



## Topics

Cost of delaying STAR Reenlistment  
Tiered SDAP & U74Z SDAP change  
PG13 in lieu of OBLISERVE  
SUBPAY Increase  
ESRP Updates  
Task Force 235  
Hold NECs (N59X/N89X)

## Fleet Visits & Upcoming Events

OPNAV N133 & PERS-403 Detailer Waterfront Visits

7 August – Groton, CT

21 August – Kittery, ME

## Cost Of Delaying Star Reenlistment

\*\*\* Sailors should STAR reenlist upon reporting onboard (optimal 25 months, but no earlier than 24 months) \*\*\*

\*\* SRB Zone A STAR reenlistment only obligates a Sailor to Shore Duty \*\*

\* SRB Zone B reenlistment obligates a Sailor to Shore Duty and not back to sea duty \*

Execution of a Zone A (STAR) reenlistment at 3 years instead of 2 years of service, costs the Sailor between \$17,421 to \$8,615 (multiple depending) in total loss SRB Zone A and B compensation. Using extensions to meet OBLISERVE for Shore Duty orders costs up to \$60,000 in Sailor compensation.

**From the SRB Desk:** Prior planning is important in scheduling a Sailor's reenlistment. SRBs should be submitted 120-35 days in advance of the reenlistment date and STAR requests should be submitted 60 days in advance. Exceptions to this policy can be approved by BUPERS-328 on an individual basis. BUPERS-328 can be contacted at [mill\\_incen\\_pays.fct@navy.mil](mailto:mill_incen_pays.fct@navy.mil) or at 901-874-3215 for SRBs and 901-874-3260 for the STAR program."

*If circumstances prevent submission 35 days out, do not give up. Contact BUPERS-328 and/or N133 for help.*

## Tiered SDAP

- In Sep 22, an additional \$12,600 in special incentive pay was added to a Sailor's career. This follows the release of new SDAP levels of \$450 per month for Sailors qualified EWS or PPWS and \$525 per month for DLCPOs and EDMCs.
- Sailors now have the ability to raise their pay from \$150 per month of SDAP when they report to their first command as an operator to \$450 per month for the rest of their career.
- Previously Sailors only had one career SDAP pay increase tied to becoming an EDMC or RDMC after qualifying their Supervisor NEC.

**SDAP levels remained the same for all Sailors at sea, assigned to NPTU, tenders, and recruiting.**

SDAP levels did change for Sailors not assigned to NPTU and not qualified EWS or PPWS.

## U74Z SDAP Change

- Machinist Mate (MM) and Engineman (EN) holding the U74Z NEC, assigned to Reactor Departments aboard CVNs, and serving in the pay grade E-3 or higher are authorized to receive SDAP level SD-2 (\$150 per month) effective 12 Sep 22.
- This an increase of \$75 per month and aligns Conventional MM / EN SDAP levels with nuclear trained operators.
- Reactor Departments are encouraged to coordinate with their embarked Personnel Service Detachments (PSDs) in submitting SDAP pay increases for their Sailors effective 12 Sep 22.
- OPNAV N133 is standing by to support payment processing or issue resolution with PSDs on request.

## SUBPAY INCREASE

- Starting in FY22, Submarine Duty Pay (SUBPAY) rates were raised approximately 10-15% across the board for the first time since FY05 (with the exception of E-8/9s with greater than 18 years of service due to a previous increase for these individuals in FY12).
- This raise increased the compensation officers and enlisted Sailors receive for their service in the Submarine Force and was another financial initiative used to improve Submarine Force retention for officers and enlisted Sailors.

## Page 13 in lieu of OBLISERVE

- Circumstances such as potential monetary loss under critical skills bonus or SRB, refer to MILPERSMAN 1306-106. Para 4.
- Use of NAVPERS 1070/613 only authorized for SRB eligible Sailors use of NAVPERS 1070/613 for periods of more than 12 months requires NAVPERSCOM (BUPERS-328) authorization.
- Local Command can approve the use of a NAVPERS 1370/613 when OBLISERVE requirements are 12 months or less.
- If OBLISERVE requirements are greater than 12 months, CCC must submit ePAR 1306 request to MNCC for approval from BUPERS-328.
- Communication with your detailer is crucial to ensure no monetary loss due to transfer and OBLISERVE requirements.

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## ESRP Updates

- NAVADMIN 123/22 (effective 1 Aug 22) adjusted ESRP Zone 2 and Zone 3 timing requirements, providing overlap between zones with greater compensation opportunity and eligibility for senior enlisted Sailors.
- Zone 2 eligibility is now defined as greater than or equal to 14 years, but less than completion of 17 years.
- Zone 3 eligibility is now defined as greater than or equal to 17 years, but less than completion of 23 years.
- NAVADMIN 055/23 (effective 1 Apr 23) raised the cap for Zone 1 to \$150k and added a lump sum option.
- View and post onboard the newly updated “**Live Your Nuclear Career**” poster on the Nuclear ECM webpage.

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## CCC Curriculum Updates

- Beginning Jul 22, continued engagement with Fleet NCC community culminated with N133 attendance to the May 23, comprehensive review of the Navy’s Career Counselor curriculum used for the CCC A-School.  
Topics previously omitted now added:
- Enlisted Supervisor Retention Pay – policy background, eligibility requirements, calculations and ESRP submitting and processing in NSIPS.
- Selective Reenlistment Bonus/STAR Advancement Program – NEC requirements and solutions to errors, submitting STAR in NSIPS, impact to Zone B and ESRP on STAR timing. Sailor’s chain of command necessary to correct NECs.
- Nuclear ECM webpage on MyNavy HR website - Emphasis on using our website for current nuclear career counseling and contacting OPNAV N133 for any questions.
- Practice problems for ESRP and SRB, from verifying NEC, submitting in NSIPS and checking status of STAR, SRB and ESRP.
- Commands should make every effort possible to support their CCCs attending regional trainings to stay up-to-date on current policies and practices. Contact your TYCOM NC for schedules.

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## Task Force 235

- Coming out of the 2022 Health of the Force Brief to Naval Reactors, Task Force 235 was established with the goal to improve nuclear enlisted retention by addressing the most commonly communicated issue: Quality of Life.
- A critical aspect to identifying quality of life concerns was direct engagement with Sailors and their commands to best gain a contextual understanding into the challenges, opportunities, and Sailor motivations within the nuclear enlisted community.
- Beginning in Oct 2022 and ending in May 2023, Task Force 235 visited every Naval Nuclear Propulsion Training Command, 3 of 7 submarine homeports, and 3 of 4 CVN homeports. This included conducting over 20 fleet retention symposiums with 646 nuclear trained Sailors across the following fleet and training concentration areas:

Kings Bay, GA	Yokosuka, Japan	Norfolk, VA
San Diego, CA	Ballston Spa, NY	Pearl Harbor, HI
Apra Harbor, Guam	Charleston, SC	

N133 would like to extend a thank you to all those that participated in Task Force 235.

A consolidated message with findings will be released per separate correspondence.

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## Hold NECs (N59X/N89X) and timeliness

- OPNAVINST 1220.1F defines situations that warrant a Sailor being assigned a hold NEC.
- Commands should take necessary measures to ensure a NAVPERS 1221/6 requesting a hold NEC is immediately sent to [bullnuke@navy.mil](mailto:bullnuke@navy.mil) as soon as any situation occurs that may warrant a hold NEC.
- Delaying the assignment of a hold NEC for a nuclear Sailor **could result in large recoupments of SDAP and bonus monies**.
- For any questions about hold NECs, assignment and restoration, please email [bullnuke@navy.mil](mailto:bullnuke@navy.mil)
- As an example, Sailor STAR reenlist July 4<sup>th</sup>, 2022. Sailor warrants assignment of N59X on June 1<sup>st</sup>, 2023, but the command delays submitting NAVPERS 1221/6 hoping situation would resolve, and then submits on August 8<sup>th</sup>, 2023 with effective date of June 1<sup>st</sup>, 2023.
- Member received a bonus installment on July 4<sup>th</sup>, 2023 of \$5,617 plus 2 months of SDAP payments resulting in a possible recoup of over \$6,000. If the command submitted the 1221/6 in a timely manner, the bonus installment would have been suspended and SDAP would have stopped appropriately without the Sailor experiencing a debt.

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## Priority Detailing following Instructor Duty at NPTU

- Nuclear trained Sailors returning to sea duty following an instructor tour at a NPTU are eligible for priority follow-on sea duty assignments by PERS-403. Sailors will provide their prioritized choice of homeport via NAVPERS 1306/7 to their rating detailee between 13 and 15 months of their projected rotation date (PRD).
- This program applies only to Sailors serving in a nuclear instructor billet at an NPTU. Junior Staff Instructors are not eligible for priority detailing.
- Be sure to read to full memo that’s posted on our webpage in the CCC Toolbox.



Nuclear

[www.mynavyhr.navy.mil](http://www.mynavyhr.navy.mil)

**Questions? [bullnuke@navy.mil](mailto:bullnuke@navy.mil)**

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