
A PATHWAY TO SUCCESS



CLICK TO
INSERT SHIP'S
CREST

Submarine Warrior Information

Name:

Commissioning Source

Commissioning Date

Day Reported to USS NEW MEXICO

Submarine Warfare Qual Date

PNEO Eligible Date

COPAY Eligible

Projected Rotation Date (PRD)

SOAC Gate

GI Bill Eligible

Why Submarines?

- Being part of a cadre of professionals in the most elite submarine force in history
- The challenge and privilege of leading the most talented sailors in the Navy begins on day one
- Being a part of the submarine force is a unique opportunity to serve the nation



Submarine History

The U.S. Submarine Force was founded on April 11, 1900 with the USS HOLLAND. During World War II, submarines comprised less than 2 percent of the U.S. Navy, but destroyed 55% of all Japanese shipping. Of the 16,000 submariners who went to sea, 3,500 never returned—a 22 percent casualty rate, which is higher than any other combat branch of the Service during World War II. Seven submarine officers earned the Medal of Honor for their valiant actions.

“It was to the submarine force that I looked to carry the load until our great industrial activity could produce the weapons we so sorely needed to carry the war to the enemy.” – Fleet Admiral Chester W. Nimitz

U.S. submarines were also at the forefront of the Cold War. When the Soviet Union’s Sputnik satellite shook the free world’s confidence, NAUTILUS’ voyage under the North Pole proved the U.S. remained technologically competitive.

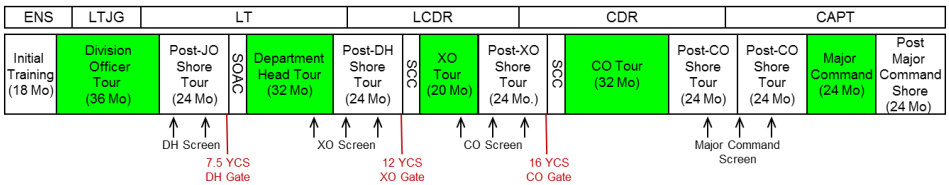


More importantly, American SSNs held Soviet SSBNs at bay throughout the Cold War, while American SSBNs maintained a constant but undetected presence, providing a continuous deterrent to nuclear war. Special missions by American SSNs resulted in numerous Presidential Unit Citations, Navy Unit Commendations, and Meritorious Unit Commendations for their crews.

“The Cold War was over... America had won... Won most especially by you – America’s Blue Crews and Gold Crews manning America’s nuclear-powered Ballistic Missile Submarine fleet.” – General Colin Powell, Chairman of the Joint Chiefs of Staff

Today, U.S. submarines remain on patrol throughout the world, providing strategic deterrence and missions vital to national security.

Submarine Officer Career Path



Submarine Expertise

- Tour lengths and schools ensure officers are ready for each milestone and follow-on assignment
- Goal is for an officer to obtain SSN/SSGN mission experience and SSBN strategic deterrence patrol experience to produce highly effective ship COs

Shore Tours and Advanced Education Opportunities

- Training and Waterfront support assignments (e.g., NPTU, NPS, SUBGRU or TYCOM watch officer)
- Career broadening opportunities (e.g., major staff, exchange programs with foreign militaries)
- Full or part-time graduate education
- Joint Professional Military Education (JPME)
- Opportunity to specialize (e.g., Financial Management, Operations Research Analysis, Manpower)

Submarine Warfare Schools

- Submarine Officer Basic Course (SOBC) (complete)
- Submarine Officer Advanced Course (SOAC)
- Submarine Command Course (SCC)

Administrative Screening (DH/XO/CO) and Statutory Promotion Boards (LCDR/CDR/CAPT)

- Career gates ensure all officers remain on track for screening and promotion (SOAC at 7.5 YCS)
- Administrative screening boards select top performers for follow-on submarine career milestones
- Statutory promotion boards select top performers for promotion in rank and are governed by law

For the Community Status brief visit:

www.public.navy.mil/bupers-npc/officer/Detailing/submarinenuclear/Documents/Public_Community_Status.pdf

Division Officer Tour

Initial Training (18 Mo)	Division Officer Tour (36 Mo)	Post-JO Shore Tour (24 Mo)	Department Head Tour (32 Mo)	Post-DH Shore Tour (24 Mo)	XO Tour (20 Mo)	Post-XO Shore Tour (24 Mo.)	CO Tour (32 Mo)	Post-CO Shore Tour (24 Mo)	Post-CO Shore Tour (24 Mo)	Major Command (24 Mo)	Post Major Command Shore (24 Mo)
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Division Officer Tour establishes your professional foundation based on leadership, warfighting and engineering opportunities.

Qualification and Watchstanding Goals

- [date] Engineering Officer of the Watch
- [date] Engineering Duty Officer
- [date] Junior Officer of the Deck
- [date] Contact Manager
- [date] Surfaced Officer of the Deck
- [date] Ship's Duty Officer
- [date] Submerged Officer of the Deck
- [date] Submarine Warfare Qualifications (Dolphins)
- [date] Prospective Nuclear Engineering Officer (PNEO) Exam (completed at 20-24 months)

Division Officer Leadership Goals

- Leading your division
- Developing a solid engineering and tactical foundation
- Leading your watchteam — seeking ways to assess and improve
- Developing your division (e.g. EVALS, schools, PRD management)
- Building a divisional culture that balances quality of life and work
- *Download the eDIVO app!*

Post-PNEO

- Trusted with greater responsibility
 - Mentor other division officers
- Learn to be a future Department Head
- Eligible to receive Nuclear Officer Continuation Pay (up to one year prior to your minimum service obligation)
- Rotate to shore duty approximately 12 months following PNEO qualification



Rotating to Shore Duty

Initial Training (18 Mo)	Division Officer Tour (36 Mo)	Post-JO Shore Tour (24 Mo)	Department Head Tour (32 Mo)	Post-DH Shore Tour (24 Mo)	CO	XO Tour (20 Mo)	Post-XO Shore Tour (24 Mo)	CO	CO Tour (32 Mo)	Post-CO Shore Tour (24 Mo)	Post-CO Shore Tour (24 Mo)	Major Command (24 Mo)	Post Major Command Shore (24 Mo)
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Shore Duty is a time to invest in professional and personal goals.

Slating Process

- Goal is to match your professional development and the needs of the Navy with your individual desires



- PRD is set by your CO/XO before you participate in the slate
- Slating is conducted each quarter

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

- Communicate early and often with your detailer (PERS-421C) and your chain of command
- Leverage the experience of your CO, XO, and DHs
- Co-location is a top priority
- *Your CO is your best resource in the detailing process*

Typical Assignments

- Instructor Duty – Nuclear Prototype, Nuclear Power School, NROTC, USNA Company Officer, Sub School
- Staff Action Officer – OPNAV, Joint Staff, etc.
- Overseas Assignments – Watch Floor, Group Staffs
- Waterfront Support – Type Commanders, Squadron and Group Staffs, etc.



Rotating to Shore Duty (continued)

Initial Training (18 Mo)	Division Officer Tour (36 Mo)	Post-JO Shore Tour (24 Mo)	Department Head Tour (32 Mo)	Post-DH Shore Tour (24 Mo)	CO Tour (20 Mo)	XO Tour (20 Mo)	Post-XO Shore Tour (24 Mo.)	CO Tour (32 Mo)	Post-CO Shore Tour (24 Mo)	Post-CO Shore Tour (24 Mo)	Major Command (24 Mo)	Post Major Command Shore (24 Mo)
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NPTU Shift Engineer

- Train and mentor our Sailors and future leaders
- Further develop your skills for success as a DH/XO/CO
- Additional benefits to a 24-month NPTU tour (DH tour required)
 - Attend SOAC with DH homeport/ship type guarantee **and**
 - Take a one-year “sabbatical” before or after instructor duty to complete a master’s degree and/or JPME Phase I

High Visibility Assignments —Talk with your CO and detailer early if interested in the following assignments

- Flag Aide
- CNO’s Staff
- USNA Company Officer
- Detailer (PERS-42) or Officer/Enlisted Community Manager (OPNAV N133)
- Naval Reactors Technical Assistant

Non-Traditional Shore Duties (NTSDs)

- NTSD assignments offer a follow-on option guarantee or a DH homeport guarantee
 - Submarine Liaison Officer for a Destroyer Squadron (DESRON) or Amphibious Squadron (PHIBRON)
 - Pre-Commissioning Unit (PCU) split tour
 - Unaccompanied Overseas Tours (Bahrain)

Life-Work Balance

- For information on life-work balance and family planning visit the 21st Century Sailor website:
www.public.navy.mil/BUPERS-NPC/SUPPORT/21ST_CENTURY_SAILOR

For more information on Shore Duty visit:

www.public.navy.mil/bupers-npc/officer/Detailing/submarinenuclear/career/Pages/default.aspx



Graduate Education

Full-Time Graduate Education

- NPTU first or third year “sabbatical” – 1 year independent study
- Naval Postgraduate School (NPS)
- United States Naval Academy Graduate Education Plus Teaching (GE+T) and Leadership Education and Development (LEAD) programs
- Special Programs (These programs have a long application time, so inquire and apply early)
 - Woods Hole MIT
 - Olmsted Scholarship
 - Politico-Military Masters (PMM)
 - Fleet Scholar Education Program (FSEP)

Part-Time Graduate Education

- Graduate Education Voucher (GEV)
 - \$20,000/year for two years
 - 3-for-1 obligation, maximum obligation 3 years
- Tuition Assistance (TA)
 - Covers tuition/fees up to \$250/credit hour not to exceed \$750/class up to 16 credit hours a semester
 - Concurrent two-year service obligation incurred upon completion of courses
- Naval Postgraduate School distance learning
 - Mechanical Engineering degree (7 classes)

Subspecialty Codes

- Graduate education in any subspecialty is valued regardless of source or method of achievement
- Some billets are filled by officers with matching subspecialty codes
- Certain subspecialties are of highest value to the URL community
 - Financial Management (31XX)
 - Operations Research Analysis (321X)
 - Manpower Management (3130)

For more information on funding for Graduate Education visit:
www.public.navy.mil/bupers-npc/career/education/

Nuclear Officer Incentive Pay

Nuclear Officer Continuation Pay (COPAY)

- Eligible after successfully completing the PNEO exam, recommended for DH by CO, and within one year of minimum service requirement
- For nuclear-qualified officers who agree to stay on active duty for 4 to 7 years of additional service beyond MSR, to include a DH tour
- \$30,000 per year for most officers (\$35,000 per year for post-command officers with 24+ YCS)
- Officers who sign a "+1" contract prior to the end of minimum service obligation are eligible to receive payment immediately (only available on the initial contract)
- OPNAVINST 7220.11(series) provides details

Nuclear Officer Annual Incentive Bonus (AIB)

- Qualified Nuclear Officers not on COPAY receive \$12,500 per year for time served beyond their MSR on a pro-rated basis for each month of service (paid each 30 September)

Other Programs

Career Intermission Program (CIP)

- Personnel may be inactivated from active duty for up to 3 years to pursue personal or professional goals and return to active duty at the end of the period
- 2 months of obligated service required for every month taken
- YG rolled back upon return to remain competitive
- Medical/dental benefits maintained

Lateral Transfer

- OPNAVINST 1210.5 requires officers be post-DH
- Waivers are considered on case basis for post Div-O

For more information on CIP visit:

http://www.public.navy.mil/bupers-npc/support/21st_Century_Sailor

For more information on lateral transfer visit:

www.public.navy.mil/bupers-npc/boards/administrative/TransferRedesignation

Joint Requirements

Joint Professional Military Education (JPME)

- Emphasizes a multi-service approach to establish warfighter cooperation among the Armed Forces
- Completion of JPME Phase I and II, as well as a tour in a Joint Duty Assignment, results in Joint Qualified Officer (JQO) status
 - Enhances opportunity for selection and promotion
 - Required for selection to Flag Officer

JPME I (O3-O4)

- Required prior to attending SCC as a Prospective Commanding Officer (PCO)
- Non-residence programs
 - 19 remote sites with dedicated classroom seminars
 - Web-enabled correspondence course
- In-residence programs at NPS and Naval War College for Post-XO and below

JPME II (O5-O6)

- National Defense University and Senior Service Colleges (1 year)
- Joint Forces Staff College (10 weeks)

Joint Duty Assignments (minimum tour 22 months, nominal tour 36 months) in an approved billet on the Joint Duty Assignment List (O3 - O6)

- Joint Staff
- Office of the Secretary of Defense
- Combatant Command (e.g., STRATCOM, EUCOM, etc.)

For more information on JPME visit:

<http://www.public.navy.mil/BUPERS-NPC/OFFICER/DETAILING/JOINTOFFICER/Pages/JPME.aspx>



Department Head Tour

Initial Training (18 Mo)	Division Officer Tour (36 Mo)	Post-JO Shore Tour (24 Mo)	SOAC	Department Head Tour (32 Mo)	Post-DH Shore Tour (24 Mo)	XO Tour (20 Mo)	Post-XO Shore Tour (24 Mo.)	CO	CO Tour (32 Mo)	Post-CO Shore Tour (24 Mo)	Post-CO Shore Tour (24 Mo)	Major Command (24 Mo)	Post Major Command Shore (24 Mo)
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Department Head Tour further develops your warfighting and leadership skills while broadening your submarine experience.

Screening for Department Head

- Must be recommended by CO (FITREP blocks 40 and 41)
- Based on sustained superior performance at sea
- Two-look screening process at 5 and 6 years of commissioned service (YCS)

Submarine Officer Advanced Course (SOAC)

- SOAC gate is July of 7.5 YCS
- Permanent Change of Station (PCS) to Groton, CT for 5 months
- DH job and homeport preferences submitted prior to SOAC with assignments made during the course

Department Head Slating Process

- Goal is to match your professional development and the needs of the Navy to your individual desires
- Performance influences slating, with top performers more likely assigned to top choices
- Goal is SSN/SSGN mission experience and SSBN strategic deterrence patrol experience prior to command

Post-Department Head Assignment

- Many waterfront support billets (e.g., ORSE Board, Strategic Weapons Officer, etc.)
- Significant leadership opportunities at NPTU Charleston and Ballston Spa (e.g., MTS Engineer, Plant XO, etc.)
- Graduate education opportunities still available post-DH (e.g., Junior War College, MIT WHOI, Olmsted Scholar Program, etc.)



Statutory Promotion Boards

Determining Eligibility

- Promotion boards look at zones vice year groups
- Your lineal number (based on date commissioned and source) determines when you are “In-Zone”
 - Lineal number is in block 7 “PREC.NO” of your Officer Data Card (ODC) at: www.bol.navy.mil
- A Naval message (NAVADMIN) promulgates the promotion zones around mid-December, at least 30 days prior to the first scheduled board
- If your lineal number is lower than the “junior In-Zone” officer’s number on the message, you are In-zone and will be eligible for promotion during that year’s board

Board Preparation

- Boards convene annually during the following months
 - LCDR (O4) Line Promotion Board - April
 - CDR (O5) Line Promotion Board - February
 - CAPT (O6) Line Promotion Board - January
- All Unrestricted Line Officers compete together in the same competitive category for promotions at these boards, not just submariners
- Accuracy and administrative correctness of your record is a direct reflection of your professionalism to the board
 - Verify all FITREPs, awards, education, subspecialties, etc. are accurately represented in your record at www.bol.navy.mil
 - Make sure you have a current photo in your record
- A letter explaining any past issues not readily apparent in the record (e.g., PFA failures, unexplained TAD status, etc.) should be sent to the board
(example at <http://www.public.navy.mil/bupers-npc/reference/milpersman/1000/1400Promotions/Documents/1420-010.pdf>)
- Results are released 3-4 months after board completion

For additional board information visit:

www.public.navy.mil/bupers-npc/boards/activedutyofficer/Pages/default.aspx



Path to Command

Initial Training (18 Mo)	Division Officer Tour (36 Mo)	Post-JO Shore Tour (24 Mo)	S/O/C	Department Head Tour (32 Mo)	Post-DH Shore Tour (24 Mo)	XO Tour (20 Mo)	Post-XO Shore Tour (24 Mo.)	CO Tour (32 Mo)	Post-CO Shore Tour (24 Mo)	Post-CO Shore Tour (24 Mo)	Major Command (24 Mo)	Post Major Command Shore (24 Mo)
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An honor to lead well-trained and highly motivated Sailors while serving in the best job in the Navy - Command at Sea!

Sustained Superior Performance at Sea

- Top performers at sea screen for the next milestone
- Command qualifications must be completed prior to attending SCC as a PXO
- Breakouts among DH/XO peers within the Squadron and recommendations in FITREP Blocks 40 and 41 are imperative for screening XO and CO

Executive Officer

- Three-look process at 9/10/11 YCS
- Historically, approximately 60% of eligible DHs screen XO, with up to 25 additional officers screened XO Submarine Support (XOSS) on third look
- XOSS screened officers are given a fourth look for XO to ensure the best and fully qualified are screened XO
- Historically, 4-6 XOSS officers are called up to XO each year as needed

Commanding Officer

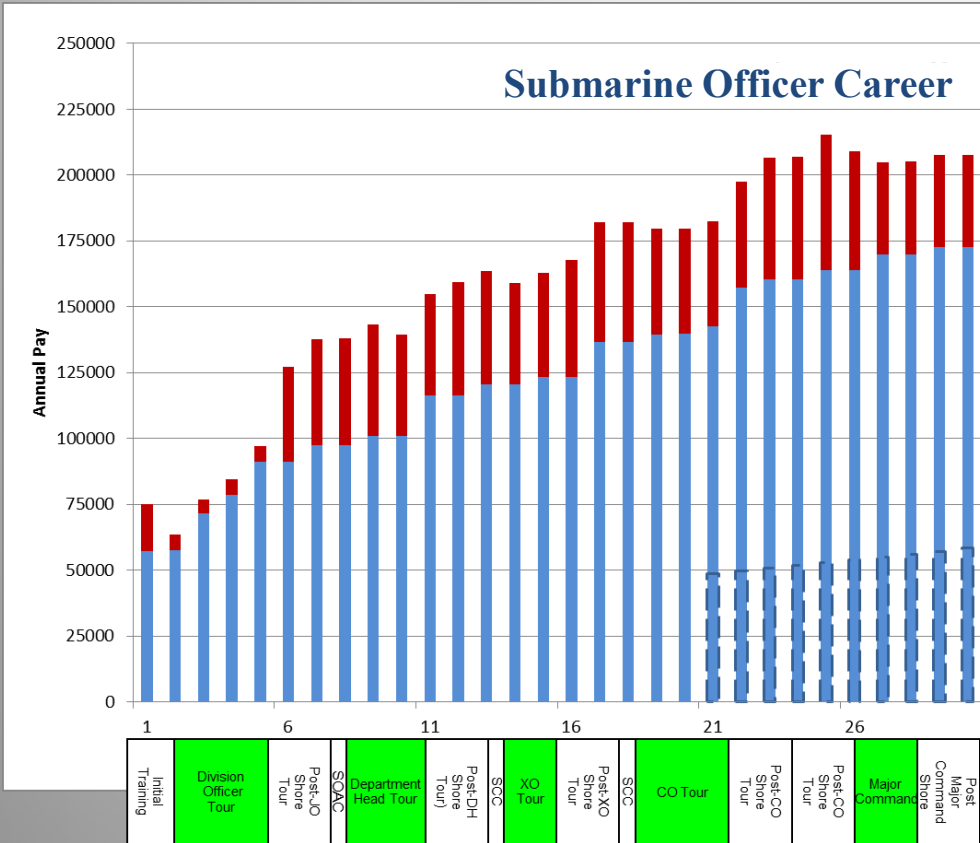
- Three-look process at 14/15/16 YCS
- Historically, approximately 65% of eligible XOs screen CO, with most remaining eligible officers screening CO Submarine Support (COSS)
- COSS officers serving as Squadron Deputies are called up to CO Afloat as needed
- Historically, 4-6 COSS officers are called up each year



Pay and

Calculation assumptions:

- 8% average annual return pre-retirement
- 4% average annual return in retirement



Active Duty Assumptions: 30 years

- Based on 2015 Pay and Norfolk BAH
- Tax Advantage Calculated on 25% Federal Rate

You would need to save over **\$2 million** to match the value of a 20 year O-5 retirement

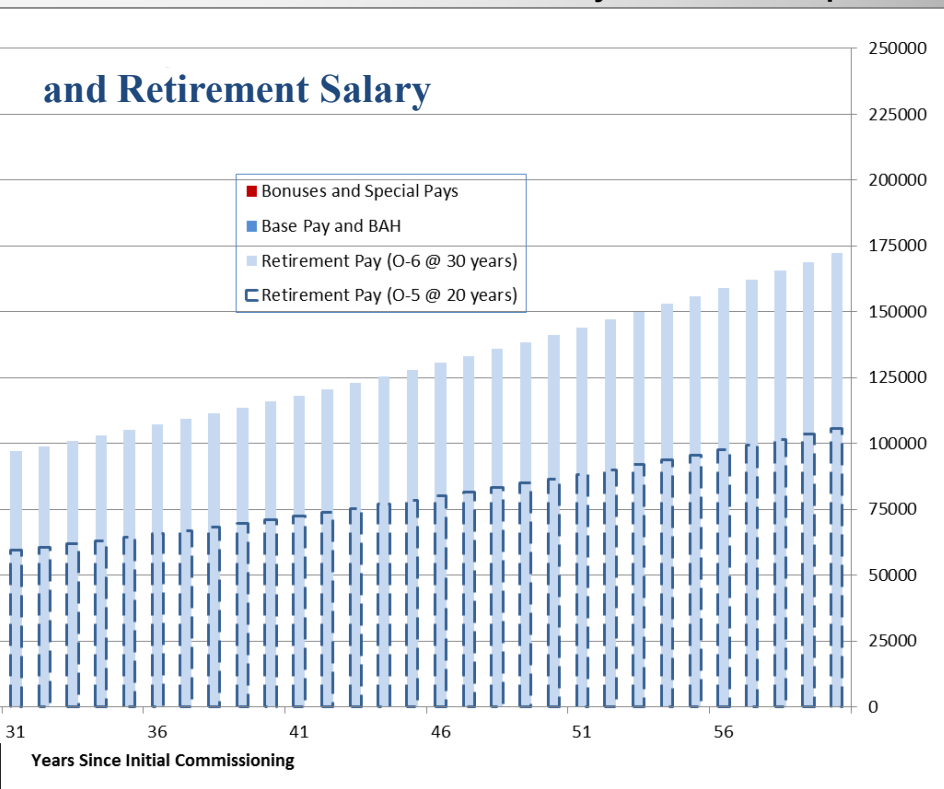
That's over **\$3,500** every month for 20 years

\$4.57 Million in Active Duty Pay
= \$8.5 Million Total Compensa

Benefits

Other Benefits:

- Annual military medical & dental coverage value: \$8,600
- Average annual savings from commissary for married couple: \$1885



Retirement Assumptions: 30 years

- Based on 75% of Active Duty O-6 Pay at 30 years
- Adjusted for 2% Annual Cost of Living Adjustment

You'd need to save over **\$4 million** to match the value of a 30 year O-6 retirement
That's over **\$4,000** every month for 30 years

+ \$3.93 Million in Retirement Pay
tion for 30 year O-6 (estimated)

Additional Pay and Benefits

Submarine Pay

- Continuous Submarine Pay is paid to officers afloat and ashore, who remain in the submarine service, until 26 years of commissioned service.

Health Care Benefits

- TRICARE is the Department of Defense's worldwide health care program. Service members are automatically covered; dependents are enrolled in TRICARE Prime or Standard.
- Family members must be enrolled in dental plans through TRICARE (requires a premium for full coverage)

Thrift Savings Plan (TSP)

- Tax-advantaged retirement savings for military personnel (similar to a 401k plan)
- Contribute up to \$18,000 per tax year starting in 2015 (deducted from base pay, special pays, and bonuses to reduce taxable income)
- Traditional TSP (tax-deferred) or Roth TSP (tax-free earnings)
- Must maintain account until age 60
- Easy to use with MyPay

GI Bill Benefits

- Earn 40% of the GI Bill benefits 90 days after your minimum service requirement (MSR) with full benefits 3 years after your MSR
- Receive full tuition and fees, a monthly stipend, and a book stipend to an institution of higher learning up to highest cost for in-state undergraduate studies
- *May elect to transfer all or a portion of benefits to dependents*

Servicemembers Group Life Insurance (SGLI)

- Service members are auto-enrolled
- Coverage up to \$400k (\$29/month premium) in \$50k steps

For more information and available TRICARE policy options visit:
www.tricare.mil

For more information on TSP visit: www.tsp.gov

For more information on GI Bill Benefits visit: www.gibill.va.gov



Resources

Military OneSource: Department of Defense-funded program providing comprehensive information on every aspect of military life at no cost to active duty, National Guard, and reserve members, and their families.

<http://www.militaryonesource.mil/>

Graduate Education

Navy Funding Programs: www.public.navy.mil/bupers-npc/career/education/

GI Bill Eligibility Requirements/Benefits: www.gibill.va.gov

JPME

<http://www.public.navy.mil/BUPERS-NPC/OFFICER/DETAILING/JOINTOFFICER/Pages/JPME.aspx>

Pers-42: Submarine/Nuclear Officer Assignments

www.public.navy.mil/BUPERS-NPC/OFFICER/DETAILING/SUBMARINENUCLEAR

Nuclear Officer Incentive Pay (OPNAVINST 7220.11)

www.doni.daps.dla.mil/allinstructions.aspx

Nuclear Officer Community Manager (OPNAV N133)

www.public.navy.mil/bupers-npc/officer/communitymanagers/Unrestricted/Pages/SubmarineNuclearOCM.aspx

Board Information

www.public.navy.mil/bupers-npc/boards/activedutyofficer/

Lateral Transfer

www.public.navy.mil/bupers-npc/boards/administrative/TransferRedesignation

CIP

http://www.public.navy.mil/bupers-npc/support/21st_Century_Sailor

Joint Service Requirements

www.public.navy.mil/BUPERS-NPC/OFFICER/DETAILING/JOINTOFFICER/Pages/JPME.aspx

Pay and Benefits

www.tricare.mil and www.tsp.gov

PERS-42B	CO Detailer	(901)-874-3929
PERS-421	XO Detailer	(901)-874-3944
PERS-421A	Post-DH Detailer	(901)-874-3931
PERS-421B	DH Detailer	(901)-874-3932
PERS-421C	DO Detailer	(901)-874-3943
PERS-421D	SUBPAY/NOIP	(901)-874-3934
PERS-421N	PNEO/LIMDU/DFC/AQD	(901)-874-4441

Notes



“Underway on Nuclear Power”



USS NAUTILUS (SSN 571)

17 January 1955

