



## Topics

- Nuclear Lifetime SRB Bonus Cap Raised
- Enlisted Talent Management Board Results
  - Zone B BCNR Wrap-Up
  - STA-21 (N) Applications
  - Advancement Exam Trends
  - E7 Advancement and FMS Cut
  - Zone B Reenlistment

## Fleet Visits & Upcoming Events

OPNAV N133 & PERS-403 Detailer Waterfront Visits

**Kings Bay, GA Fleet Engagement – 7-11 Jul\***

**Kittery, ME Fleet Engagement - 28-30 Jul\***

**San Diego, CA Fleet Engagement - 11-15 Aug\***

**Groton, CT Fleet Engagement – 25-29 Aug\***

**NPTU Balston Spa, Fleet Engagement – 08-12 Sep\***

*\*All dates are subject to change, contact CoC for times and locations*

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## Nuclear Lifetime SRB Bonus Cap Raised

- Effective 23 May 25, an Exception to Policy to DoDI 1304.31, Enlisted Bonus Program, dated 05 Nov 20, was approved, concerning the maximum cumulative selective retention bonus (SRB) amount over a career which was set at \$360,000.
- The Navy is authorized to increase the total combined SRB payment amount over a career to \$480,000 for all nuclear ratings.
- This increase will prevent nuclear service members from being capped at \$360,000 and provides room for future growth in bonuses.

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## Enlisted Talent Management Board Results

- The inaugural Enlisted Talent Management Board (TMB) Pilot convened on May 17, 2025. 26 Sailors were selected from both the Submarine and Surface community. 23 Sailors received their 1<sup>st</sup> choice and 3 Sailors received their 2<sup>nd</sup> choice. These Sailors were selected for billets such as Defense Courier Service and Spent Fuel Train Rider or given the opportunity to apply for programs such as SECNAV Tours with Industry or the White House Fellows Program.
- Sailors selected that accept their billets are required to reenlist in SRB Zone B for 6 years. N33Z qualified Sailors will also be able to take advantage of the new Tiered Multiples for 6yr Zone B reenlistments.
- The next opportunity to apply will be by 01 October, 2025.
- To learn more about the TMB visit the nuclear ECM website: <https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Enlisted/Nuclear/ECM-Updates/>

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## Zone B SRB BCNR Initiative Wrap-Up

- In 2015, in order to correct Engineering Department Master Chief (EDMC) manning shortfalls and projected prototype Moored Training Ship transition challenges, the nuclear sea-shore flow (SSF) was adjusted with unintended consequences to nuclear trained Sailors. Notably, Sailors were often unable to re-enlist in Zone B on SEA-1 (first sea tour), resulting in Sailors increasingly using extensions to meet OBLISERV requirements for shore duty. Furthermore, Sailors reenlisting within Zone B upon reaching shore duty risked owing additional sea service at the end of their first shore tour.
- In Aug 2021, the Honor Your Shore Tour PRD policy was implemented preventing the involuntarily transfer of a Sailor prior to their PRD from shore. In Feb 2022, the nuclear SSF was revised to restore the opportunity for SEA-1 Sailors to reenlist in Zone B prior to rotating ashore. This SSF revision also shifted the SEA-2 gate six months later to further prevent the early curtailment of a Sailor's shore duty for SEA-2.
- Two groups of nuclear trained Sailors in Zone B were adversely impacted. These groups included: Sailors who had not reached 6 years and 1 day of service on SEA-1 and rotated ashore prior to being eligible to reenlist for SRB Zone B and Sailors who were improperly counselled to use extensions to meet OBLISERV requirements.
- OPNAV N133 coordinated with both the BCNR Desk and DFAS to correct this injustice by offering Sailors the opportunity to retroactively reenlist in Zone B. This initiative yielded the following:
  - 494 Sailors reenlisted in Zone B for \$18,578,668.42.
  - 18 Sailors have already committed to reenlist in the next zone, continuing their Navy career.
  - 43 additional Sailors have or will soon return to sea as supervisors.

## Advancement Exam Trends

- Over recent advancement cycles, OPNAV N133 has observed a growing trend of Time-in-Rate (TIR)-eligible Sailors opting not to participate in the Navy-Wide Advancement Exam (NWAE). Several factors are believed to contribute to this trend, including Sailors' proximity to their End of Active Obligated Service (EAOS), lack of completion of required Enlisted Leader Development (ELD) courses such as the Intermediate Leader Development Course (ILDC) for E-6 candidates, Limited Duty (LIMDU) status, and suboptimal periodic evaluation performance.
- The factors listed above should not preclude any nuclear Sailor from taking the NWAE. While BUPERSINST 1430.16G states that eligible candidates are not obligated to participate in advancement cycles, active participation is strongly recommended. If a Sailor declines to take the NWAE, they must complete a NAVPERS 1070/613 form. This form indicates that the Sailor was informed that opting out of the NWAE will result in their ineligibility for advancement during that cycle. See BUPERSINST 1430.16 for more details.
- Nuclear Sailors consistently achieve high pass rates on the NWAE across all paygrades and rates. Take the NWAE when you are eligible, you deserve the opportunity for promotion!

## E7 Advancements and Final Multiple Score Cut

- For advancement to the E7 paygrade, to be considered Selection Board Eligible, Sailors must compete in their NWAE and meet a 60% Final Multiple Score (FMS) cut. This requirement led to some instances of nuclear trained Sailors passing the NWAE but being omitted from the board due to less-than-optimal evaluations or performance mark averages.
- Based on the nuclear E7 advancement requirement of having the N33Z NEC, which requires examinations and qualification boards, OPNAV N133 saw the FMS cut as an excessive requirement.
- An exception to policy was granted for Nuclear E7 advancement to omit the 60% FMS cut for nuclear Sailors. This means that if you pass the NWAE and meet all other eligibility requirements, you will be considered Selection Board Eligible. This exception to policy will remain in effect until a change is made to the Advancement Manual.

## FY26 STA-21 (N) Applications and Reenlistments as an Applicant

- NAVADMIN 019/25 announced the FY26 STA-21 program and application process. As a reminder, STA-21(N) applications are due by 01 July, 2025. Please ensure you read the entirety of the NAVADMIN and (STA-21 application instruction) to ensure your package is fully complete and competitive for selection. If you are applying for a non-nuclear STA-21 program, nuclear Sailors must obtain a conditional release from OPNAV N133.
- NOTE:** Ensure your command contacts the SRB desk via email at [mill\\_incen\\_pays.fct@navy.mil](mailto:mill_incen_pays.fct@navy.mil) if you are reenlisting for a bonus after the application deadline date (01 Jul) and prior to selection results being released (typically fall of that year). The bonus payment should be held in abeyance until results are released. If you do receive the bonus and are subsequently selected, **that bonus payment will be recouped.**

## Zone B Reenlistment with a late STAR reenlistment

- A Sailor can still perform a Zone B Reenlistment for SRB if they STAR reenlisted late.
- This maximizes their Zone A SRB and still allows them to receive compensation as they complete their SHORE-1 tour.
- If a Sailor reenlists for 4 years at their 6-year point, they are not obligated to return to SEA-2. See graphic at right.

Years of Service	1	2	3	4	5	6	7	8	9	10
Zone	SRB Zone A (>21 Months-6 Years)			SRB Zone B (>6 Years - 10 Years)						
Training				Reenlist @ 3yr 6 month for 6 years						
24 Months				Reenlist @ 6yr 1 month for 4 years						
	1st Sea Tour 54 Months						1st Shore Tour 36+4+1 Months			
Base Pay	E4 \$3,355	E4 \$3,525	E5 \$3,802	E5 \$3,959	E5 \$3,959	E6 \$4,444	E6 \$4,444	E6 \$4,444		
BAH			\$1,869	\$1,869	\$1,869	\$1,995	\$1,995	\$1,995		
SRB A			\$50,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000		
SRB B					\$7,918	\$2,639	\$2,639	\$2,639		
Sea Pay	\$70	\$80	\$160	\$350	\$375	-	-	-		
Total	\$41,099	\$960	\$119,974	\$84,141	\$92,359	\$89,906	\$89,906	\$89,906	\$608,250	

Contact OPNAV N133D for more information or assistance.

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



Nuclear  
www.mynavyhr.navy.mil