

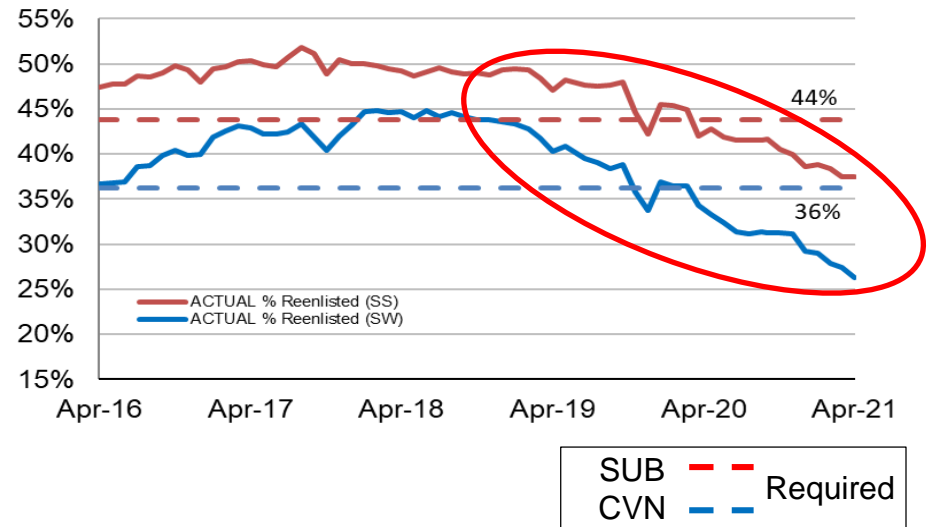


Sea Shore Flow Adjustment

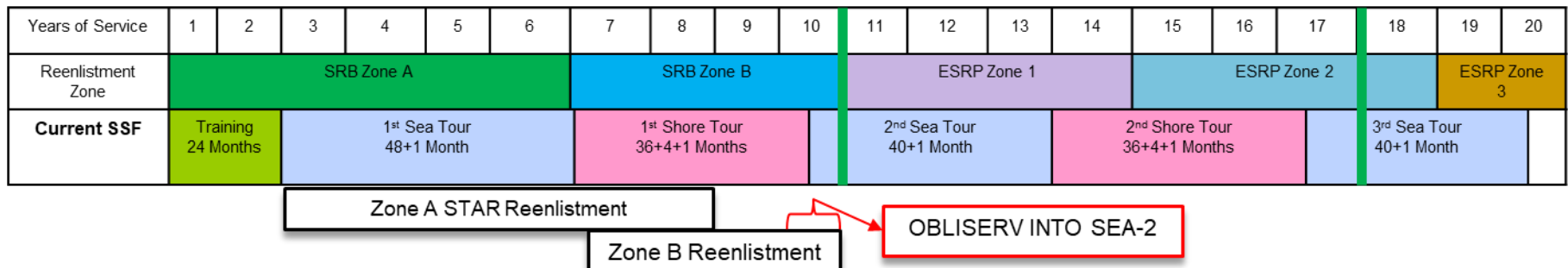
Zone B Retention

- **Zone B Reenlistment Execution on downward trend for last 2 years**
 - Submarine – reenlistments are at 87.5% of overall goal
 - Surface – reenlistments are at 66.9% of overall goal
- **Root Cause**
 - Reenlistment timing – mismatch between Zone B requirements and nuclear sea-shore flow (SSF) career path
 - Zone B reenlistment may result in OBLISERV for SEA-2

Zone B (>6 – 10 Years of Service) Reenlistments



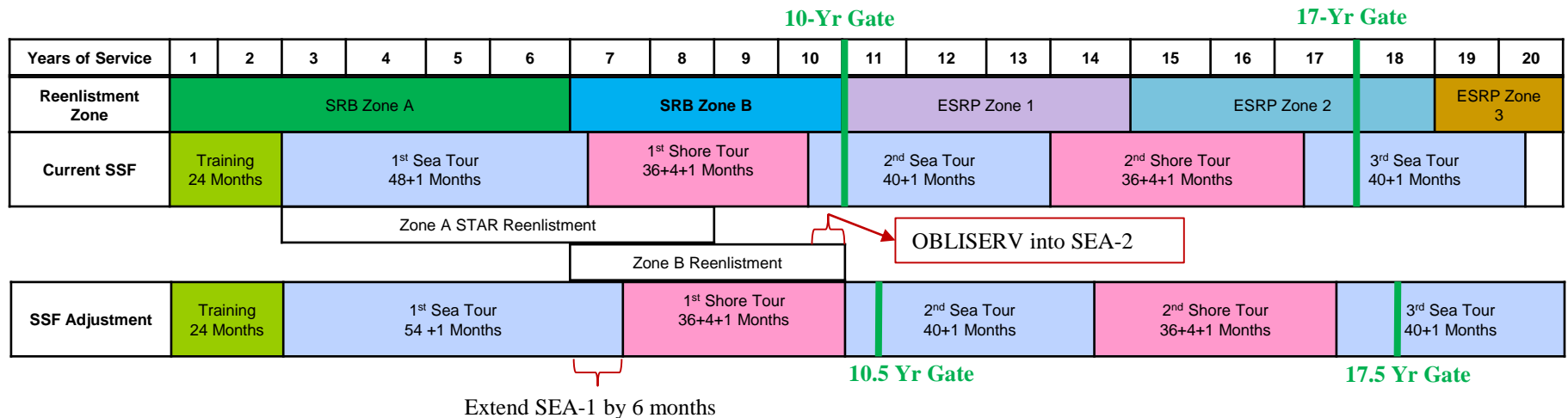
Nuclear Enlisted SSF Career Path





Sea Shore Flow Adjustment

Zone B for SHORE-1



Planned Actions:

- Adjust PERS-403 detailing policy to honor SHORE-1 PRD
 - Sailors (E6 and below) will not be involuntarily rotated early back to sea.
 - Effective as of August 2021*
- Extend SEA-1 tour to 54 months, extend gates to 10.5 yrs & 17.5 yrs
 - Fixes reenlistment timing issue, aids in SEA-1 manning
 - Minimal risk since E-8 Sailors arrive to SEA-3 for EDMC tour on average at 16.5 YOS
- SSF Adjustment maintains shorter SEA-2 and SEA-3 tours
- Expect SSF Adjustment Message Traffic *01 Jan 2022*

Advantages to SSF Adjustment:

- Zone B Reenlistment is for SHORE-1
 - Sailors will not be committed to SEA-2 with a Zone B reenlistment
- Full shore tour affords the following:
 - Time to decompress from sea duty
 - Ability to use tuition assistance for college degree
 - Ability to transfer GI Bill benefits to dependents
 - Earn a bonus
- Extra SEA-1 time provides the following:
 - Additional at-sea manning for improved watchbill flexibility
 - Ability to earn higher level qualifications (*i.e.*, EWS/PPWS)