



Nuclear trained Sailors represent a cadre of the Navy's most highly skilled and technically trained Sailors. The career advancement opportunities, compensation, and benefits afforded to nuclear trained Sailors are one of a kind and uniquely coupled to key career timing and decision gates.

The five themes below are key to maximizing the Navy's benefits for your nuclear trained Sailor's hard work.

1. Sailors should **STAR reenlist upon reporting onboard** (optimal 25 months, but no earlier than 24 months)
2. STAR reenlistment **only** obligates a Sailor to Shore Duty.
3. 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.
4. SRB Zone B reenlistment obligates a Sailor to Shore Duty and **not back to sea duty.**
5. Using extensions to meet OBLISERV for Shore Duty orders costs up to \$60,000 in Sailor compensation.

SETTING NUCLEAR TRAINED SAILORS UP FOR CAREER SUCCESS:

- The EDMC or RDMC owns from cradle to grave nuclear enlisted career planning, education, and retention onboard the ship. This ownership is supported by your CCC and reflects your EDMC or RDMC's performance.
- The EDMC or RDMC check-in interview is a great opportunity to address any Sailor misconceptions associated with when to STAR reenlist. It is an opportunity to discuss the overall nuclear enlisted career path, advantages of a STAR reenlistment, and that a STAR reenlistment only obligates the Sailor to a Shore Tour.
- Depending on pipeline length, some Sailors may report onboard having executed a STAR reenlistment at NPTU.
- Consider when is a reasonable time based goal for nuclear trained Sailors to be STAR reenlisted after reporting. This goal should balance the completion of the Sailor's indoctrination onboard with the optimal timing of a STAR reenlistment, while not introducing additional barriers to reenlisting (e.g. watchstation qualifications).
- Include the eligibility of a Sailor to reenlist SRB Zone B as part of enlisted planning conferences, career development boards, and division in the spotlight programs.
- Consider implementing a policy that you are briefed of any Sailor's intention to submit a NAVPERS 1070/613, commonly called a page 13, requesting to execute an extension instead of a Zone B reenlistment to meet OBLISERV requirements of orders.
- For Sailors that desire to reenlist SRB Zone B have not reached 6 years and 1 day, coordinate with PERS-403 and submit a NAVPERS 1070/613 detailing the Sailor's intentions to reenlist when eligible (see Figure 4) to meet OBLISERV requirements of orders."

REQUIREMENTS, REASONS, AND OPTIMAL IMPACT FOR STAR REENLISTMENT:

STAR (Selective Training and Reenlistment) Program

- Nuclear trained Sailors may participate in a STAR reenlistment upon completion of "C" School (Nuclear Prototype Training (NPTU)). This reenlistment includes advancement to the next paygrade E-4 to E-5.
- The STAR reenlistment program is separate and distinct from the Selective Retention Bonus (SRB) Program. Due to STAR reenlistment opportunities, E-5 advancement rate for non-STAR participants is very low. See Figure 1.

	Cycle 255	ALNAV
ETN(SS)	1.20%	21.10%
EMN(SS)	3.90%	
MMN(SS)	31.00%	

Figure 1: E-5 NWAE Adv Rate

STAR reenlistment ONLY obligates a Sailor to their Shore Tour!

Sailors most often STAR to move out of barracks and receive Basic Allowance for Housing (BAH)!

COST OF DELAYING STAR REENLISTMENT

- A Sailor performing a STAR reenlistment at the 2 year point maximizes their SRB Zone A and SRB Zone B bonuses.
- Each year of a Zone A SRB is worth between \$8,386 to \$14,256 (rating & multiple dependent).
- Each year of Zone B is worth approx. \$30,000.
- A Sailor performing a 6 year STAR at their 3 year point gains one year of Zone A SRB at the cost of one year of Zone B SRB payments.
- This reduces total Zone A and B SRB payments by \$17,421 to \$8,615. This does not include the impact of reduced base pay, BAH, submarine pay, and sea pay.

STAR Reenlistment Requirements:

- Recommended by CO
- Completed at least 21-months
- Agree to reenlist for 6 years
- No NJP or ARI in last 18 months
- Not accepted to officer program
- No eval grade below 3.0 in last 2 yrs
- Approved Career Waypoints (C-way)
- Completed requirements for advancement to E-5 (PMK-EE, TIR, etc.)

Common reasons for a Sailor to delay STAR is to get qualified and experience a deployment. These reasons do not take into account the cost of delaying STAR and reality that 2 out every 3 nuclear trained Sailors STAR re-enlist.

STAR Benefits:

- Advancement to E-5
- BAH Eligible
- Nearly \$60,000+ Zone A
- Eligibility for increase Special Duty Assignment Pay via Supervisory NEC
- **Transfer ONLY to shore**

Years of Service	1	2	3	4	5	6	7	8
Zone	Training 24 Months	SRB Zone A (>21 Months-6 Years)					SRB ZONE B	
		Reenlist @ 2yr 1 month for 6 years						
		1st Sea Tour 54 Months						1st Shore Tour
		E5	E5	E5	E5			
Base Pay		\$2,786	\$2,921	\$3,059	\$3,059			
BAH		\$1,575	\$1,575	\$1,575	\$1,575			
Bonus		\$30,190	\$6,038	\$6,038	\$6,038			
Sea Pay		\$70	\$80	\$160	\$350			
Total		\$83,362	\$60,950	\$63,566	\$65,846	\$273,724		

Figure 2: Optimal STAR Reenlistment & SRB Zone A Timeline

Note: compensation does not include SUBPAY benefits

ZONE B REENLISTMENTS AND SSF MODIFICATIONS:

- SEA-1 was modified to 54 months to ensure Sailors are eligible (e.g. meet OBLISERV requirements prior to rotating ashore) to reenlist and get paid SRB Zone B on Shore Duty. Under the previous nuclear SSF, due to Sailors not reaching 6 years and a day of service on SEA-1, Sailors rotated ashore prior to being eligible to reenlist for SRB Zone B, resulting in Sailors entering into extensions at the cost of \$60,000 (approx. \$30,000 per year) in lost SRB compensation for the same work.
- Our community desires for Sailors to go ashore, decompress, assess future opportunities with their families, negotiate with detailers toward the end of their shore tour, and then decide to return to SEA-2. As a result, OPNAV N133 released, with Naval Reactors concurrence, an Honor Your Shore Tour MEMO which prohibits adjustment of a Sailor's Shore-1 PRD without the Sailor's permission, along with a 6 month shift to the right of the SEA-2 gate (10.5 yrs).

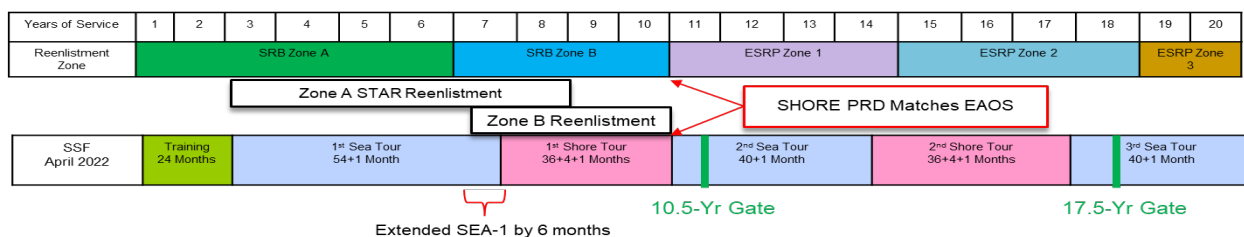


Figure 3: Current Nuclear Enlisted SSF

Others SSF Modification Benefits:

- Ability for Zone B reenlisting Sailors to transfer GI Bill benefits to dependents without going to sea (\$170k value).
- Time to earn a college degree while on shore duty by either using the GI Bill or tuition assistance.
- Time to earn higher-level qualifications (e.g., engineering watch supervisor, propulsion plant watch supervisor).
- Improved watch bill flexibility from advances qualifications and experience.

OBLISERV Requirements:

- **It is *not* recommended that Sailors use extensions to meet OBLISERV requirements for PCS orders** due to their being no added value for the Sailor, where as a Zone B reenlistment could pay the Sailor up to \$60,000 to meet the same OBLISERV requirements and not require a Sailor to return to sea.
- Extensions cannot be canceled unless a Sailor reenlists prior to the date the Sailor enters into the extension.
- **It is recommended Sailors desiring to reenlist SRB Zone B, but not eligible due to their total time in service being less than 6 years, coordinate with BUPERS-328 and their detailer to submit a signed page 13**, expressing their intent to reenlist SRB Zone B upon becoming eligible. This option is also detailed within the Sailor's orders. For an example, see Figure 4.

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.

Figure 4: Common Language Found in Orders issued to Sailors permitting PG 13s

Our Navy is great due to our high caliber nuclear trained warfighters.
Our agile and flexible personnel system strives to retain our best people!



Nuclear
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Products available for Sailors to help them with career planning and mentorship are located on the MyNavyHR website (<https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Enlisted/Nuclear>). Examples include: Pathways to Success, EMN, ETN, and MMN Career paths, Quarterly Nuclear CCC Newsletter, and more!