

A photograph of a submarine's conning tower (the part of the boat that stays above water) on the surface of the ocean. The tower is dark green and has an American flag flying from a mast on top. Two crew members in red life jackets are visible on the deck of the tower. The water is choppy with white foam from the wake.

Submarine Officer Community Status Brief

October 2016



Today's Submarine Force

- Best Platforms, Best Missions, and Best People
- Immediate opportunity to lead at all levels
- Best opportunity to lead/Command of any URL community
- Premier Naval Force
 - National Level tasking
 - Front line warfighter – prevent conflict or win on day ZERO
- Outstanding Pay and Compensations
 - Recognized as Navy's elite force
 - Pay and benefits reflect exceptional talent
- Superb Educational opportunities
 - Best of any URL community
 - Unmatched reputation inside and outside the Navy

***Allow the Navy to help you accomplish you goals.
Don't accomplish your goals in spite of the Navy.***



Sub Force – THE BEST PEOPLE

- Highest promotion rates
 - 100% of served DHs promote to LCDR
 - 100% of served XOs promote to CDR
 - 100% of served COs promote to CAPT
- 5 of 9 FY17 Olmsted Navy Olmsted Scholars
- 3 of 5 FY17 1120 OLA applicants were selected
- 2 of 2 FY17 1120 FEF applicants were selected
- 2 of 2 FY17 1120 Pol-Mil applicants were selected

Highest selection rates – reflective of best personnel in Navy.



Career Opportunities – Sailor 2025

- Fleet Scholar Education Program (FSEP)
- Olmsted Scholarship
- Politico-Military Fellowship (Pol-Mil)
- Legislative Fellowship Program (OLA)
- Federal Executive Fellowship (FEF)
- Leadership Education and Development (LEAD)
- Graduate Education plus Teaching (GET)
- All Service War Colleges (includes multiple foreign WC)
- Naval Post Graduate School (NPS)
- MIT/Woods Hole Institute (WHOI)
- Secretary of the Navy's Tours with Industry (SNTWI) Program
- Presidential/Vice President/SECNAV Aide/personal staff
- Overseas Shore Duty – Naples/Yokosuka/Bahrain
- NROTC - Opportunities for Civilian graduate education
- Third year option at NPTU
- Homeport/Platform guarantees
- Career Intermission Program
- Naval Attaché Program

***Rewarding the most talented cadre of Naval Officers!
Sailor 2025 – Recruit, Retain, Reward the Best!***



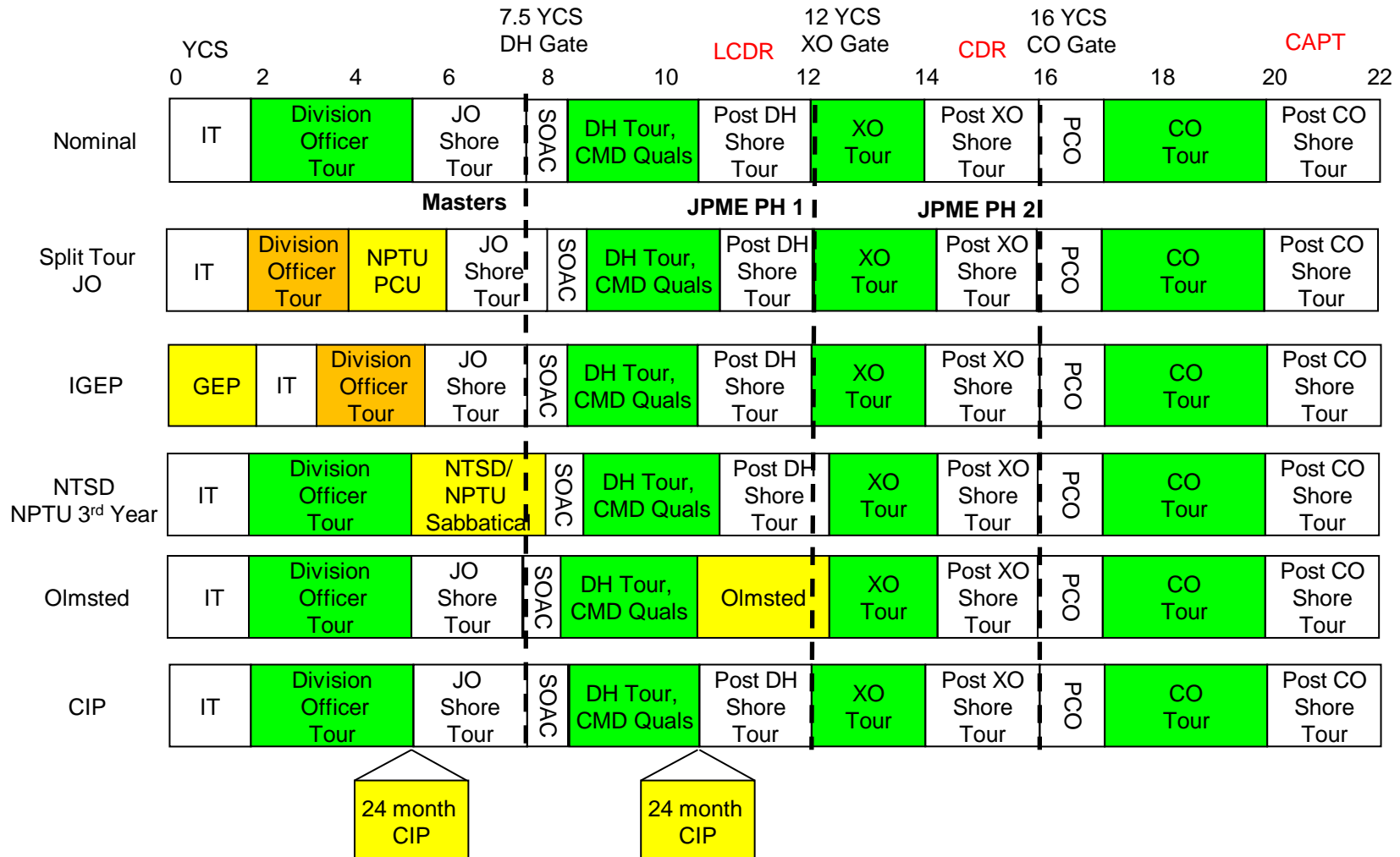
Assignment Opportunity



***Opportunities to serve worldwide
13 Countries and 40 states!***



Flexible Career Path



Multiple opportunities for Grad Education and Special Programs
Significant Flexibility – Early engagement provides greater opportunity!



Post Division Officer Detailing



Why do you want shore duty?

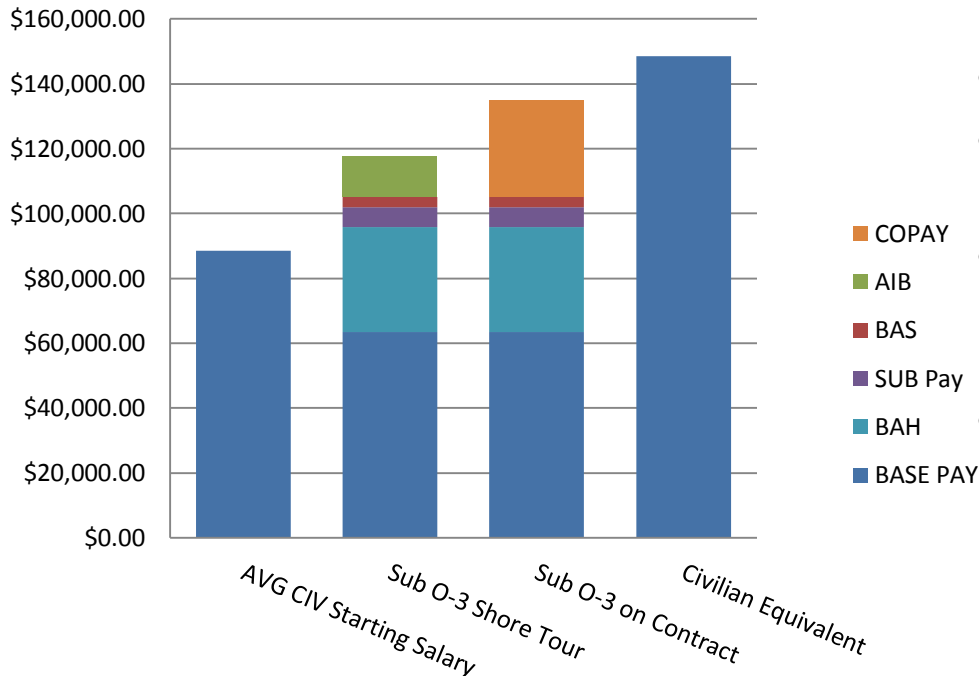
- Work-life Balance
- Graduate Education Opportunities
- See the World
 - Tours in Italy, Japan, Germany, almost every state (or just travel)
- Widest range of shore duty options
 - Up to 70 choices per slate
 - Opportunities to work with other communities/services
- Best retirement system and increasingly flexible
- Full GI Bill for you or your family
- Transition – Civilian, Lateral Transfer
- Pay – LT Pay w/Bremerton BAH and AIB
 - \$130,000 per year
 - 30 days of leave





Military vs Civilian Compensation (DC)

Military vs Civilian Pay (DC)



- \$88,500: Avg. starting salary of civilian 1120.
- \$117,509: O-3 Shore Tour Pay.
- \$148,500: Civilian equivalent to O-3 shore tour pay.
- \$29,000: Difference between O-3 pay and avg. starting civilian salary.
 - Shore Tour for 2 Yrs: Extra \$58,000.
- Add up the intangible benefits:
 - 30 Days Leave/year
 - Graduate Education
 - 3 and 4 day weekends.
 - Flexible Work schedule.
 - Paid travel

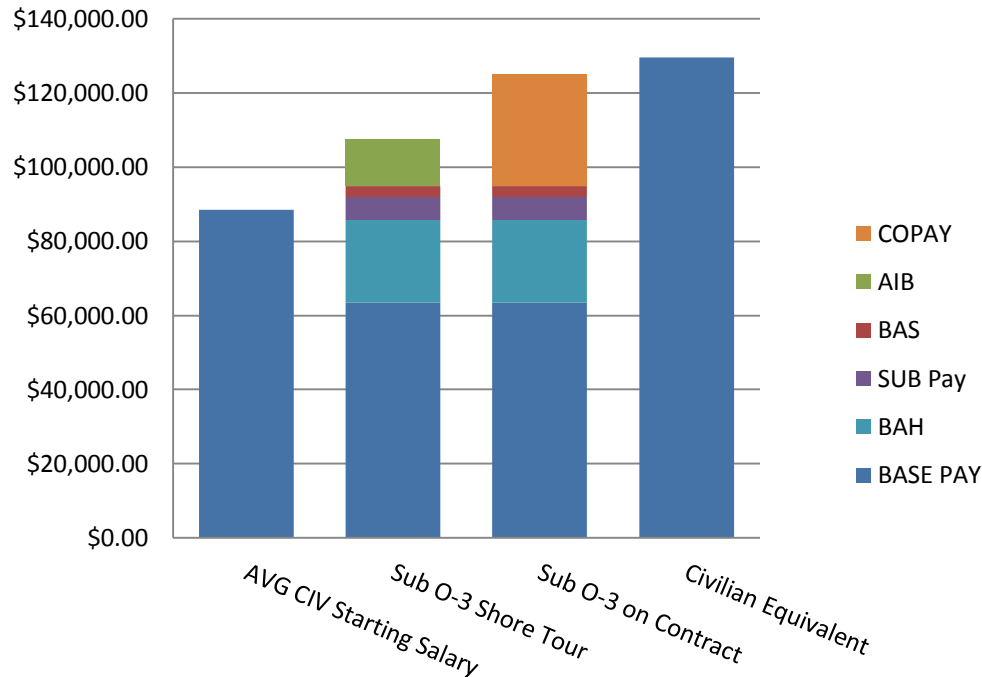
Why not stay in for a shore tour?

***Paid more on shore duty than at civilian assignment.
Time and resources to make career decisions.***



Military vs Civilian Compensation (NOR)

Military vs Civilian Pay (NORFOLK)



- \$88,500: Avg. starting salary of civilian 1120.
- \$107,500: O-3 Shore Tour Pay.
- \$129,600: Civilian equivalent to O-3 shore tour pay.
- \$19,000: Difference between O-3 pay and avg. starting civilian salary.
 - Shore Tour for 2 Yrs: Extra \$38,000.
- Add up the intangible benefits:
 - 30 Days Leave/year
 - Graduate Education
 - 3 and 4 day weekends.
 - Flexible Work schedule.
 - Paid travel

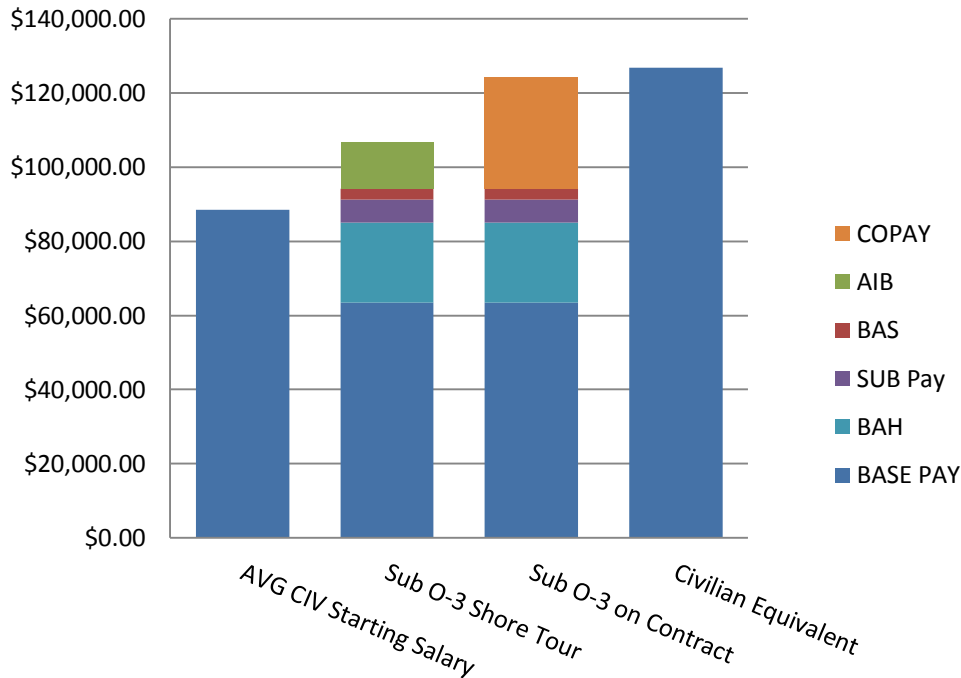
Why not stay in for a shore tour?

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Time and resources to make career decisions.***



Military vs Civilian Compensation (WA)

Military vs Civilian Pay (SEATTLE)



- \$88,500: Avg. starting salary of civilian 1120.
- \$107,000: O-3 Shore Tour Pay.
- \$126,900: Civilian equivalent to O-3 shore tour pay.
- \$18,500: Difference between O-3 pay and avg. starting civilian salary.
 - Shore Tour for 2 Yrs: Extra \$37,000.
- Add up the intangible benefits:
 - 30 Days Leave/year
 - Graduate Education
 - 3 and 4 day weekends.
 - Flexible Work schedule.
 - Paid travel

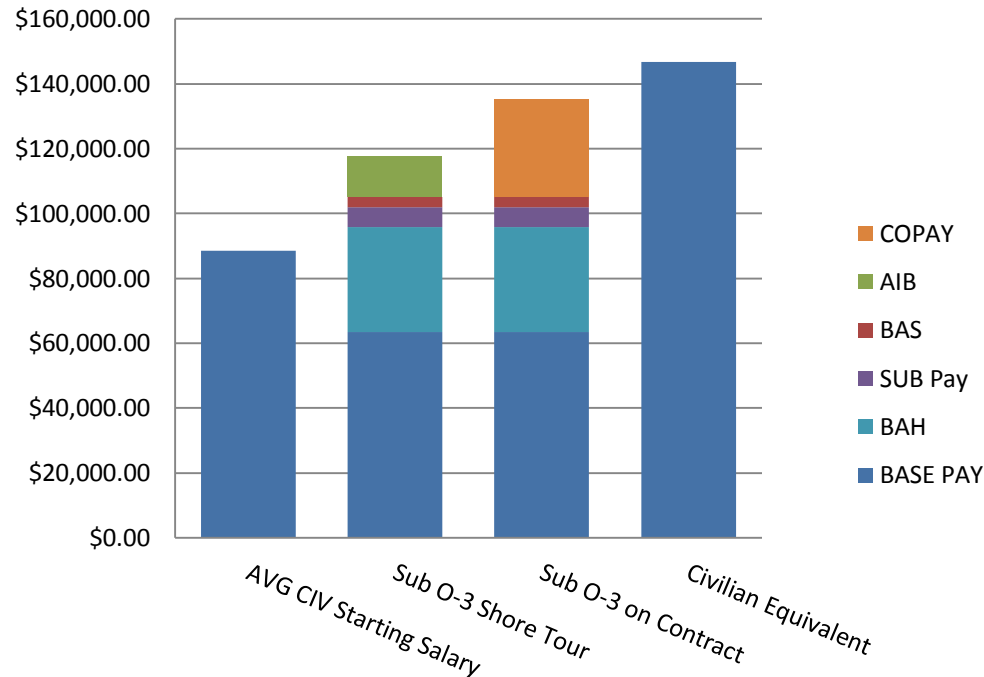
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Time and resources to make career decisions.***



Military vs Civilian Compensation (SD)

Military vs Civilian Pay (SAN DIEGO)



- \$88,500: Avg. starting salary of civilian 1120.
- \$117,600: O-3 Shore Tour Pay.
- \$146,800: Civilian equivalent to O-3 shore tour pay.
- \$29,100: Difference between O-3 pay and avg. starting civilian salary.
 - Shore Tour for 2 Yrs: Extra \$58,200.
- Add up the intangible benefits:
 - 30 Days Leave/year
 - Graduate Education
 - 3 and 4 day weekends.
 - Flexible Work schedule.
 - Paid travel

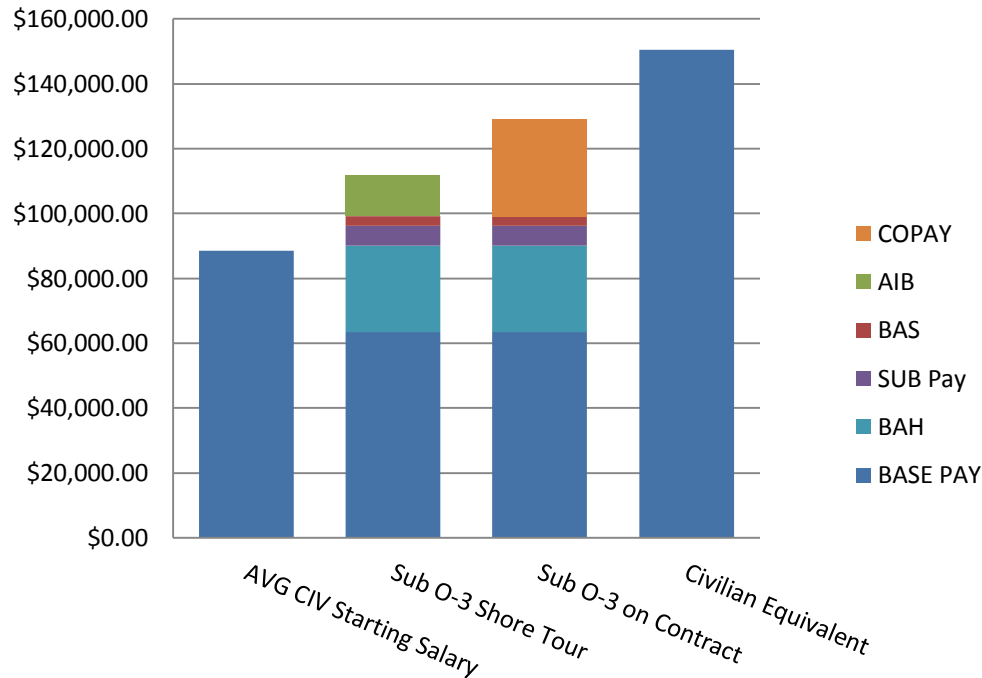
Why not stay in for a shore tour?

***Paid more on shore duty than at civilian assignment.
Time and resources to make career decisions.***



Military vs Civilian Compensation (CT)

Military vs Civilian Pay (BOSTON)



- \$88,500: Avg. starting salary of civilian 1120.
- \$117,600: O-3 Shore Tour Pay.
- \$146,800: Civilian equivalent to O-3 shore tour pay.
- \$29,100: Difference between O-3 pay and avg. starting civilian salary.
 - Shore Tour for 2 Yrs: Extra \$58,200.
- Add up the intangible benefits:
 - 30 Days Leave/year
 - Graduate Education
 - 3 and 4 day weekends.
 - Flexible Work schedule.
 - Paid travel

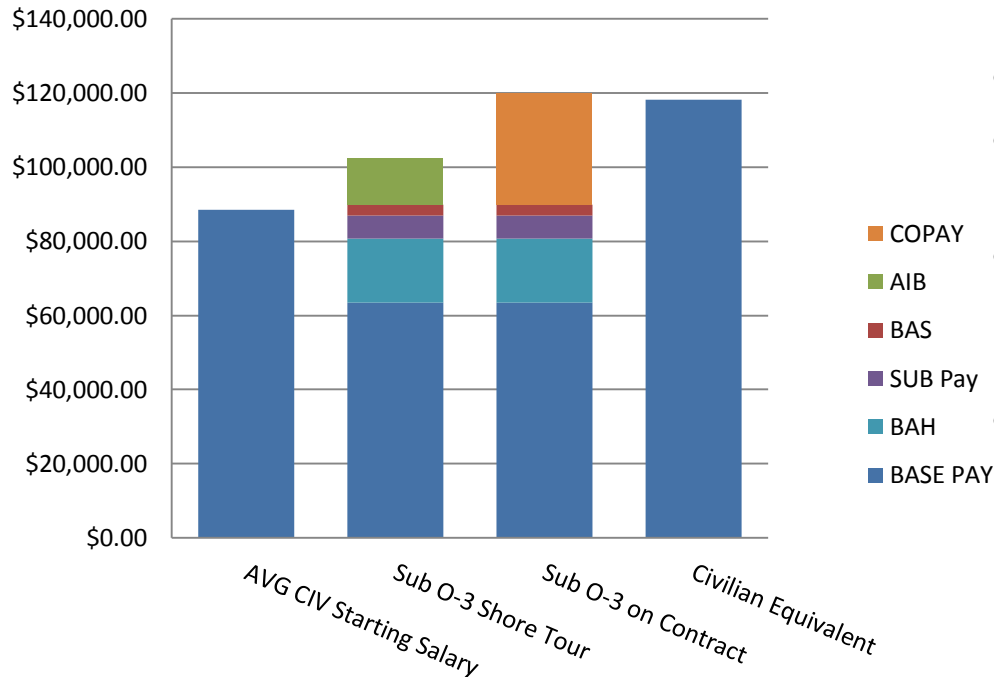
Why not stay in for a shore tour?

***Paid more on shore duty than at civilian assignment.
Time and resources to make career decisions.***



Military vs Civilian Compensation (JAX)

Military vs Civilian Pay (JACKSONVILLE)



- \$88,500: Avg. starting salary of civilian 1120.
- \$102,500: O-3 Shore Tour Pay.
- \$118,200: Civilian equivalent to O-3 shore tour pay.
- \$14,000: Difference between O-3 pay and avg. starting civilian salary.
 - Shore Tour for 2 Yrs: Extra \$28,000.
- Add up the intangible benefits:
 - 30 Days Leave/year
 - Graduate Education
 - 3 and 4 day weekends.
 - Flexible Work schedule.
 - Paid travel

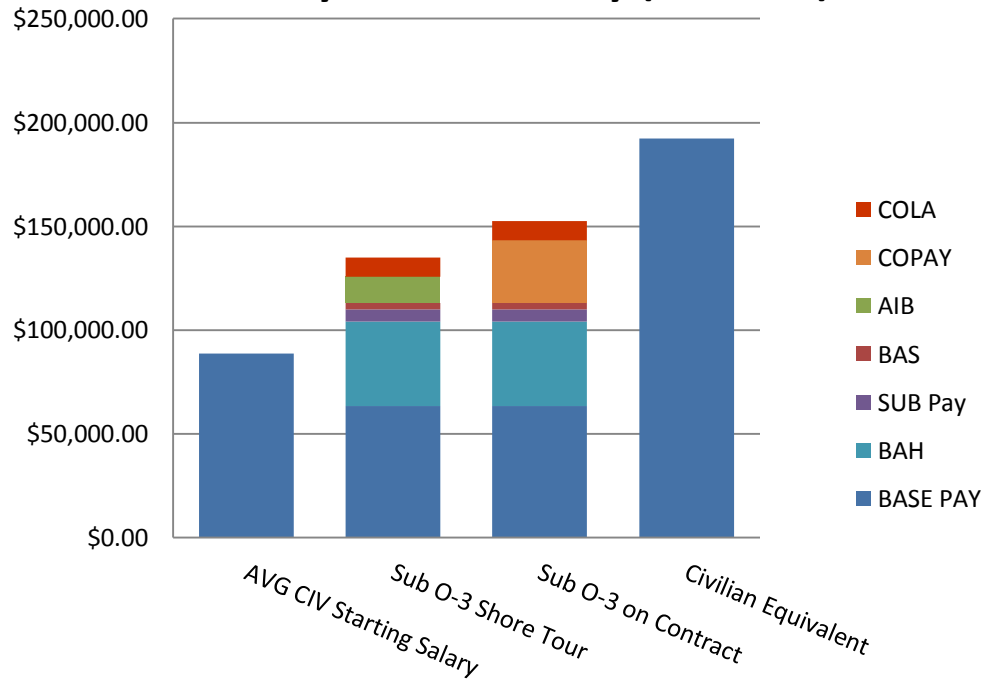
Why not stay in for a shore tour?

***Paid more on shore duty than at civilian assignment.
Time and resources to make career decisions.***



Military vs Civilian Compensation (HI)

Military vs Civilian Pay (HI to DC)



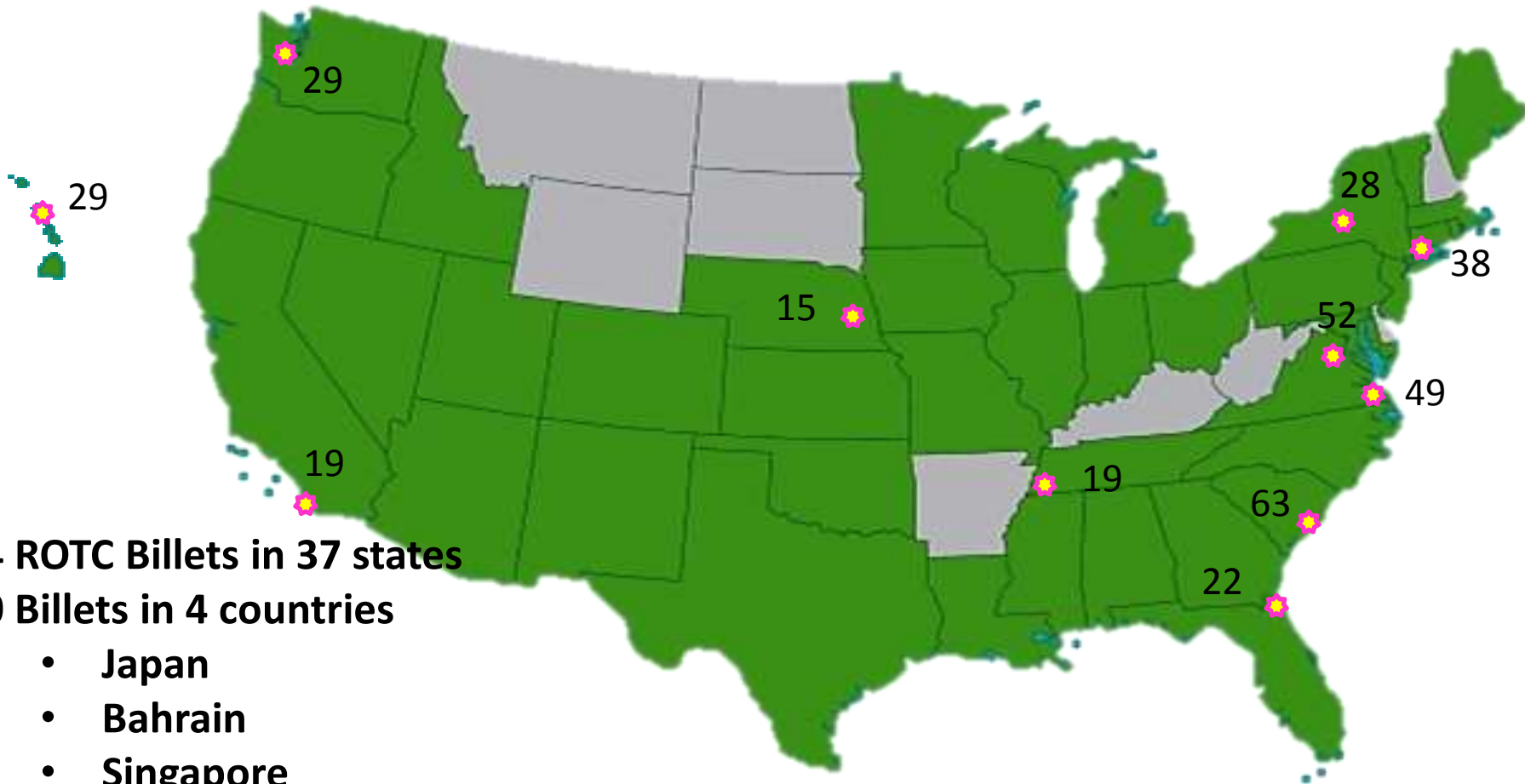
- \$88,500: Avg. starting salary of civilian 1120.
- \$134,900: O-3 Shore Tour Pay.
- \$192,300: Civilian equivalent to O-3 shore tour pay.
- \$46,400: Difference between O-3 pay and avg. starting civilian salary.
 - Shore Tour for 2 Yrs: Extra *****\$92,800*****
- Add up the intangible benefits:
 - 30 Days Leave/year
 - Graduate Education
 - 3 and 4 day weekends.
 - Flexible Work schedule.
 - Paid travel

Why not stay in for a shore tour?

***Paid more on shore duty than at civilian assignment.
Time and resources to make career decisions.***



JO Shore Billet Distribution



74 ROTC Billets in 37 states

40 Billets in 4 countries

- Japan
- Bahrain
- Singapore
- Italy

Excellent opportunities to stay in your homeport and plenty of options if you decide to relocate



JO Shore Duty In-Residence Grad Ed

- 108 Opportunities a Year!
 - 37 ROTC Jobs
 - 5 Naval Reactors
 - 36 NPTU 3rd year opportunities
 - 3 DIRSSP Washington, DC
 - 4 GET/LEAD USNA
 - 4 Fleet Scholars
 - 8 NPS
 - 4 War College
 - 7 NPC/CNRC

***40% of JO Shore tours offer a dedicated In-Residence Masters Program.
Highest Percentage of any URL.***



DO Shore Detailing ***Normal Slate Jobs***

- High Visibility – Flag Aides
- NPS – Naval Postgraduate School
- NNPTC – Nuclear Power School Instructor
- NPTU – Nuclear Prototype Training Unit
- NROTC – Naval Science Instructor
- Instructors – SLC, NSTCP, TTF, SLF
- Overseas – Watch Floor/Staff Work
- Waterfront Support – Squadron/NSSC Staffs
- Staff – Research & Development, etc.
- NTSD – Non-traditional Shore Duty (PCU/DESRON)
- Special Programs – FEF, OLA, FSEP, Olmsted

Slating process is transparent.

Plan a year out – look at a few slates prior to playing.



DO Shore Detailing Slate Schedule

<u>PRD</u>	<u>Slate</u>	<u>Opens</u>	<u>Closes</u>
Dec – Feb	1 st QTR	2 nd Week in July	1 st Week in Sep
Mar – May	2 nd QTR	2 nd Week in Oct	1 st Week in Dec
Jun – Aug	3 rd QTR	2 nd Week in Jan	1 st Week in Mar
Sep - Nov	4 th QTR	2 nd Week in Apr	1 st Week in Jun

- Note: If a PRD is the last month of a quarter play the following quarter's slate
- PRD (24-36 months) determines which slate an officer plays



DO Shore Detailing Mechanics

- Determine when you can roll – PRD
 - PRD is a function of nominal tour length (36 months), ship schedule, and ship's manning situation
 - Select opportunities to rotate as early as 24 months
 - Talk to the Chain of Command
- Your slate is ~6 months prior to PRD, orders at ~3 months
- E-mail/Call detailer early in your slate
- Submit preferences
- Assign Jobs
- Close the Slate
 - What to expect after the slate closes

***Significant flexibility.
PRD is tailored to the individual.***



Detailing Market Place

- Trial Program: starts 2Q 2017 Slate
- 10 volunteers/10 gaining commands
- Volunteers apply directly to gaining commands
- Gaining commands recruit applicants
- Allows open communication between the slate participants and potential commands

FIRE YOUR DETAILER!
Take control of your own detailing!



DO Shore Detailing Non-Traditional Shore Duties

- PCU Split tour, DESRON, or PHIBRON
 - Follow-on pick off the slate-OR-homeport assignment guarantee
- Current initiatives for Shift Engineer duty
 - Flexibility to execute sabbatical before or after a 2-year Shift Engineer tour
 - Homeport or ship type guarantee
 - Bonus increase for Shift ENGs are being explored, and updates will be promulgated
 - \$500/month
 - Initiative is funded
 - Estimated implementation date November 2016
- Shortened JO tours are authorized for NPTU (and PCUs)
 - May enable a full follow-on shore tour

Rewarding our top submarine junior officer talent!



Department Head Detailing



Benefits of being a Department Head

- Command wide influence - 3rd Officer! CDO!
- 100% served make LCDR
- Excellent screening opportunity for XO
- 76% of served DHs have the opportunity to serve as XO and promote to CDR!
- Most flexibility for special programs
 - MIT/WHO, Olmsted, OLA Fellowship, Pol-Mil
- Most options for different career paths
 - EDO, Lateral Transfer, Junior Permanent Military Professor, Naval Attaché'

Most demanding and rewarding job with superb follow-on opportunities.



DH Homeport Opportunity

PEARL HARBOR, HI (19)

SUBRON-1 (9)
SUBRON-7 (10)



BANGOR, WA (23 CREWS)

CSDS-5 (3)
SUBRON-17 (8)
SUBRON-19 (2)



GROTON, CT (16)

SUBRON-12 (9)
SUBRON-4 (7)



NORFOLK, VA (9)

SUBRON-6 (9)



KINGS BAY, GA (15 CREWS)

SUBRON-16 (2)
SUBRON-20 (6)



SAN DIEGO, CA (5)

SUBRON-11 (5)



Guam (4)

SUBRON-15 (4)



FORCE STRUCTURE



Significant Platform and Geographic Diversity
Every slate has at least one assignment for each Homeport.



DH Detailing

- Slating/Orders Timeline
 - Orders to Submarine Officer Advanced Course (SOAC) issued 4-6 months prior to SOAC
 - Verbal assignments are made approximately one month before SOAC start
 - Orders to the ship within one month of starting SOAC
- Changes to SOAC Detailing
 - PERS-42 initiated a series of changes which should have a positive impact on the SOAC detailing process
 - These changes allow:
 - PERS-42 to issues written orders to the boat earlier in SOAC
 - A significant reduction in the churn associated with SOAC detailing
- Detailing Preferences
 - 3/4 of all SOAC students get their top 2 choice of home port.
 - 2/3 of all SOAC students get their 1st DH Job preference.



Post DH Detailing Mechanics

- Determine when you can roll – PRD
 - PRD is a function of nominal tour length (32 months), ship schedule, manning, and availability of relief
 - Talk to your XO and CO
- Establish Communications 6 – 9 months from PRD
 - Communicate your situation and preferences with the detailer
 - All the jobs are listed on the slate (posted on the PERS-42 website)
- Tour assignments based on:
 - Preferences
 - DH Experience
 - Qualifications/Screening

***Significant opportunity to serve in same homeport if you desire.
Recognition for top performers.***



Post DH Detailing Lateral Transfer

- Lateral transfer and redesignation boards held semiannually in May and November – board specifics announced via NAVADMIN
- Every package is individually reviewed by N133/PERS-42
- N133 (w/NR concurrence) determines who is released to the board
- PERS-42 informs applicants via formal correspondence if they were released or not released
- Release Guidelines
 - Not normally released from an at-sea assignment
 - Not normally released until completion of a DH tour (Post DIV-O may be released if YG has met retention goal)
 - Not normally released until within one year of PRD, COPAY or other obligation
 - Commands endorsing a lateral transfer request are implicitly agreeing to a gap if the lateral transfer and subsequent assignment will result in gapping the officer's billet.
- Ref: OPNAVINST 1210.5, MILPERSMAN 1212-010, and NAVADMIN

***If you wish to laterally transfer – apply
Exceptionally high success rate for 1120s laterally transferring.***



Commanding Officer and Executive Officer Detailing



Benefits of being an Executive Officer

- Member of Command Triad
- Second in Command
- Shipwide Impact
- Mentor, leader, warfighter!
- Opportunity to make decisions that directly impact National Security Objectives
- 100% successfully served make CDR
 - Submarine XO was only Below Zone Selectee FY17
- Highest opportunity of any URL to serve as CO



Submarine Command

- Commander at sea retains ultimate authority
 - Unique to Naval Service
 - Submarine Force epitomizes this more than any Navy community
- Largest responsibility across all services for CDR Command
 - Submarines are NATIONAL assets
 - SSBN Commanding Officer – 70% of the nation’s strategic deterrence
 - SSN Commanding Officer – unmatched independence of any CDR Command (turn the email off from the CDRE!)
 - Expected to win or prevent the war on day ZERO
- Phenomenal promotion
 - 100% of served make CAPT
- Personalized detailing

Pinnacle of your career!
Select group of exceptional Officers!



Summary

- **Best Platforms**

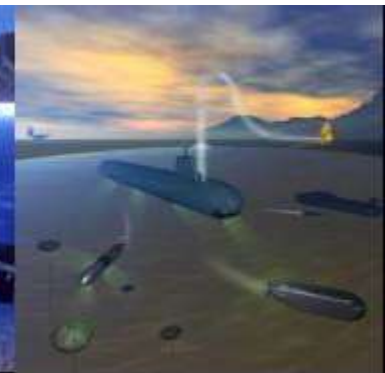
- VA is most successful Acquisition Program in Navy
- OHIO Replacement is Navy's #1 Priority
- Most modern and well maintained ships

- **Best Missions**

- SSBNs 70% of our Nation's Deterrent – 100% readiness, always deployed
- SSN/SSGN forward deployed – directly supporting National Objectives
- Relied upon by DoD and Nation for frontline defense

- **Best People**

- Highest promotion rates
- Best opportunity to lead the best people in the Navy





New PERS-42 Website

Stay Plugged In!

Updated home page

- Contact information for each detailer
- Announcements section
 - Upcoming board schedule
 - Travel schedule
 - Board results
- FAQs
 - Common detailing questions at each milestone from accessions to CO afloat
 - Incentive pay policy
 - Graduate education information
 - War College information
 - Resignation and retirement information
- Link to PERS-42 Drumbeat
- Links to common references
- Link to PERS-42 Facebook Page

www.npc.navy.mil ➡ Officer ➡ Officer Detailing ➡ PERS-42
Facebook: www.facebook.com/pers42



Questions?



Backup Slides



GI Bill



Graduate Education

Post-9/11 GI Bill

- **Eligibility**

- 36 months past initial obligation for full benefits

- **Transfer of benefits to spouse or child**

- Served at least 6 years and agree to serve at least 4 more (or until statutory retirement)—may transfer unused entitlement to a dependent
- Does not impact Nuclear Officer Incentive Pay (NOIP)
- In order to transfer benefits member must:
 - Sign a page 13 agreeing to 4 additional years of service
 - Submit an application via the milconnect website
 - Verify that your application has been approved on the milconnect website. Print the approval letter for your records.

- **Full details available at www.gibill.va.gov**

- Application for transfer of benefits available at www.dmdc.osd.mil/milconnect



XOSS and COSS Opportunities



Post DH detailing XOSS Promotion Opportunity

- **Maximum of 25 officers per YG screen XOSS**
 - An average of 4 XOSS officers are called up or screen on the 4th look
- **Post-DH detailer remains your detailer until you promote O-5 or resign/retire.**
- **Billets identified as OIC, XO, or “XO Equivalent” are looked upon favorably by O-5 promotion boards**
 - XO PCU VIRGINIA-class
 - XO LA Class in Decom (after entering the SY)
 - OIC NAUTILUS
 - OIC NTSPAC DET Guam
 - OIC SUBGRU8REP Northwood UK
 - XO NSTF Norfolk
 - XO URC San Diego
 - NNPTC Dept Director (x2)
- **XOSS Officers that promote to O-5 are eligible to be screened “CO ashore”**



COSS Opportunity

-
- **Goal: All COSS's serve as Junior Deputy on ISIC staff**
 - **On average 4-6 COSS officers are called-up per year**
 - **If not called-up, many post-deputy Command tours available**
 - NSSC (4)
 - SUBTRAFAC NORFOLK
 - SLC DET San Diego
 - Undersea Rescue Command (URC) San Diego
 - CSP Navy Data Center Yokosuka, Japan
 - NOPF Dam Neck, VA
 - NOPF Whidbey Island, WA



Screening Boards and Processes



Promotion Boards

Navy Career Milestones

- **Governed by law - referred to as “Statutory Boards”**
- **Lineal number determines when you are “in-zone”**
 - Promotion zones released each December
- **Board Schedules**
 - CAPT (O6) Line Selection Board – January
 - CDR (O5) Line Selection Board – February
 - LCDR (O4) Line Selection Board – May
- **Results released 3-4 months after board completion**
- **Promote the next fiscal year (OCT-SEP) based on seniority**



Screening Boards

Submarine Force Career Milestones

- **Administrative Boards - run by Submarine Force**
- **Boards Held for:**
 - DH (two looks – 5/6 YCS)
 - XO (three looks – 9/10/11 YCS)
 - CO (three looks – 14/15/16 YCS)
 - MC (three looks – first look following selection for CAPT)
- **Schedules:**
 - CO/XO/DH – May of each year
 - Major Command – November of each year



The Board Process

-
- **Promote/Screen to the “best and fully qualified” standard:**
 - Sustained superior performance at sea
 - Success in the “hard jobs”
 - **The Board sees only the record – it must be up to date:**
 - Current officer photo
 - FITREP continuity
 - Awards updated
 - Joint Education
 - Master’s Degree
 - Subspecialty Codes valued by the Navy – Financial Management, Manpower, Operational Analysis
 - PERS-42 website provides guidance on reviewing your record and submission of updates



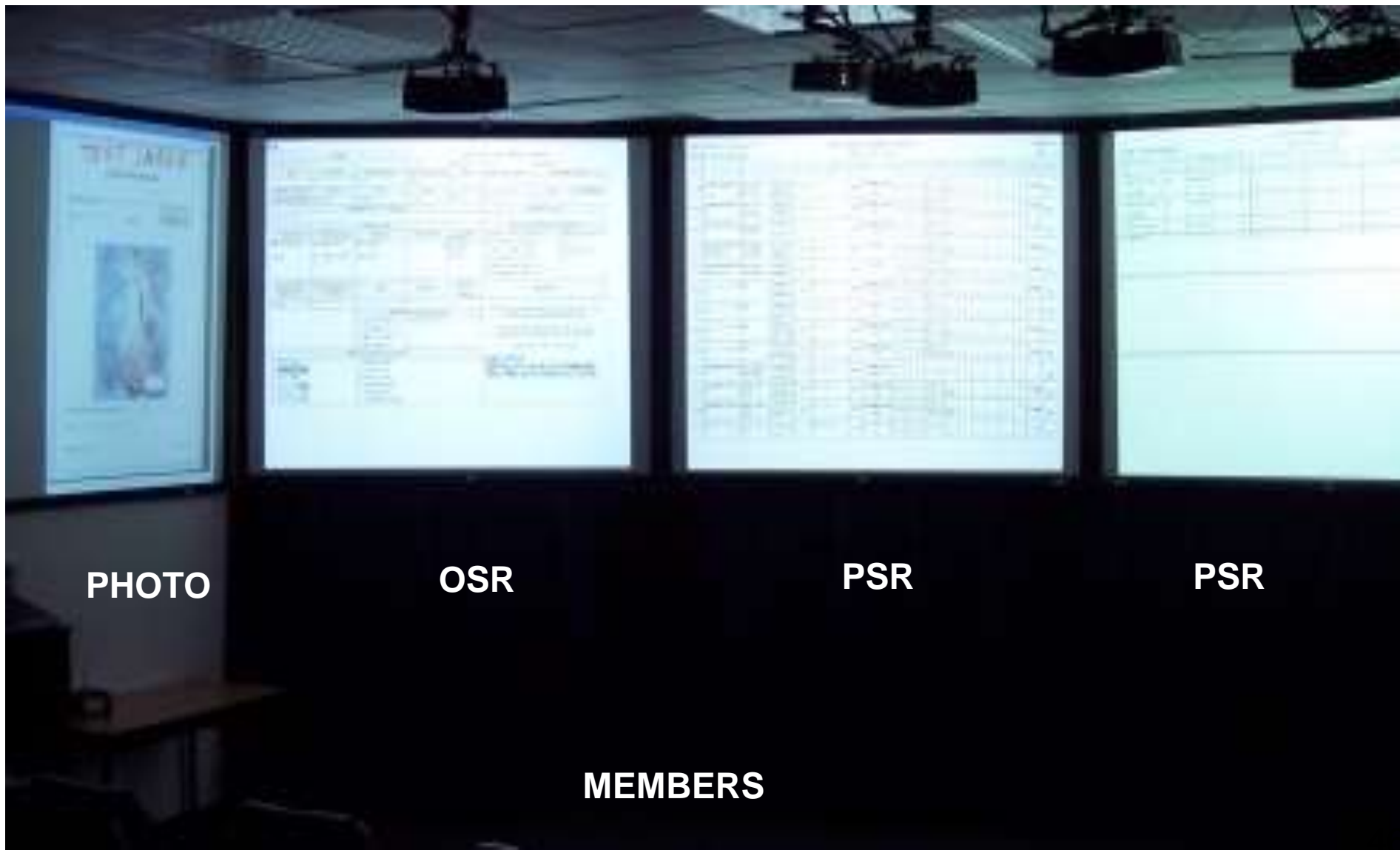
Your Record for the Board Board Preparations

- **Only you can provide information to Board**
 - All information must include endorsing cover letter from you
 - Letters, FITREPS, awards, etc.
 - For the LCDR (O-4) Board – Ensure your 31 January LT FITREP is emailed to the board if In-Zone (IZ)
 - Check Electronic Service Record online via OMPF review on BUPERS On-line. If in doubt, SEND IT TO THE BOARD via email to cscselboard@navy.mil
 - Copy PERS-421B (DH sea detailer) on all correspondence
- **NAVADMIN 103/07 – Requirement for officer
Photographs in Official Military Personnel File**

Information sent directly to the Board will not be used to update your permanent record



The “Tank” Process



PHOTO

OSR

PSR

PSR

MEMBERS



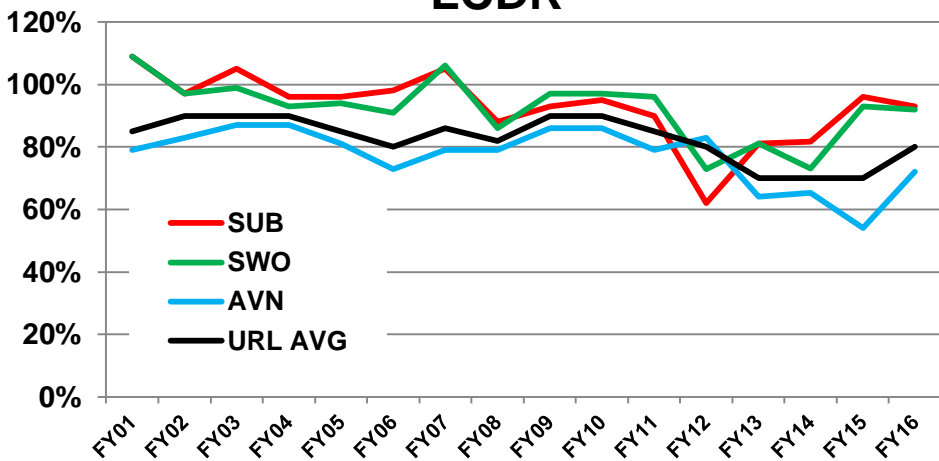
Screening Statistics



Promotion & Screening Boards

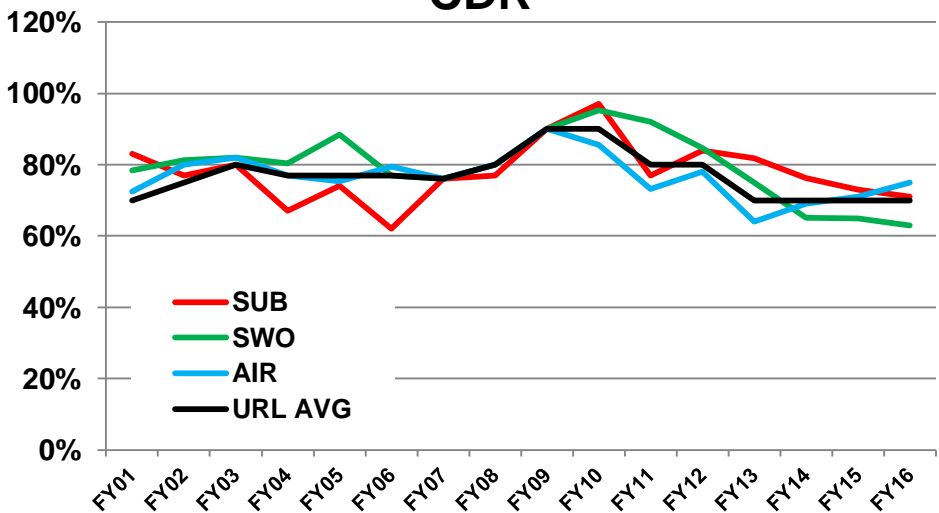
Promotion Opportunity

LCDR

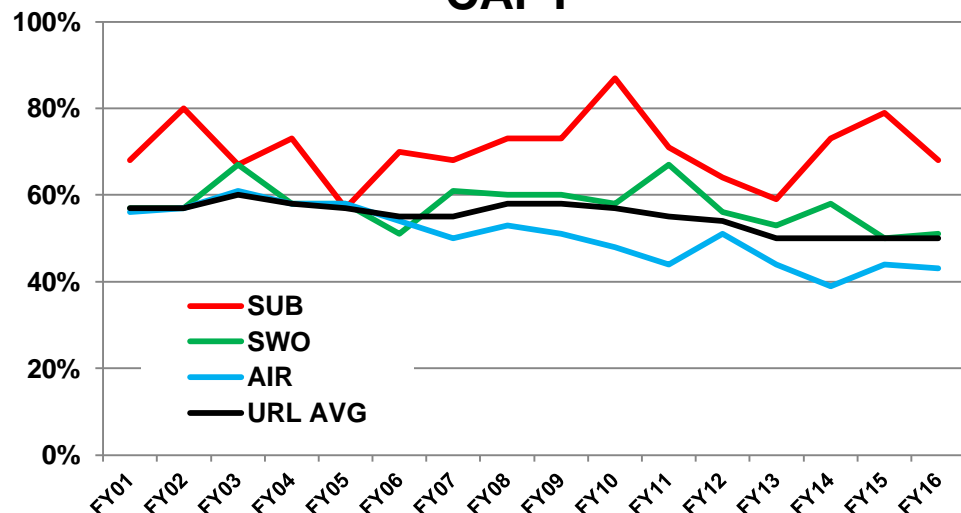


Flow points shifting right:
LCDR – 10.6 yrs (FY06 - 9.9)
CDR - 15.9 yrs (FY06 - 15.8)
CAPT – 22 yrs (FY06 - 22)

CDR



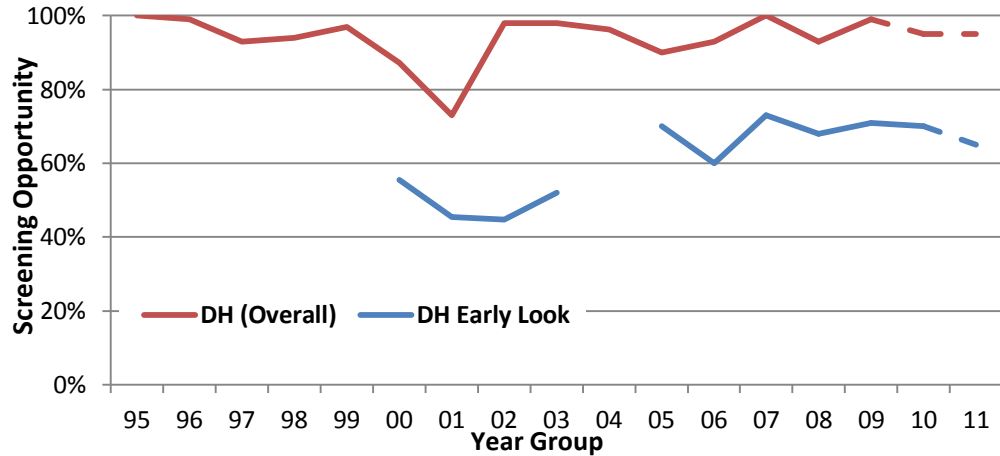
CAPT





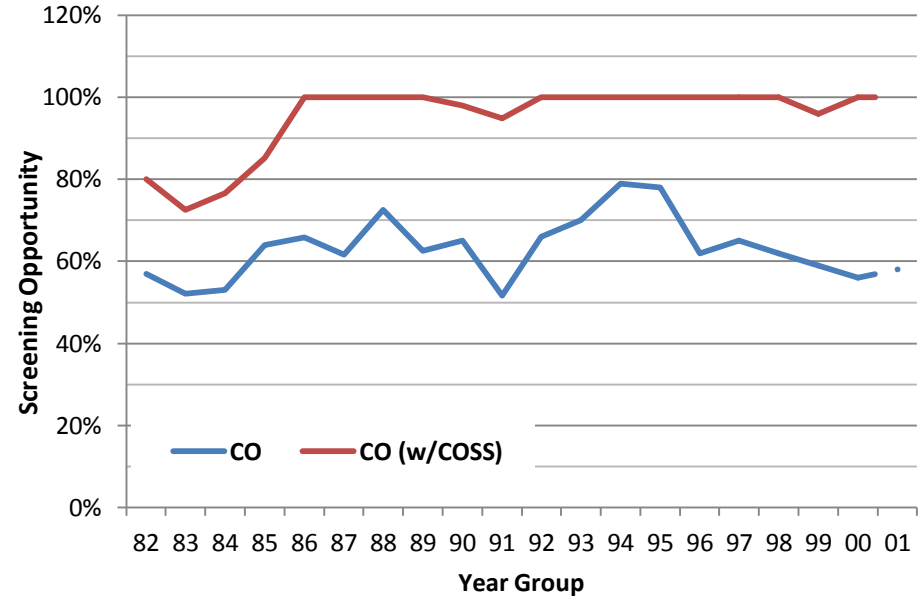
Promotion & Screening Boards

DH/XO/CO Screening Opportunity



DH/XO/CO Screening opportunity consistent with historic norms

Dashed lines indicate projections for future YGs





Blended Retirement System



The U.S. Uniformed Services Blended Retirement System

At a Glance

Saving with the New Blended Retirement System

The Fiscal Year 2016 National Defense Authorization Act provides our military force with a modernized retirement plan built for retirement savings. Beginning in 2018, our service members can get automatic and matching Thrift Savings Plan contributions as well as mid-career compensation incentives in addition to monthly annuities for life. All service members under the current system are grandfathered into today's retirement system.

Today's Retirement System:



2.5% x Years Served x Retired Pay Base
after completing 20 years of service

1 Automatic and Matching Contributions

Automatic contributions are seen immediately



Service Member Contribution	DoD Auto Contributions	DoD Matching	Total
0%	1%	0%	1%
1%	1%	1%	3%
2%	1%	2%	5%
3%	1%	3%	7%
4%	1%	3.5%	8.5%
5%	1%	4%	10%

The DoD automatically contributes 1% of your basic pay to your Thrift Savings Plan after 60 days of service.

You'll see matching contributions at the start of 3 through the completion of 26 years of service, and...

You're fully vested—it's yours to keep—as of the beginning of 3 years of service and goes with you when you leave.

2 Continuation Pay

Received at the mid-career point



You may receive a cash payment in exchange for additional service.

3 Full Retired Pay Annuity

Received after completing 20 years of service



Calculate your retired pay base by averaging the highest 36 months of basic pay. You'll gain this monthly annuity for life after completing 20 years of service.

Options for Collecting Your Retired Pay

Active Component

Full retired pay annuity

Reserve Component

Full retired pay annuity beginning at age 60*



Lump sum with reduced retired pay
50% or 25% of monthly retired pay (with 10% of lump sum back up to 100% of full retirement age #7 in most cases).

*Could be earlier based on credited active service



Effective Date of the New System

Your Retirement System

If you joined the service...

After December 31, 2017
You'll be automatically enrolled in the Blended Retirement System.

After December 31, 2005 but before January 1, 2018
You'll have the choice to enroll in the Blended Retirement System or remain in today's current retirement system.

Before January 1, 2006
You'll be grandfathered and remain in today's current retirement system.

Additional information coming soon.

Sources: Sections 631, 634, 635, 634, and 635 of the Fiscal Year 2016 National Defense Authorization Act.

Created: 10/2015

HIGHLIGHTS

Current Retirement System:

- All or nothing defined benefit
- 2.5% x YOS - Cliff Vested at 20 YOS

Blended Retirement System:

- 2.0% x YOS - Cliff Vested at 20 YOS
- Automatic TSP of 1% at 60 days
- Additional 4% TSP in government match after 2 YOS
- Continuation Pay at 12 YOS
- Lump sum option at retirement

All members with initial entry before 1 January 2018 are grandfathered

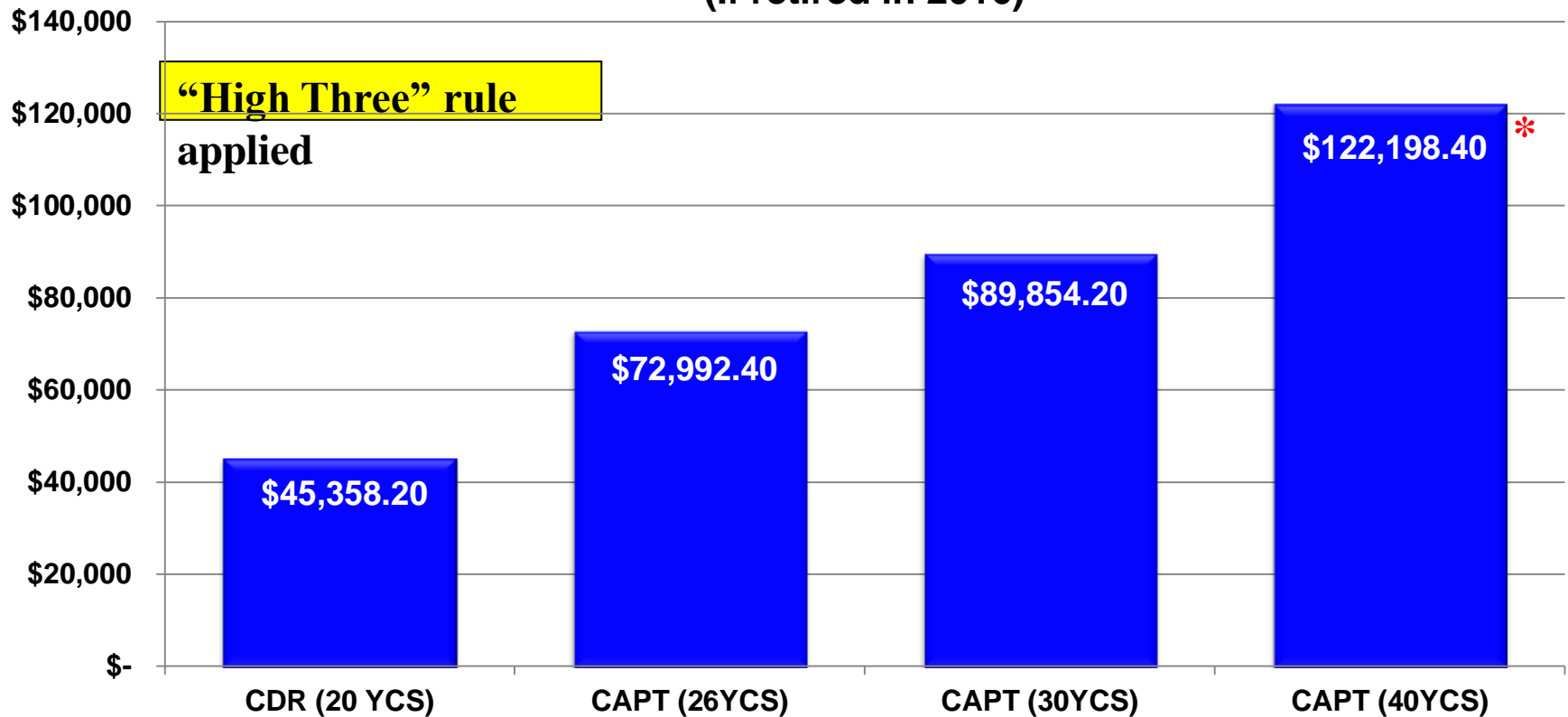
- *Members with less than 12 YOS on 31 December 2017 may OPT-IN*



High Three Retirement Pay

Annual Retirement Pay

(If retired in 2016)



** Affects officers with prior enlisted service time*



Pay and Bonuses

Nuclear Officer Incentive Pay

	<u>Legislative Limit</u>	<u>Current Rate</u>
COPAY	\$50,000	\$30,000/\$35,000
AIB	\$22,000	\$12,500/\$22,000
LDO AIB	\$14,000	\$10,000
Accession	\$30,000	\$17,000
SSIP	\$200,000*	<u>\$15,000/\$20,000/\$25,000</u>

* Cumulative over career

■ NOIP Highlights

- COPAY rate \$35K for CO Afloat served 1120's >24YCS
- \$22,000 AIB for O6s
- Eligibility for officers who participated in IGEP / VGEP
 - Eligible after PNEO, 4 YCS, and recommended for DH



Graduate Education

NPS/NPTU Credit

- Old Dominion University
 - Master of Engineering Management
 - 12 credits transferred from completion of NPS/NPTU, 19 additional credits req.
- Catholic University
 - Master of Science in Engineering (Engineering Management)
 - 12 credits transferred from completion of NPS/NPTU, 18 additional credits req.
- Naval Post Graduate School
 - Master of Science Engineering Science
 - Abbreviated Coursework based on completion of NPS/NPTU
- Kansas State University
 - Master of Science in Nuclear Engineering
 - 3 credits transferred from completion of NPS/NPTU, 27 additional credits req.
- Duke University
 - Master of Engineering Management
 - 12 credits transferred from completion of NPS/NPTU, 18 additional credits req.



Graduate Education

NPS MSES-ME DL Program

- Masters of Science in Mechanical Engineering
- Specifically designed for nuclear trained officers
 - 28.5 graduate credits for NNPS officer curriculum
- B.S. in Engineering (or related field) required
- Asynchronous options available – go at your own pace
 - Textbooks and lecture DVDs provided
 - One-on-one interface with professor(s)
 - Six courses plus research paper required for degree
- For more information:
 - NAVADMIN 033/15
 - <http://www.nps.edu/Academics/GSEAS/MAE/DL/nuc.asp>
 - Email: msesmedl@nps.edu