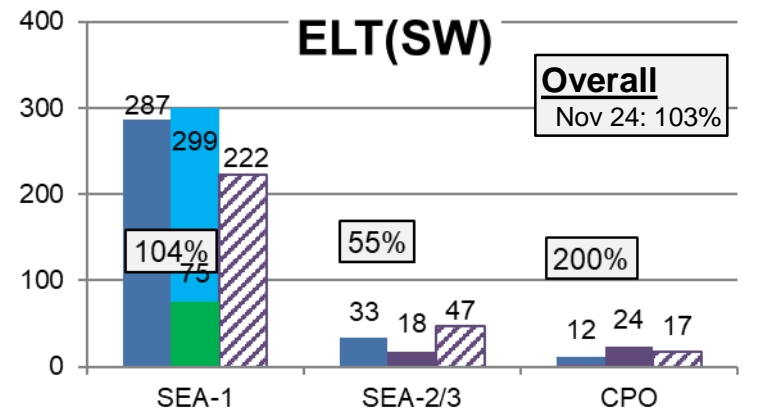
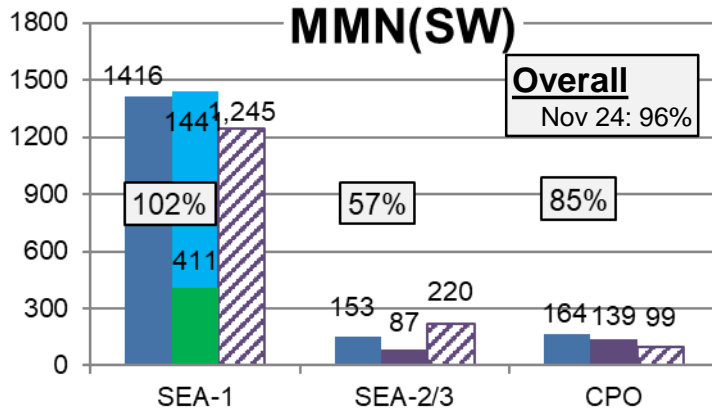
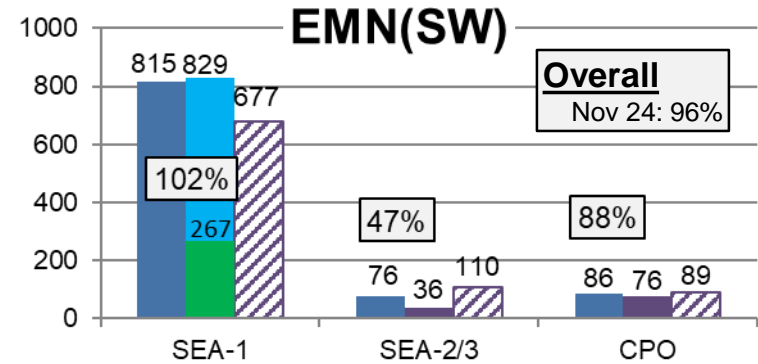
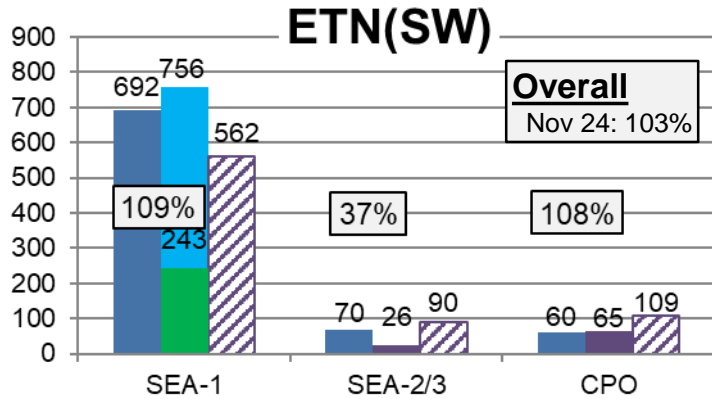
Manning Status	Zone A (2-6 Yr)	Zone B (7-10 Yr)	Zone 1 (11-14 Yr)	Zone 2 (15-18 Yr)	Zone 3 (19-23 Yr)	Total
Target	656	216	80	58	41	1010
Inventory	347	236	35	30	13	648
Inventory as % of Target	52.9%	109.5%	44.0%	51.5%	31.9%	64.2%
Reenlistment Status	Zone A	Zone B	Zone 1	Zone 2	Zone 3	
Zone Reenlistment Target (% of Invent)	122.8%	94.7%	293.6%	226.7%	417.3%	
Zone Actual (% of Inventory)	55.0%	36.4%	42.9%	66.7%	30.8%	
Reenlistments as % of Target	44.8%	38.5%	14.6%	29.4%	7.4%	

Surface Nuclear Sailors

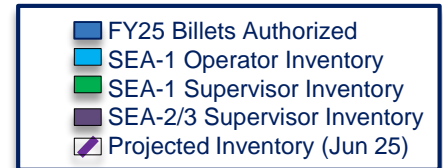




Nuclear At-Sea Manning Surface Sea Inventory



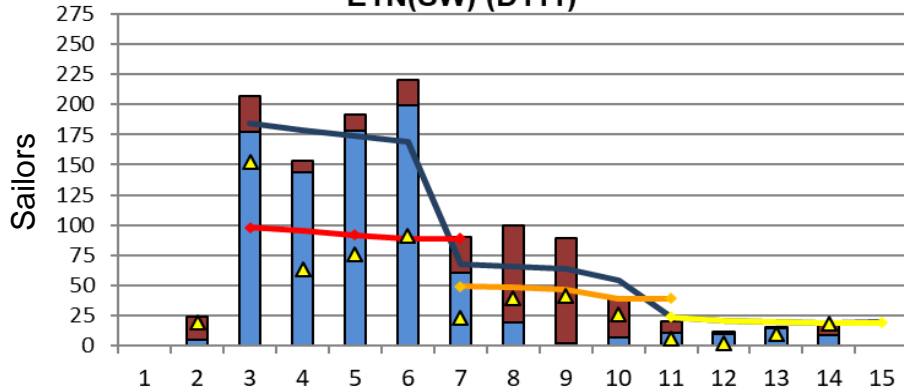
Projected inventories are from Spring 2024 Distributable Inventory Projection (CPO inventory includes frocked E-7s and all E-7 through E-9)





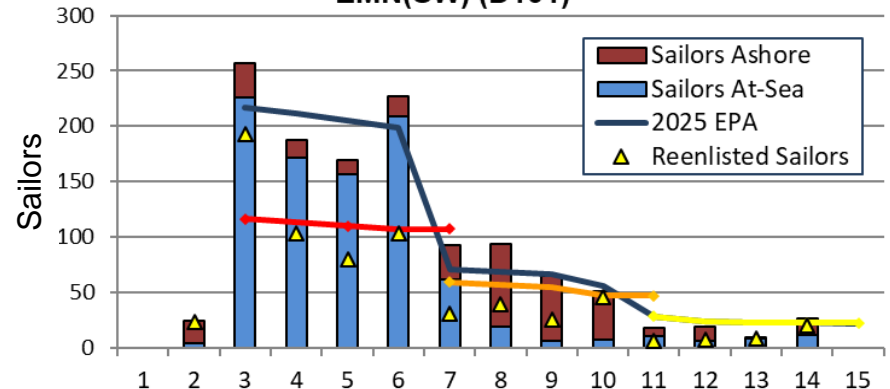
Nuclear Enlisted Retention Surface Ratings (1 Nov 24)

ETN(SW) (D111)



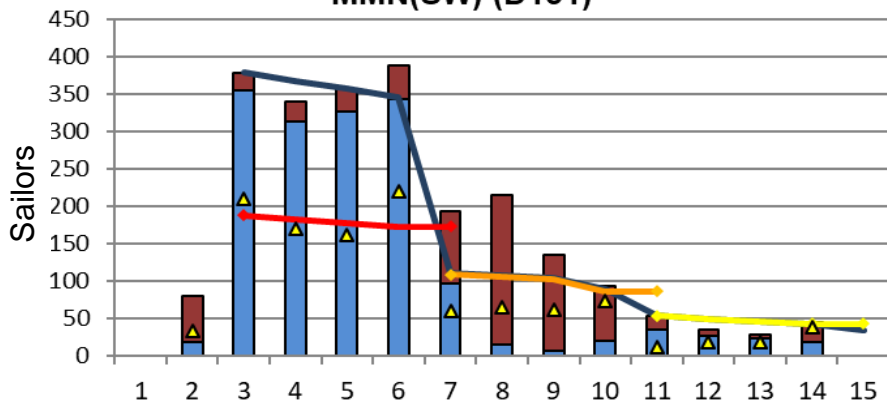
ETN(SW) (D111)	Zone A	Zone B	Zone 1	Zone 2	Zone 3
Inventory as % of EPA	112.7%	126.2%	79.8%	85.9%	86.0%
Reenlistments as % of Goal	107.2%	70.5%	42.9%	98.0%	27.9%

EMN(SW) (D101)



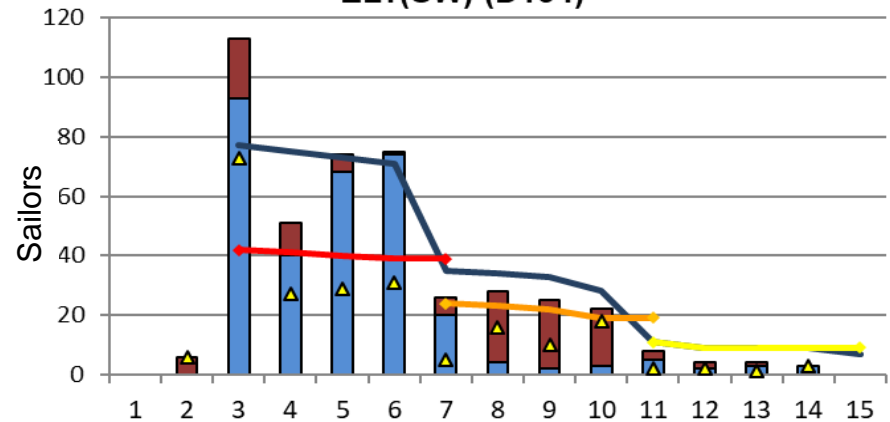
EMN(SW) (D101)	Zone A	Zone B	Zone 1	Zone 2	Zone 3
Inventory as % of EPA	103.8%	115.8%	74.2%	101.2%	75.8%
Reenlistments as % of Goal	112.6%	63.8%	42.3%	74.4%	29.0%

MMN(SW) (D131)



MMN(SW) (D131)	Zone A	Zone B	Zone 1	Zone 2	Zone 3
Inventory as % of EPA	106.5%	154.5%	84.4%	152.3%	75.2%
Reenlistments as % of Goal	110.5%	64.7%	44.8%	100.8%	26.7%

ELT(SW) (D134)



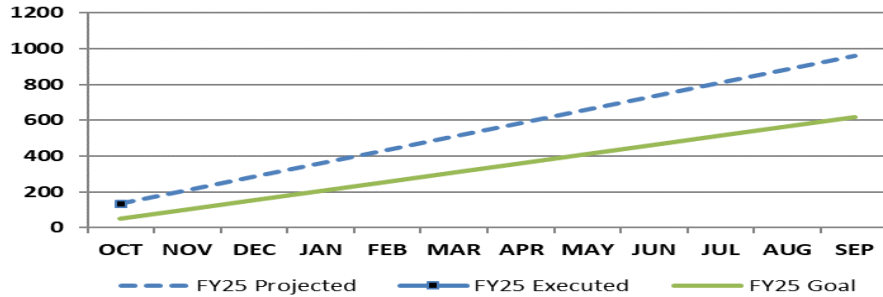
ELT(SW) (D134)	Zone A	Zone B	Zone 1	Zone 2	Zone 3
Inventory as % of EPA	107.8%	77.7%	50.0%	143.5%	271.4%
Reenlistments as % of Goal	102.5%	55.7%	21.1%	237.5%	100.0%



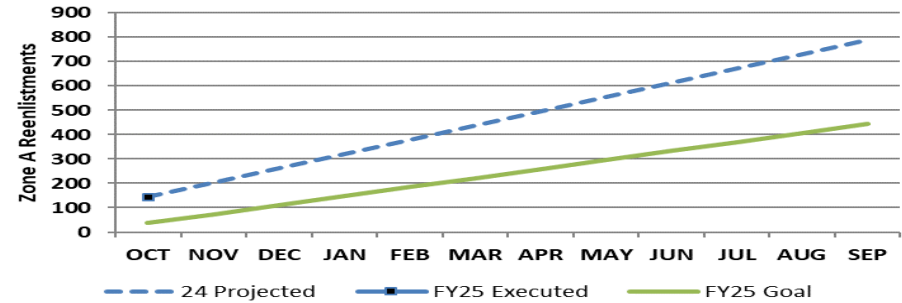
FY25 Nuclear Reenlistments

Zone A (1 Nov 24)

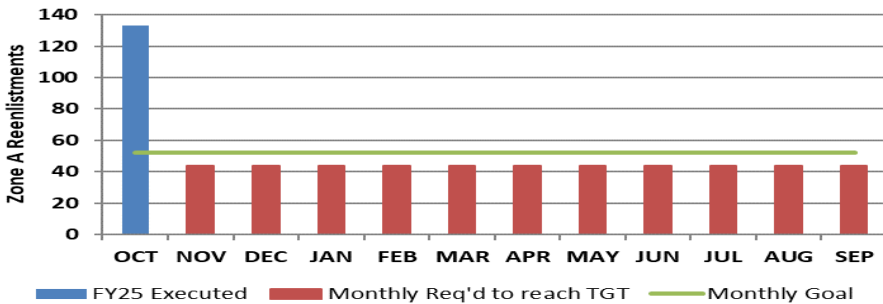
FY25 Submarine Zone A YTD Performance



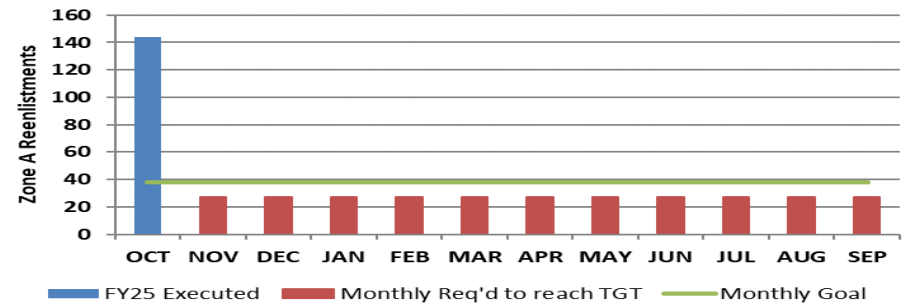
FY25 CVN Zone A YTD Performance



FY25 Submarine Zone A Monthly Performance



FY25 CVN Zone A Monthly Performance



Rating	Executed	FY TD Goal	% Goal	Eligible	
				Sea	Shore
ETNSS	30	16	188%	400	35
EMNSS	44	15	293%	410	33
MMNSS	34	15	227%	462	70
ELTSS	25	6	417%	180	17
Total	133	52	256%	1452	155

Rating	Executed	FY TD Goal	% Goal	Eligible	
				Sea	Shore
ETNSW	39	8	488%	508	14
EMNSW	31	10	310%	447	21
MMNSW	47	16	294%	745	92
ELTSW	27	4	675%	164	15
Total	144	38	379%	1864	142

Zone A Reenlistment Summary

YTD Executed	277, 307.8%	Annual Proj.	1925
YTD Goal	90	Annual Goal	1061

Zone A (NPTU Grad to 6 years of Service)

- FY21 Execution – 1122 FY23 Execution – 1393
- FY22 Execution – 1266 FY24 Execution – 1925



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.**

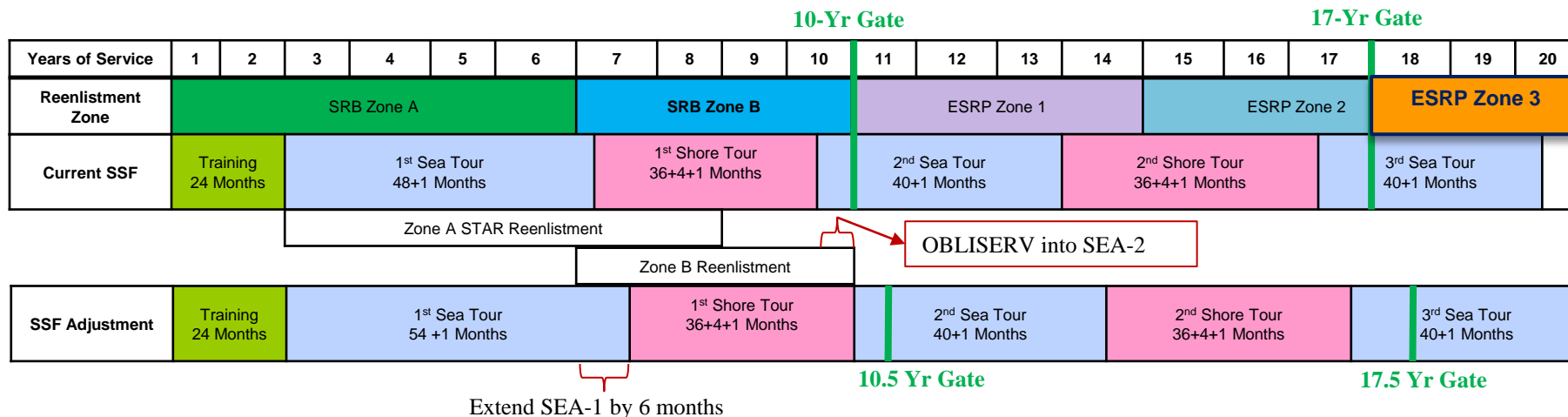


Zone B/SSF Timing Improvement

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:

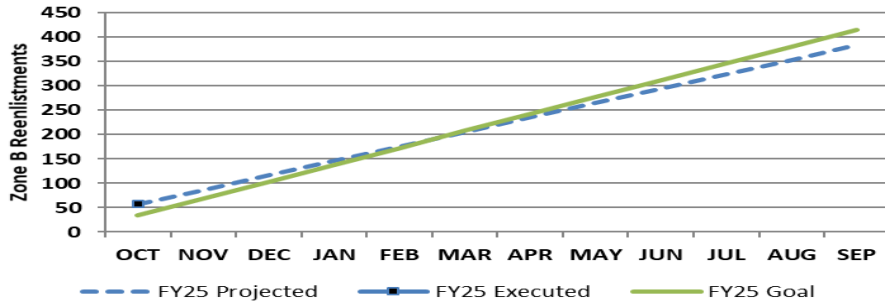
- Must be in ≥ 6 years but less than 10 years**
- Must reenlist into next Zone**
- Must add at least 2 years past an extension to count the extension towards the bonus**
- Effective when member does a Zone B vice an extension to meet OBLISERV for shore duty. Most effective when does in conjunction with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



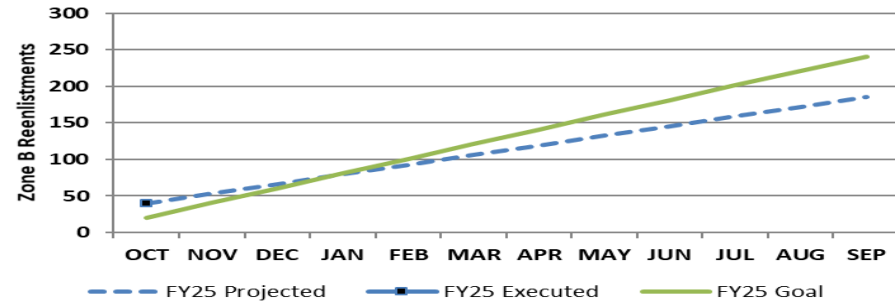
FY25 Nuclear Reenlistments

Zone B (1 Nov 24)

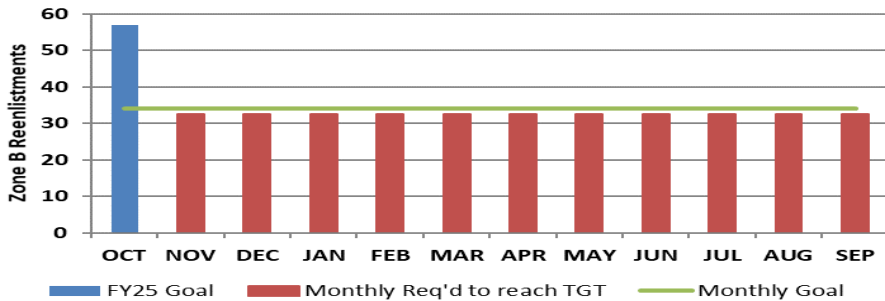
FY25 Submarine Zone B YTD Performance



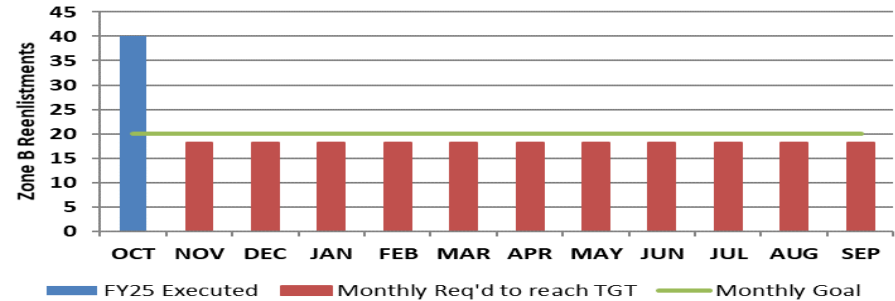
FY25 CVN Zone B YTD Performance



FY25 Submarine Zone B Monthly Performance



FY25 CVN Zone B Monthly Performance



Rating	Executed	FY TD Goal	% Goal	Eligible	
				Sea	Shore
ETNSS	5	10	50%	56	275
EMNSS	18	10	180%	54	315
MMNSS	27	10	270%	49	343
ELTSS	7	4	175%	52	101
Total	57	34	168%	211	1034

Submarine Ratings

Rating	Executed	FY TD Goal	% Goal	Eligible	
				Sea	Shore
ETNSW	11	4	275%	27	173
EMNSW	8	5	160%	22	196
MMNSW	18	9	200%	34	404
ELTSW	3	2	150%	18	65
Total	40	20	200%	101	838

Surface Ratings

Zone B Reenlistment Summary

YTD Executed	97, 179.6%	Annual Proj.	524
YTD Goal	54	Annual Goal	656

Zone B (>6 to 10 years of service)

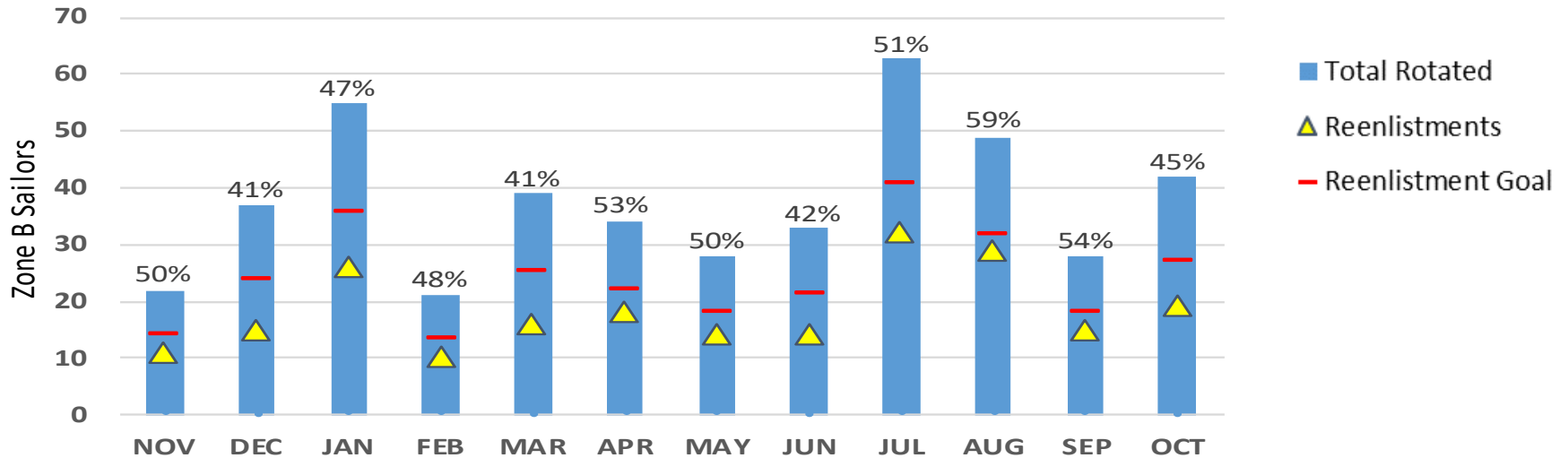
- FY21 Execution – 350 FY23 Execution – 374
- FY22 Execution – 345 FY24 Execution – 524



Nuclear Reenlistments

Zone B Reenlistments vs Rotators (1 Nov 24)

Zone B Reenlistments out of Sailors Rotated



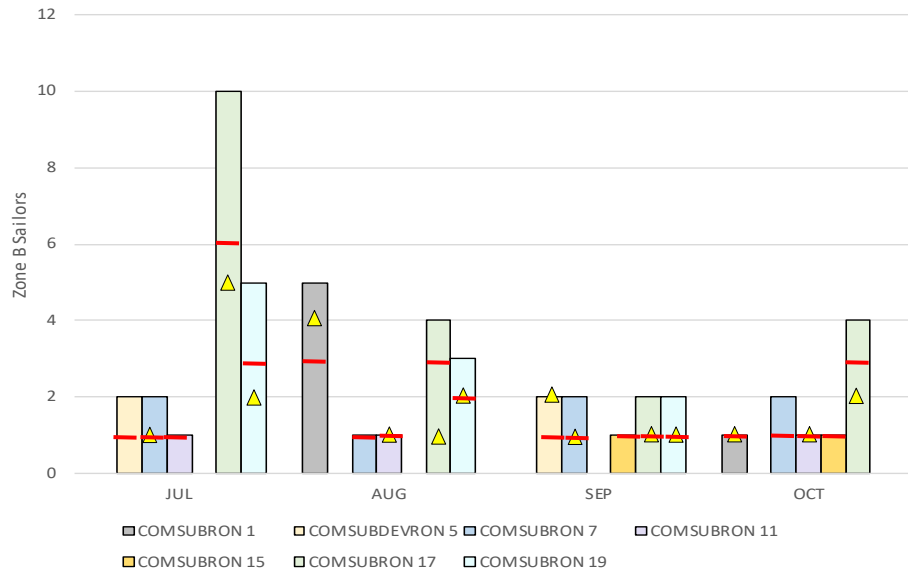
- Graph represents number (or percentage) of Sailors rotating ashore on a Zone B contract.
 - Rotating ashore (SEA-1 to SHORE-1) equals Sailors in Zone B gained by a shore command.
 - Yellow triangles represent the number of Sailors who reenlisted Zone B within the group.
 - Red line represents the Zone 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.



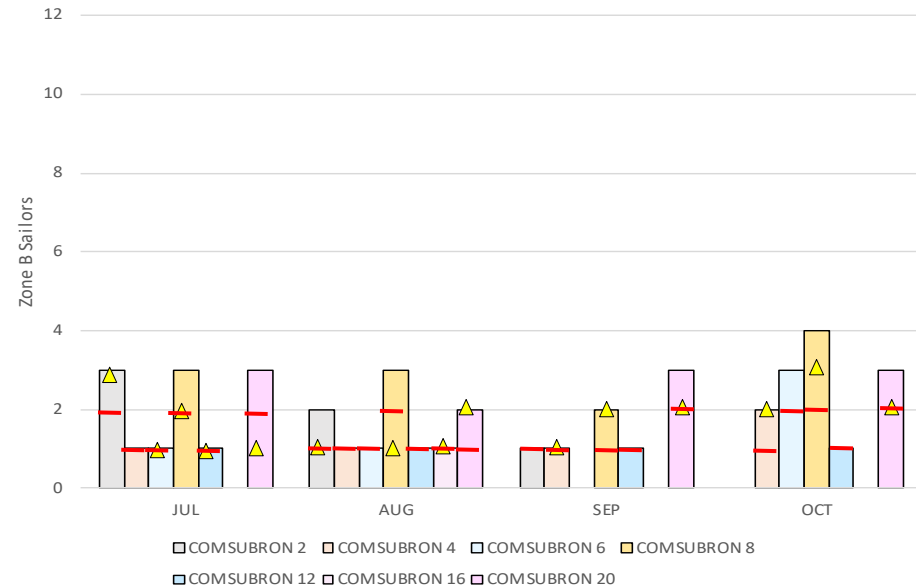
Submarine Reenlistments

Zone B Reenlistments vs Rotators (1 Nov 24)

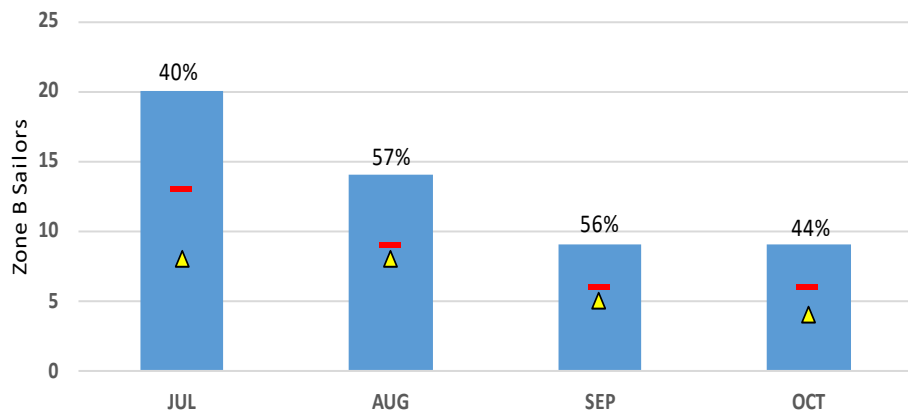
SUBPAC Zone B Reenlistments out of Sailors Rotated by Squadron



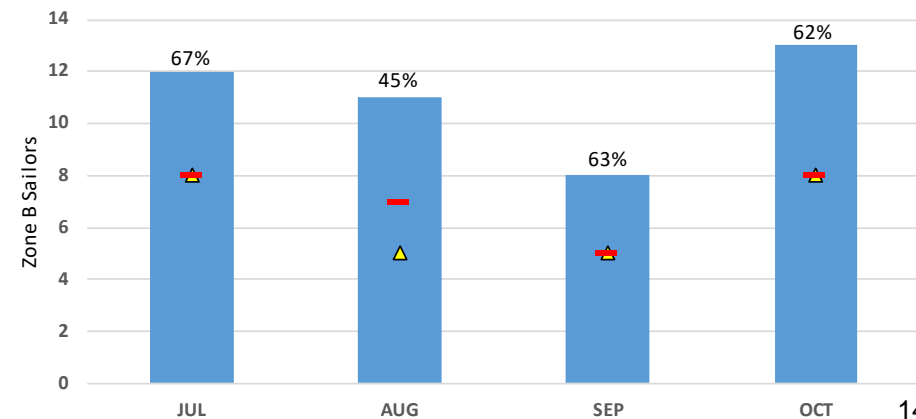
SUBLANT Zone B Reenlistments out of Sailors Rotated by Squadron



SUBPAC Zone B Reenlistments out of Sailors Rotated



SUBLANT Zone B Reenlistments out of Sailors Rotated

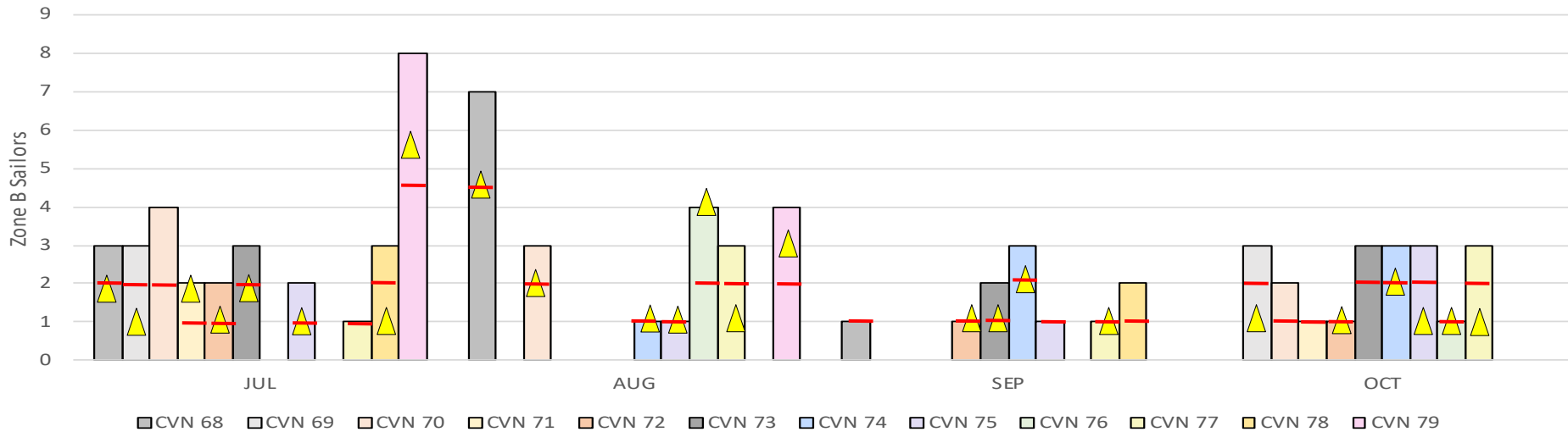




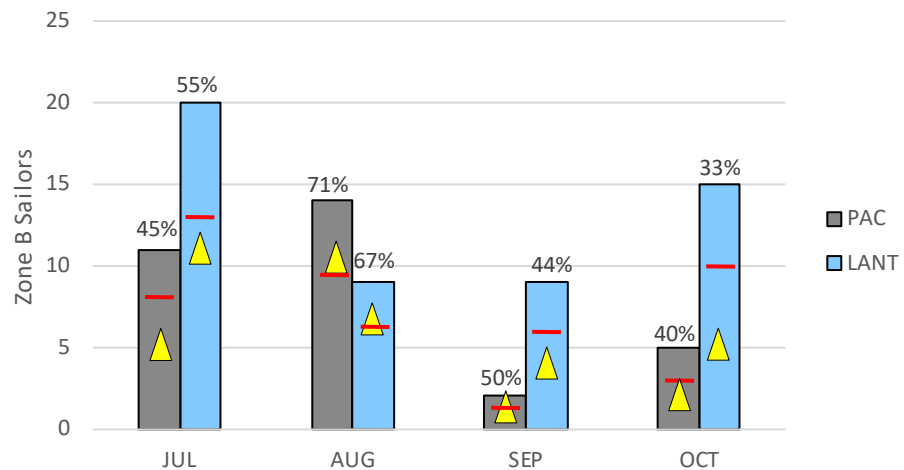
Surface Reenlistments

Zone B Reenlistments vs Rotators (1 Nov 24)

CVN Zone B Reenlistments out of Sailors Rotated



CVN Zone B Reenlistments vs Rotations





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				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)	5.0	\$55,368	8.0	\$100,000	9.5	\$150,000	4.5	\$48,413
EMN(SS)	5.5	\$60,905	8.0	\$100,000	8.0	\$140,410	4.5	\$48,413
MMN(SS)	6.5	\$ 71,978	8.0	\$100,000	7.5	\$131,634	4.5	\$48,413
ELT(SS)	9.0	\$99,662	8.0	\$100,000	7.5	\$131,634	4.5	\$48,413
EWS ¹			10.5	\$160,000				

Note 1: Sailors must reenlist for 6 years on SEA-1 (or earliest opportunity) and be qualified EWS. See nuclear CCC website for more information.

	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				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(SS)	5.0	\$55,368	8.0	\$100,000	7.5	\$131,634	4.5	\$48,413
EMN(SS)	5.5	\$60,905	8.0	\$100,000	8.0	\$140,410	4.5	\$48,413
MMN(SS)	6.5	\$ 71,978	8.0	\$100,000	7.5	\$131,634	4.5	\$48,413
ELT(SS)	9.0	\$99,662	8.0	\$100,000	6.0	\$105,307	4.5	\$48,413
PPWS ¹			10.5	\$160,000				

Note 1: Sailors must reenlist for 6 years on SEA-1 (or earliest opportunity) and be qualified PPWS. See nuclear CCC website for more information.

	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/>