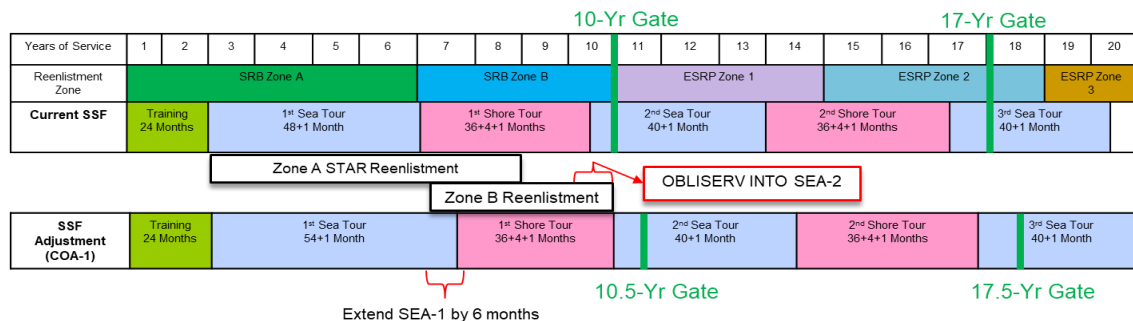


## NUCLEAR SEA SHORE FLOW (SSF) ADJUSTMENT

### **BLUF: Upcoming SSF adjustment improves Sailors' ability to reenlist and obligate service (OBLISERV) for shore duty!!!**

- Selective Reenlistment Bonus (SRB) Zone B execution is below goal (86% as of September 2021), which equates to ~\$7.6M of unused total bonus money. Nuclear trained Sailors are losing SRB money!
- Under the current SSF model, Sailors who re-enlisted in Zone B were essentially committing time to a second sea tour. This decision was being made at the end of their first sea tour or within the first year of their shore tour.
- This change simplifies the Zone B reenlistment decision to only commit Sailors to a shore tour.
- The main cause for the Zone B reenlistment downward trend is because of a mismatch in timing between the nuclear enlisted SSF career path and the Zone B eligibility requirements. As shown in Figure 1, a Sailor who signs a Zone B contract potentially will have remaining OBLISERV after their first shore tour (SHORE-1).



**Fig. 1 – SSF Adjustment**

- To improve the behavior, N133 implemented the following actions:
  1. A Sailor's projected rotation date (PRD) from SHORE -1 will be honored! A Sailor will not be *involuntarily* rotated early back to sea.
  2. Adjust SSF to extend SEA-1 from 48 months to 54 months (+6 months), which provides the following advantages:
    - Improves SSF and Zone B alignment, such that a Zone B contract will OBLISERV a Sailor to the end of SHORE-1 (and not a second sea tour), thus Sailors are reenlisting for shore duty!
    - Sailors can earn a bonus for shore duty (multiples are set to result in ~\$60K for two years of additional obligated service).
    - A 4-year Zone B reenlistment provides the ability for Sailors to transfer GI Bill benefits to dependents.
    - Longer SEA-1 tour will provide increased SEA-1 manning and will provide greater opportunity for Sailors to earn higher level qualifications and gain leadership experience.
- The SSF adjustment NAVADMIN announcement message is planned for publication in **January 2022**. This message will detail how commands should balance PRD shifts between the SSF adjustment, ships' operational needs, and desires & needs of individual Sailors. Expect the following guidance on how to implement the SSF in a phased manner:
  - All new Sailors from the training pipeline will have PCS orders with a 54 month sea tour.
  - The effective date of the SSF shift for all current Sailors will align with the April/May 2022 MyNavy Assignment detailing cycle.
  - Expect guidance for PRD shifts (as anticipated in SSF NAVADMIN) as follows:
    - PRD < 12 months – no change in sea tour
    - PRD b/w 12 – 14 months → 50 month sea tour
    - PRD b/w 14 – 16 months → 52 month sea tour
    - PRD > 16 months → 54 month sea tour