NUCLEAR PATHWAYS TO SUCCESS

SURFACE

SMART GOALS

Specific → Measurable → Action-Oriented → Relevant → Time Oriented

SHORT TERM (<6 MONTHS)	Goal Date	Complete Date
MID TERM (6-18 MONTHS)	**Goal Date**	**Complete Date**
LONG TERM (>18 MONTHS)	**Goal Date**	**Complete Date**

1ST SEA TOUR JSI

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	
	Training 24 Months	JSI TOUR 24 MONTHS	1st Sea Tour 48+1 Month						1st Shore Tour 30+1 Months			LPO/LCPO Tour 40+1 Month				2nd Shore Tour 36+1 Months			DLCPO Tour 40+1 Month	

11-Yr Gate 17.5-Yr Gate

1ST SEA TOUR NON JSI

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	
	Training 24 Months	1st Sea Tour 48+1 Month						1st Shore Tour 36+4+1 Months			LPO/LCPO Tour 40+1 Month			2nd Shore Tour 36+4+1 Months				DLCPO Tour 40+1 Month		

10-Yr Gate 17-Yr Gate

Qualification	Nominal
☐ Warfare	(24 Months from Arrival at First Command)
☐ Senior In rate	(18 Months from Arrival at First Command)
☐ Supervisory NEC	(36 Months from Arrival at First Command)
☐ PPWS NEC (N33Z)	(42 Months from Arrival at First Command)

Professional Development

- ☐ 3M Petty Officer
- ☐ Repair Parts Petty Officer
- ☐ Work Center Supervisor
- ☐ Leading Petty Officer
- ☐ Training Petty Officer

Possible Schools

- ☐ Quality Assurance Inspector (QAI)
- ☐ Nuclear Planner (NEC N77Z)
- ☐ ETMS (NEC N73Z) (Specific to N23O/N23S)
- ☐ PPLAN (NEC N71Z/N72Z)
- ☐ Propulsion Plant Trade Skills
- ☐ Gage Calibration
- ☐ Advanced Fire Fighting

Supervisor NEC

- ☐ E-5 or Greater
- ☐ Greater than 4 years of Service (Waiver for PPWS/EWS Qualified)
- ☐ Qualify watches per OPNAVINST 1220.1(Series)
- ☐ Complete TYCOM qualification

REFER TO OPNAVINST 1220.1(Series) for more Information on NECs

INCENTIVE PAY

Nuclear-trained Sailors with an active NEC are eligible for various Special Duty Assignment Pay rates based on assignment and qualification.

	Operator	Supervisor
SEA	$150	$375
RDMC		$450
NPTU	$150	$450
TENDER	$375	$375
SHORE	$150	$300

- **Verify Current SDAP level verified on LES:** Supervisory NEC at Sea results in $2,700 raise.
- **Verify Sea Pay on LES:** Authorized for Sailors permanently attached to an in-service vessel. Variable rate.
- **Assignment Incentive Pay (AIP):** Nuclear-trained Sailors who volunteer for shore duty as an NPTU instructor are eligible to receive a lump sum AIP incentive upon completing instructor qualifications.
    - **Process**: Sailors must bid for AIP while selecting orders in CMS-ID

CAREER CONTINUATION

The Navy values the work you do and is willing to pay to retain top-talent. Reenlistment bonus eligibility is indicative of this fact. Nuclear-trained Sailors are eligible for Selective Reenlistment Bonus (SRB) and Enlisted Supervisor Retention Pay (ESRP) based on career timing and qualifications.

Bonus Calculation

Reenlistment contract values are **capped** $**30k/year and $100,000 total** per contract**.**

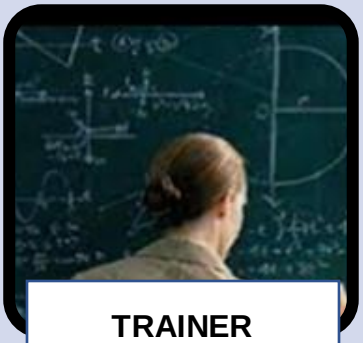
- **STAR Reenlistment**
  - Nuclear NEC
  - 21 months of service
  - Approved C-WAY quota
  - Execute 6-year reenlistment
  - Decision between 2 and 6 years of service
  - No NJP or ARI in last 18 months
  - No Evaluation grade less than 3.0 for last 24 months.

- **Timing**: STAR contracts ***should*** be executed before completing the 4th year of service to incorporate inoperative extensions. Early STAR contracts optimize lifetime bonus payments.

SHORE DUTY RESET, DEVELOP SKILLS, LINE UP NEXT TOUR

Skills at Sea + Skills at Shore = Professional Growth

- **CONSIDER:** When negotiating for your shore duty orders, evaluate your personal and professional goals.



TRAINER

QUALIFY MTS AND EWS(NPTU)

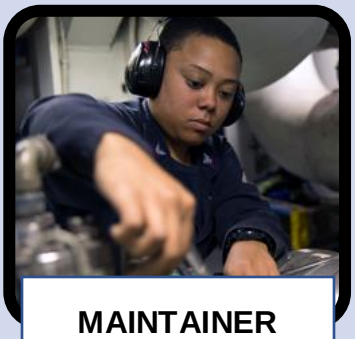
PURSUE COLLEGE

$450 SDAP

LEAD FUTURE SAILORS

PRIORITY CHOICE IN FOLLOW ON ORDERS

LOCATIONS: CHARLESTON, BALLSTON SPA, FIDES AT FLEET CONCENTRAION AREAS



MAINTAINER

LEAD COMPLEX MAINTENANCE

PURSUE COLLEGE

VARIABLE SDAP

ATTEND RCTQS, RADCON TECH, NUCLEAR PLANNER

LOCATIONS: NUCLEAR FLEET CONCENTRATION AREAS

RECRUITER

GUIDE NEW RECRUITS

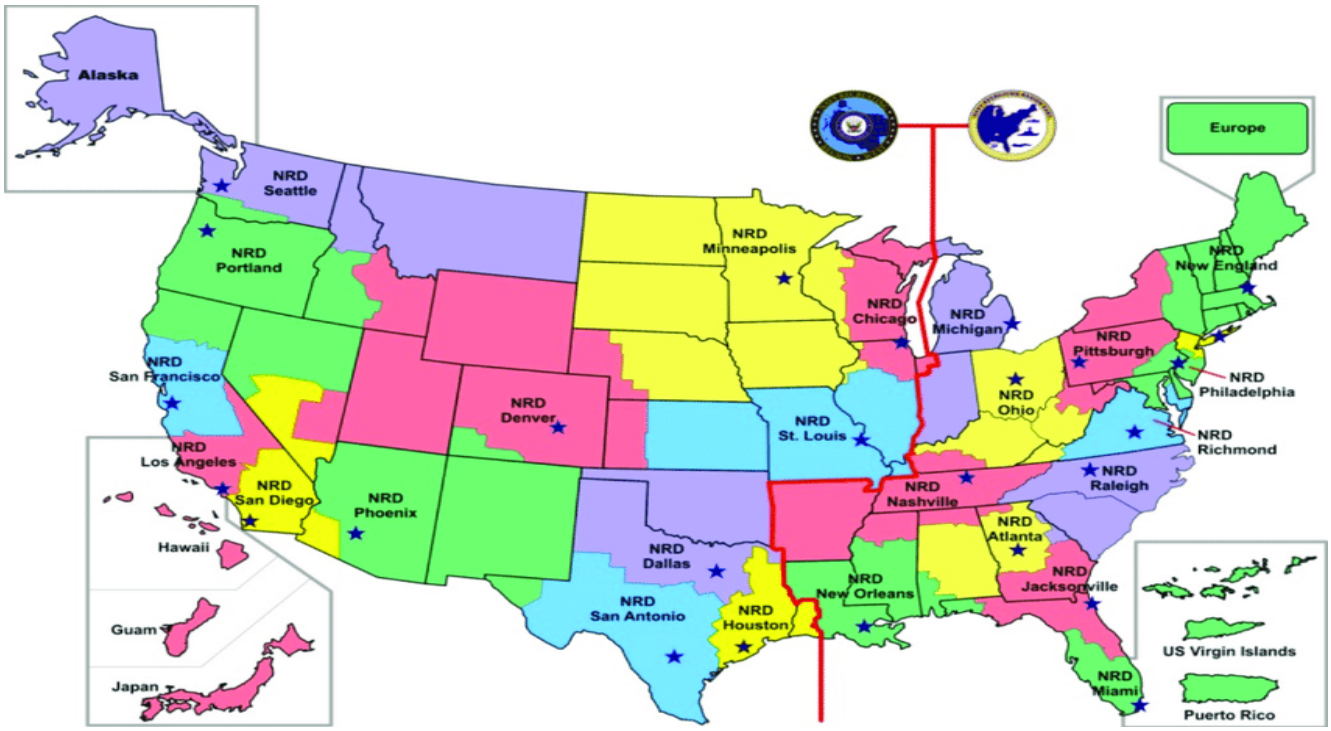
PURSUE COLLEGE

$450 SDAP

ATTEND ENLISTED RECRUITER SCHOOL

LOCATIONS: NATIONWIDE

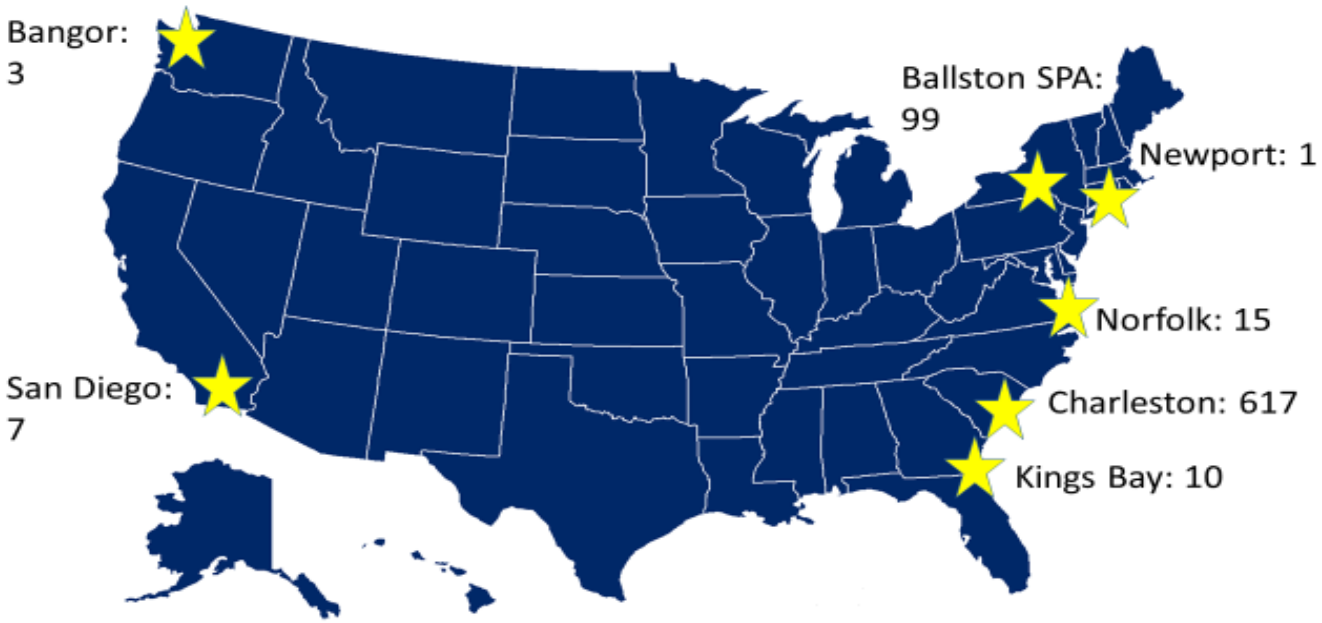
SHORE DUTY: RECRUITER



- **Recruiting District Examples – 143 Total Billets**
  - Phoenix, AZ
  - Miami, FL
  - San Juan, Puerto Rico
  - Portland, OR
  - Raleigh, NC
  - Richmond, VA
  - New England
  - Dallas, TX
  - Denver, CO
  - Los Angeles, CA & more! Ask your Detailer!

- **Advantages**
  - Diverse locations (possible hometown)
  - Complete your college degree
  - Help your country maintain a strong national defense by recruiting the best
  - Highest SDAP for non-nuclear shore duty

SHORE DUTY TRAINER

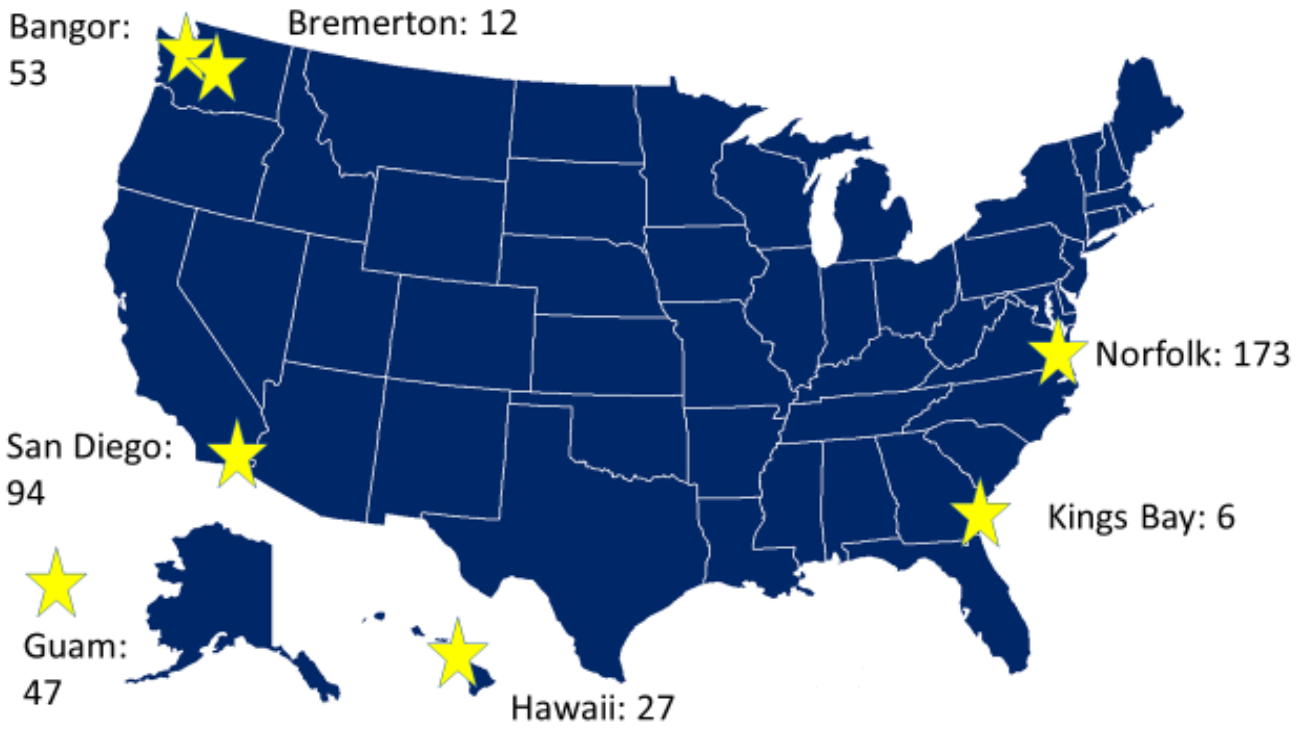


- **Requirements to Screen Instructor**
  - Warfare Qualified
  - Senior-in-Rate Qualified
  - Supervisory NEC for NFAS PPWS/EWS for NPS/FIDE

- **Screening Process**
  - Pre- Screen 15 months prior to PRD Top performing Sailors who meet requirements will be selected.
  - Notification via Naval Message
  - If not selected during pre-screening and desire Instructor Duty – Submit Package with CO's Endorsementsuper

- **Advantages**
  - Career Enhancing: Instructors typically advance to E-7 one year earlier.
  - Leadership and Operational Experience: Qualify EWS at NPTU
  - NPTU has Highest SDAP ($450)

SHORE DUTY: MAINTAINER



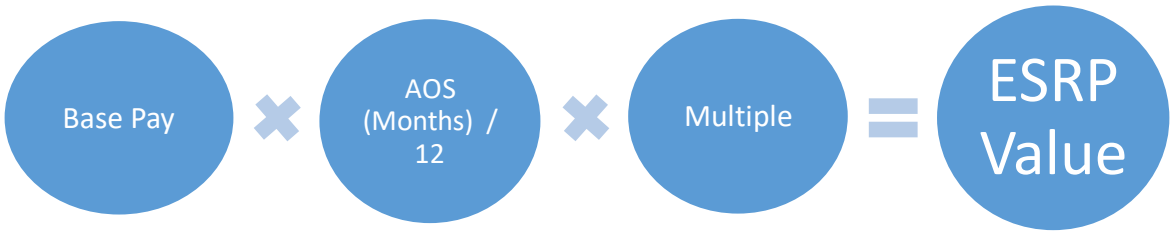
- **Advantages**
  - Gain unparalleled experience in rate-specific skills – Gain maintenance planning skills difficult to obtain at other shore commands
  - Complete your college degree
  - Unique Potential to attend Radiological Controls Technician Qualification School (RCTQS) and earn the RADCON Tech NEC (N76Z)
  - Unique Potential to Attend Nuclear Planner school and earn the Nuclear Planner NEC (N77Z)
  - You may also be eligible for Submarine billets in Pearl Harbor, HI; or Groton, CT. Contact your Detailer!

RETURN TO SEA AND STAY NAVY

- **Go back to sea and lead the next generation of Sailors**
  - After you have completed the first sea tour and a shore tour, you have gained irreplaceable knowledge; both in your rating and as a leader
  - You won't be going back to sea to do the same job you had as a first tour Sailor On your return you will be a divisional and departmental leader
- **Continue advancing your professional career**
  - Stand Engineering Watch Supervisor
  - Manage complex nuclear operations
  - Build your technical and supervisory skills

ENLISTED SUPERVISOR RETENTION PAY (ESRP)

- ESRP is tailored to reward sustained superior performance and critical nuclear supervisor skills
- Eligible to reenlist as soon as you satisfy the years of service, qualifications, and paygrade
  - Zone 1:
    - **Between 10 and 14 years of service**
    - **Hold Supervisory NEC**
    - **The Zone 1 bonus counts AOS through 16 years**
  - Zone 2:
    - **Between 14 and 18 years of service**
    - **Frocked E-7 or Above**
    - **The Zone 2 bonus counts AOS through 18 years**
  - Zone 3:
    - **Between 18 and 23 years of service**
    - **E8 or E9 with orders to, serving, or successful DLCPO tour**
    - **The Zone 3 bonus counts AOS through 23 years**



YOUR ROAD TO ANCHORS

Ways to Prepare

- Become a Technical Expert
- Become a Highly Qualified Watchstander
- Participate in Sailor 360
- Be a mentor and a mentee
- Educate yourself (Navy schools, college, graduate degree, books, etc)

Chief Petty Officer

- Supervisor NEC (required)
- EWS/PPWS qualified (required)(N33Z NEC)
- Leading Petty Officer **at sea**
- Sustained superior performance

Senior Chief Petty Officer

- LCPO at sea

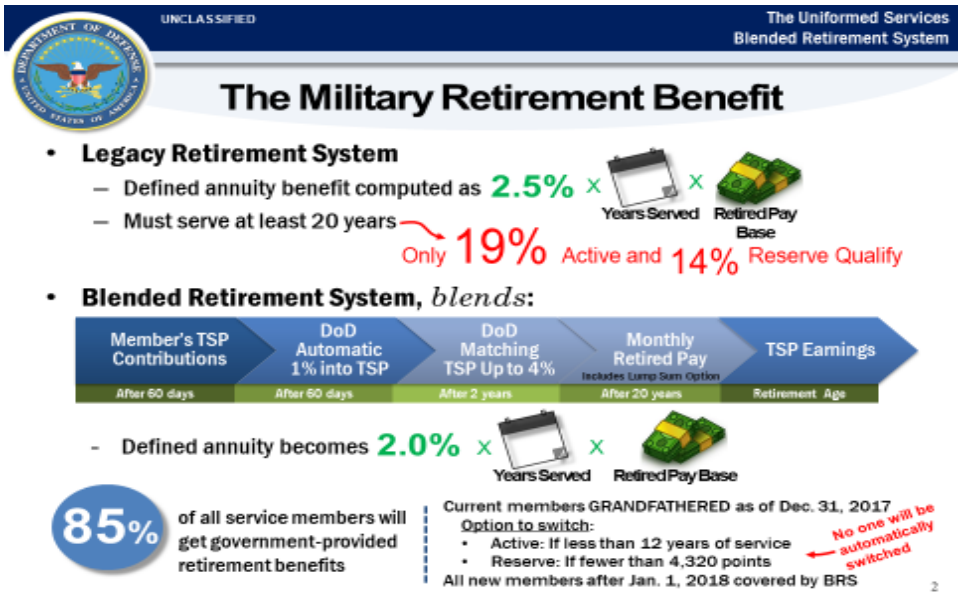
Master Chief Petty Officer

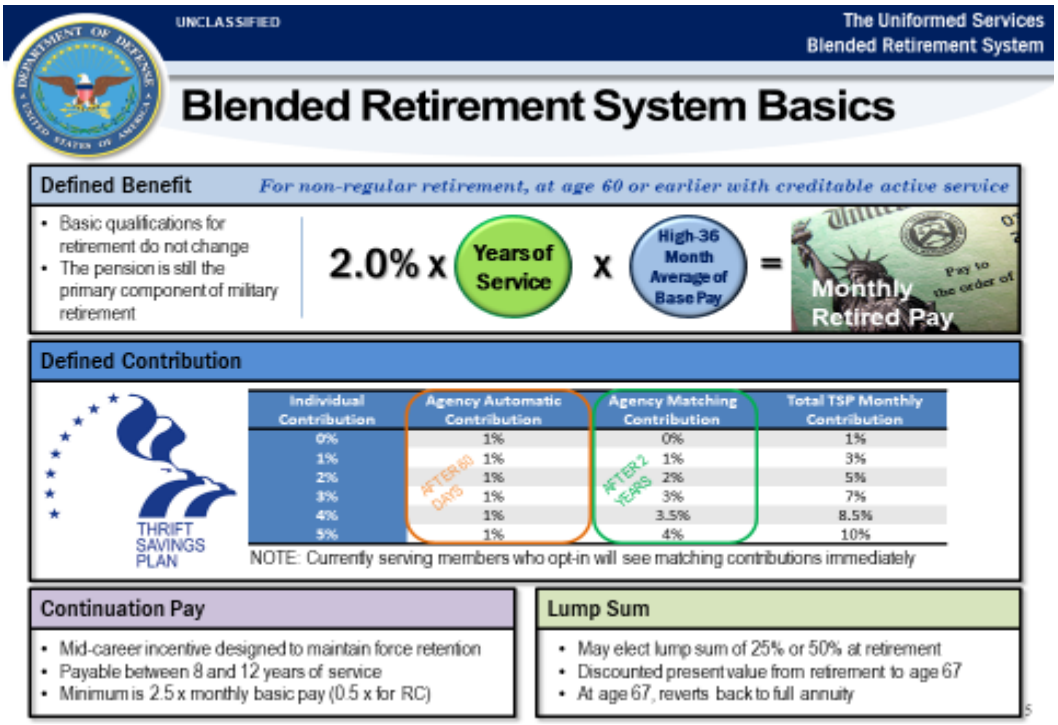
- Serving or served as DLCPO
- RDMC Qualified (N31Z NEC)
- Sustained superior performance at sea
- Attend a Senior Enlisted Academy (MPM 1306-925)

Rules for Success

1. **Execute today for anchors tomorrow.**

2. **Always accept free education.** Success starts in the mind, so train your mind.



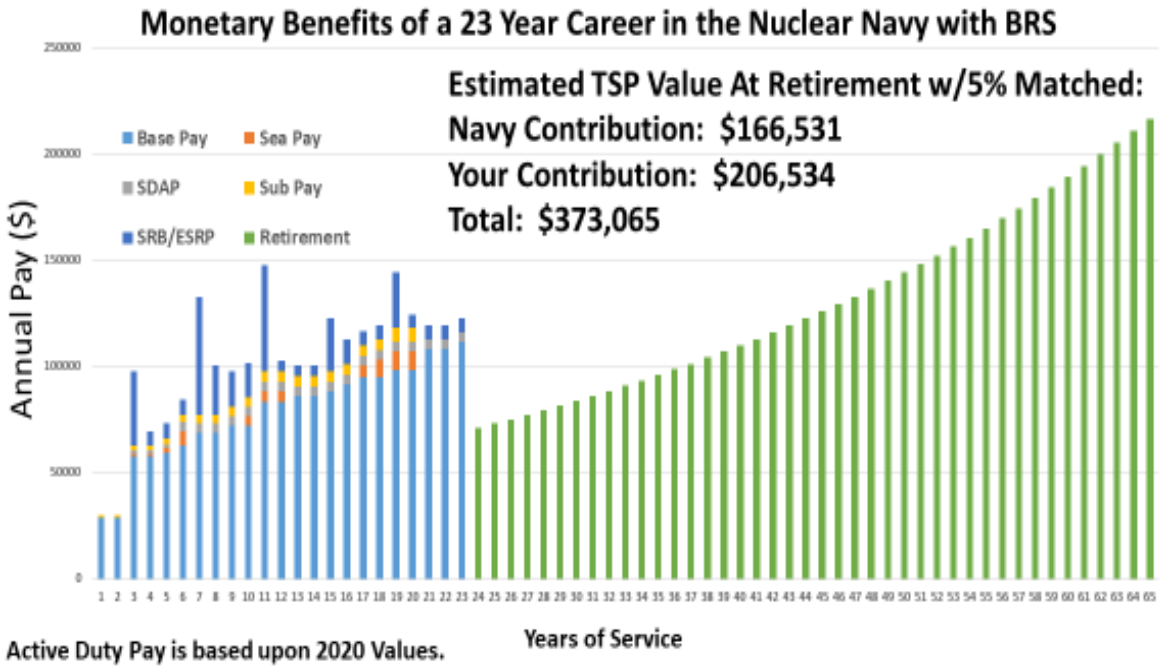


MANAGE YOUR RETIREMENT TO MAXIMIZE THE VALUE!

A 1% matched TSP investment combined with a 2% pension and not investing the 12 year continuation pay is estimated to be worth **$5,226,712** as compared to a 5% matched TSP investment combined with a 2% pension and investing the 12 year continuation pay is estimated to be worth **$7,550,731.**

For Information: military pay.defense.gov/blendedRetirement/

VISIT OUR WEBSITE



Active Duty Pay is based upon 2020 Values.
Pays are Based upon Following Nominal SSF and Advancing at Average Year Point.
Base Pay Includes Pay, BAS, and BAH (Fleet Area Averages).
Retirement Pay is Based upon Values for Sailor that Joined in 2020 and Retires in 2043 with 5% matched TSP and Investing Continuation Pay (militarypay.defense.gov/Calculator/BRS/).

COMMUNITY SUPPORT

For Information and resources on career management:

MYNAVYHR: https://www.mynavyhr.navy.mil
N133 Contact: bullnuke@navy.mil
https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Enlisted/Nuclear/
GI BILL BENEFITS: https://benefits.va.gov/gibill/
NKP LaDR Career Tool: https://www.cool.navy.mil/usn/
Military Family Resources: https://www.militaryonesource.mil/ https://operationhomefront.org/
Enlisted Nuclear Assignments:
https://www.mynavyhr.navy.mil/Career-Management/Detailing/Enlisted/NUC-SUB/
nuclearkhaki@navy.mil (E7 and Above)
surf_nukes@navy.mil (E6 and Below)

NOTES