

## MILPERSMAN 1306-410

### CHIEF OF THE BOAT

<b>Responsible Office</b>	NAVPERSCOM (PERS-403)	Phone:	DSN COM	882-3626 (901) 874-3626
MyNavy Career Center		Phone: Toll Free		1-833-330-MNCC (6622)
		E-mail:		<a href="mailto:askmncc@navy.mil">askmncc@navy.mil</a>
		MyNavy Portal:		<a href="https://my.navy.mil/">https://my.navy.mil/</a>

References	(a) NAVPERS 18068F, Navy Enlisted Manpower and Personnel Classifications and Occupational Standards, Volume II, Navy Enlisted Classifications (b) OPNAVINST 1306.2H
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#### 1. Policy

a. Chief of the boat (COB) is assigned by billet and identified by Navy enlisted classification (NEC) 8COB in line with reference (a).

b. COB tour lengths are normally 36 months. Extensions are not normally approved, except for special cases such as overhaul and change of homeport stability.

2. Eligibility. Personnel to fill COB billets are Service members who hold secondary NEC 8COB.

a. **Submarine Service members** must be E-9, E-8 or E-8 (selectee) to be eligible for this NEC.

b. **Nuclear-Trained Service Members:**

(1) Assigned to a COB billet must be E-9, or if E-8, must be eligible for transfer to the Fleet Reserve.

(2) Who are assigned COB will not be assigned duties in connection with supervision, operation, maintenance or training in nuclear propulsion plants; they will concurrently be assigned primary NEC N59X. Strategic Weapons System Service members assigned as COB will concurrently be assigned primary NEC T36A.

3. **Identification/Selection.** Commanders and commanding officers are responsible for identifying outstanding Service members, who have demonstrated excellence in leadership and managerial qualities, for assignment of COB NEC 8COB.

a. Upon initial selection of an eligible candidate, commanders and commanding officers will submit [NAVPERS 1221/6](#), Navy Enlisted Classification (NEC) Change Request, recommending assignment of secondary NEC 8COB:

Via	To	Copy to
Parent submarine group/squadron commander  <b>Note: For shore-based activities, <a href="#">NAVPERS 1221/6</a> should be submitted via the submarine group/squadron commander geographically located nearest the Service member's current command</b>	Navy Personnel Command (NAVPERSCOM), Nuclear Power/Submarine Distribution Branch (PERS-403)	Commander, Submarine Force U.S. Atlantic Fleet (00A) or Commander, Submarine Force U.S. Pacific Fleet (003) (as appropriate)  NAVPERSCOM, Enlisted Placement Management Branch (PERS-4013)

b. Justification is required on [NAVPERS 1221/6](#). [NAVPERS 1221/6](#), block 7, is the commanding officer's recommendation of suitability, which verifies the Service member meets the selection requirements outlined in reference (b), chapter 3 and [MILPERSMAN 1306-935](#) for assignment as command master chief (CMC).

c. A statement is required that affirms the Service member is a volunteer for assignment as COB, in line with the needs of the Navy, on [NAVPERS 1070/613](#), Administrative Remarks (permanent entry), executed via Navy Standard Integrated System (NSIPS) (enlisted service record), and forwarded to Navy Personnel Command (NAVPERSCOM), Records Management Policy Branch (PERS-313) to file into the official military personnel file.

4. **Interview, Screening, and Assignment**

a. The submarine group/squadron commander will form an interview and screening board, which should include the CMC and two currently serving COBs.

b. The board will conduct the required interviews and screening and forward a recommendation for the submarine group or squadron commander's recommendation and comments.

c. The group or squadron commander will subsequently forward the endorsed [NAVPERS 1221/6](#) to PERS-403.

d. NAVPERSCOM COB/Submarine CMC Detailer (PERS-403EH) will formally screen each recommendation and [NAVPERS 1221/6](#) by reviewing the Service member's service record and enlisted master file, and the Navy Central Registry to certify the Service member meets all qualifications listed in reference (b), section c.

e. Coordination with submarine type commands (TYCOM) attempt to align prospective COBs to available billets. However, Service members should expect to be assigned per balancing needs of the Navy with COB assignment. Qualified Service members are eligible for assignment to a COB billet once released by their rating detailer. However, assignment to a COB billet is not assured.

f. The COB candidate will attend the COB/CMC Course (CDP 788J) at the Naval Leadership and Ethics Center (NLEC) Newport, RI prior to reporting to initial COB assignment.

g. Upon assignment as COB, reference (b), chapters 3, 4, 5 and 7 apply.

h. Upon completion of the COB/CMC Course and reporting to and being gained at the prospective command, PERS-403EH will assign NEC 8COB.

5. **Projected Loss**. Since COB reliefs are programmed approximately 6 to 9 months in advance, it is essential that PERS-403EH be advised of the command's intentions and those of the incumbent COB. The following procedures must be utilized to minimize the possibility of gapping this critical billet.

a. If incumbent COBs desire to extend their projected rotation date on board, they must submit [NAVPERS 1306/7](#), Electronic Personnel Action Request, with the command's endorsement, to PERS-403, via the appropriate chain of command.

b. If an early relief from PERS-403EH assets is desired or required, a message or letter must be submitted per [MILPERSMAN 1306-104](#). Ensure desired reporting date is included.

c. Extensions of COB tours require TYCOM approval.

d. Fleet-up to COB from on-board assets will not be approved. Should the unplanned loss of the incumbent COB necessitate a temporary fleet-up of an on-board asset while a permanent replacement is being located, approval of the TYCOM is required.

e. Whichever procedure is elected, prompt correspondence with PERS-403 is essential to facilitate an orderly and timely relief.

6. **Removal of COB Designation NEC 8COB**

a. In the event it becomes necessary to disqualify a Service member from further duty as COB (either for administrative or other reasons), the commanding officer must submit [NAVPERS 1221/6](#) recommending removal of NEC 8COB to PERS-403EH, via the parent submarine group/squadron commander and TYCOM, together with justification to support NEC removal.

b. In the event NEC removal is derogatory in nature, Service members will be afforded an opportunity to make a statement on their own behalf.

(1) This statement will be appended to [NAVPERS 1221/6](#).

(2) In lieu thereof, Service member may signify acknowledgment on [NAVPERS 1221/6](#), block 7.

(3) Removal of a serving COB's NEC requires submission of a "Detachment for Cause" request per [MILPERSMAN 1616-010](#).