

PERS-42 DRUMBEAT (JAN 2023)



This edition of the *Drumbeat* discusses recent community management initiatives, board information, and important information regarding board preparations. Specific topics in this edition:

- PER-42 Mission Statement
- Submarine Force Talent Strategy
- PERS-42 Upcoming Travel
- Upcoming FY24 Administrative and Statutory Selection Boards
- CO/XO/DH Board Eligibility
- Board Lessons Learned
- Official Photo Requirements
- IGEP/VGEP Education Obligation Requirements
- Junior Officer Diversity Outreach Program
- OCONUS Shore Tour Lengths
- MIT Selects
- Previous *Drumbeat* Topics
- PERS-42 Contact Information

The *Drumbeat* is available on PERS-42's MyNavyHR page. Detailer contact information, frequently asked questions, the Submarine Force community status brief, and past issues of the *Drumbeat* are also available on PERS-42's page.

I encourage you to follow us on Facebook and Instagram to stay up to date with the latest information from the PERS-42 team. Your feedback and interaction with your detailers are vital to us continuing to improve submarine officer distribution processes.

Please read this *Drumbeat* in full and discuss it with your subordinate commands and wardrooms. It is intended as a professional development tool that can be used for wardroom training.

Very respectfully,

CAPT Todd Figanbaum
Director, Submarine/Nuclear Officer Distribution (PERS-42)
Nuclear Propulsion Program Manager (N133)

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PERS-42's Mission Statement

Quality of Career	<ul style="list-style-type: none"> • Remove Barriers • Actively Listen and Advise
Leadership	<ul style="list-style-type: none"> • Advocacy and Empathy • Key Performance Indicators
Compensation	<ul style="list-style-type: none"> • Strategic Workforce Planning • Motivate Talent and Value Retention

Employ our Talent Strategy to manage the distribution and careers of the Submarine and Nuclear Officer communities. It is our responsibility to keep these forces properly manned considering the best interests of the Officer and the Fleet. We will not forget the rigors of serving at sea; we understand that our decisions will have lasting effects on each Officer, their families, and the Fleet.

Submarine Force Talent Strategy: Lines of Effort



Quality of Career: Changes that target improving quality of life through career opportunity and satisfaction in the submarine officer corps using policy to remove barriers.



Leadership: Changes that target strengthening mentorship and improving selectivity by optimizing talent in the submarine officer corps.



Compensation: Changes that target incentives for, and demonstrate the value of, continued service within the submarine force.

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PERS-42 Upcoming Travel

The Submarine Detailers will be traveling to the following homeports in the coming months. While we're in town, we'll be giving Community Status Briefs and Spouse Briefs, hosting Wardroom Planning Conferences, and making time to meet with you one-on-one!

- 27-30 March: San Diego and Monterey
- 3-7 April: Pearl Harbor
- 17-21 April: Guam
- 2-4 May: Omaha
- 5-8 June: Groton/Portsmouth
- 10-14 July: Bangor
- 7-10 August: Norfolk

Contact LCDR Megan Moyette at (901) 874-3931 with questions about our travel schedule.

Upcoming FY24 Administrative and Statutory Selection Boards

Board	Board #	Convening Dates	LTB Due Date
Active O-5 Line	230	14FEB23-24FEB23	2359 CST 03FEB23
Active O-4 Line	275	08MAY23-19MAY23	2359 CST 27APR23
Submarine CO/XO	350	22MAY23-26MAY23	2359 CST 11MAY23
Submarine DH	146	22MAY23-26MAY23	2359 CST 11MAY23

Submarine CO/XO/DH Eligibility

# Look	Commanding Officer	Executive Officer	Department Head
1 st	Year Group (YG) 09	YG 14	YG 18
2 nd	YG 08	YG 13	YG 17
3 rd	YG 07	YG 12	--
4 th	--	YG 11 ¹	--

Note 1: Officers selected for XOSS during the FY23 CO/XO board (May 2022) will get a 4th and final look. If they are not selected for XO, their XOSS status does not change.

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PERS-42 Contact Information and NFAAS

The Navy Family Accountability and Assessment System (NFAAS) is PERS-42's primary source of constituent contact information. PERS-42 conducts a monthly data pull from NFAAS to generate a database of contact information for all 1170, 1120, and 62XX officers to populate bulk emails from board notifications to our distribution list for periodic updates (for example, the *Drumbeat*).

Please remind personnel to update their work email in NFAAS to reflect an active email address. For two-crew submarines, using an "out of office" reply to notify senders of your primary use of shipboard email is also very helpful. Following these processes will ensure accurate and timely dissemination of board record reviews and notification of eligibility for administrative boards. If you do not regularly update your email, or if there are typographical errors in NFAAS, PERS-42 may be unable to contact you with important professional notifications and time sensitive board related topics.

The most common error we see in NFAAS contact information is personnel not updating their email address when they change jobs or PCS.

Board Lessons Learned

Squadron Rankings: Squadron rankings are conducted in the spring and fall for DH/XO/COs (quarterly for XOs in large squadrons with 10 or more crews). Squadrons cannot submit these rankings to the board for review. If your most up to date squadron ranking is not captured on your FITREP, you will need to submit a LTB to ensure it is available to the board members. Officers that do not provide up to date squadron rankings to screening boards are lowering their chances for milestone career screening.

Contact Info Out of Date: Results of PERS-42's courtesy record reviews are emailed out with contact information automatically pulled from NFAAS. When PERS-42 receives undeliverable responses we do everything in our power to find accurate contact information.

Members are required to update their NFAAS data twice annually. To maximize the ability to be contacted, PERS-42 recommends that personnel use both the primary and secondary email options. For those officers whose billet status indicates they are serving in at sea commands, additional emails will be sent to the member's boat NIPR account by billet.

Documenting Change of ISIC: In the case of an ISIC shift, be sure any original ISIC rankings are included in the members FITREP Block 41. Additionally, the ISIC shift should be documented in the command employment block and as a comment in Block 41. This will ensure the member's rankings are properly documented and will fully explain the shift to the board.

Split Tour Department Heads: In the event a boat receives a split-tour department head, it can be difficult balancing trait averages and onboard DH / O-3 ranking. It is important to discuss the split-tour status in Block 41, particularly to discuss impacts of force distribution, a drop in trait average, or onboard ranking. If the competing DHs are particularly close in timing, matching their trait average and explaining both as #1 performers can keep both competitive. Additionally, it is important to consider that should force distribution requirements only allow 1 EP, the non-split tour DH will have a harder time showing explanation for the 'air gap' if bumped down to MP.

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BLOCK 40 & 41 Recommendations: FITREP 201 provides guidance to commanding officers and executive officers on what needs to be in Block 40 & 41 to ensure officers remain competitive in statutory promotion boards and administrative selection boards. A competitive FITREP will recommend an officer for the next career milestone and the next rank. Some officers serve on shore tours where their FITREPs are signed by military officers from another branch of service or civilians. In these situations, it is incumbent upon the rated officer to ensure their FITREPs follow the guidelines in FITREP 201. Do not leave it to the board members to interpret the situations surrounding a FITREP with improper recommendations.

Correspondence with the Board

There are three methods to submit a Letter to the Board:

1) Electronic Submission of Selection Board Documents (ESSBD) is the preferred method of submitting a LTB. ESSBD can be found at the BOL main page via a link labeled "ESSBD (Submit letter to SelBoard)".

2) Submit an LTB via encrypted email, send to CSCSELBOARD@NAVY.MIL in accordance with MILPERSMAN 1420-010. Generate a letter to the board (essentially a cover sheet - see the template on the NPC board webpage), include missing documents as enclosures (e.g. FITREPs, award writeups, etc), scan the whole package to a .pdf, and email it to 'cscselboard@navy.mil'.

3) USPS mail submission directly to MyNavy Career Center Customer Service Center.

PERS-42 does not have visibility on the status of LTBs that have been submitted. To check the status of your LTB, please call the MyNavy Career Center (833) 330-6622 or email: askmncc@navy.mil.

<https://www.mynavyhr.navy.mil/Career-Management/Boards/>

Official Photos

Though official photos are no longer displayed during selection boards per NAVADMIN 265/18, all officers are still required to submit their most up to date photo within 3 months after acceptance of each promotion IAW MILPERSMAN 1070-180.

Your photos will be used in nomination packages, so it is in your best interest to keep your photo updated for your current rank.

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IGEP/VGEP Education Obligation Requirements

Intermediate and Voluntary Graduate Education Programs (IGEP/VGEP) education obligations (EDOB) are determined by OPNAVINST 1520.23C (series). There were multiple changes to the program over the last few years. The table below provides a summary of changes to obligated service time.

Graduation Date	Applicable Change	Length of Program	Education Obligation
29 Mar 2017 – 9 Jul 2019	CH-1	< 20 months	5 years served concurrently with any other service obligation upon completion from program
		≥ 20 and ≤ 24 months	6 years served concurrently with any other service obligation upon completion from program
10 Jul 2019 – 16 Jan 2020	CH-2	Any Length	3x the number of months of the program commencing after MSR is complete (NTE 8 YCS)
17 Jan 2020 and Later	CH-3	Any Length	3x the number of months of the program commencing after MSR is complete (NTE 10 YCS)

Immediate Graduate Education is defined in OPNAVINST 1520.23C (series) as: *“Newly commissioned officers from the USNA and the Naval Reserve Officers Training Corps (NROTC) are assigned to Navy and non-Navy funded, full-time education programs without first serving a tour in a permanent fleet billet. Immediate graduate education programs include civilian-funded scholarship program, Voluntary Graduate Education Program, and Bowman Scholarship Program.”*

Any new USNA or NROTC graduate who participates in IGEP or VGEP is obligated through their Department Head tour and is encouraged to sign a COBO contract as soon as possible to maximize their pay.

Contact LT Amy Trammel at (901) 874-3934 for additional details.

Junior Officer Diversity Outreach (JODO) Program

Navy Recruiting Command (NRC) is preparing for the next round of the Junior Officer Diversity Outreach Program (JODO) for Spring 2023. The JODO program is used to assist the Navy in its effort to recruit minority applicants and to enhance the Navy’s image in these communities. They are soliciting volunteer support from JOs who can participate in one day of virtual training, followed by one full week of temporary additional duty (TEMADD) visiting colleges, universities, and high schools. This program is 100% funded by NRC. It is no cost to the commands except for the support of the selected candidates.

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Upon successful completion of the required training and four weeks of outreach engagements, program participants will be eligible to obtain the 29C AQD.

- Applications are due to PERS-42 via email to amy.f.trammel.mil@us.navy.mil
- Requires CO letter of recommendation
- Current plan for outreach locations and dates:
 - Phoenix, AZ (13-18 February 2023)
 - New Orleans, LA (6-11 March 2023)
 - Detroit, MI (9-15 April 2023)
 - Newark, NJ (20-27 May 2023)

Contact LT Amy Trammel at (901) 874-3934 for additional details about the application process.

OCONUS Shore Tour Lengths

Shore tour lengths vary depending on which tour you are on (DivO Shore, Post-DH Shore, Post-XO Shore, etc.), whether you conducted a PCS to a CONUS or OCONUS location, and whether or not you are resigning or proceeding on to your next career milestone.

MILPERSMAN 1301-110 sets prescribed sea and shore tour lengths. In general, sea tour lengths are between 30 and 36 months with 32 months being the nominal (with the exception of XO being 18-24 months). Shore tour lengths are 24-36 months for DivO Shore and Post-DH Shore, and 24 months for Post-XO and Post-CO.

If you are proceeding to your next career milestone (i.e. DH, XO, CO) your shore tour will be the nominal 24 months. If you are not proceeding to your next career milestone and are planning on resigning, you must first meet the Minimum Tour for Separation (MTS). MILPERSMAN 1301-104 defines MTS as “the minimum specified time that the officer shall complete at the new duty station in order to defray the high PCS costs attendant to the move.” MILPERSMAN 1301-108 defines MTS requirements as the following:

TRANSFER FROM	TRANSFER TO	RETAINABILITY
CONUS Shore or Sea	CONUS Shore Duty	2 Years
CONUS Shore	CONUS Sea Duty	1 Year
Anywhere	OVERSEAS Sea or Shore Duty	DOD Area Tour
Overseas	CONUS Sea or Shore Duty	1 Year

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DOD Area Tour lengths vary and are defined by DoDI 1315.18 (Enclosure 4). Standard tour lengths for OCONUS tours are 24 months for unaccompanied and 36 months for accompanied, except for Alaska and Hawaii, which is 36 months whether accompanied or unaccompanied.

The DOD Area Tour length is only required to be met if you are resigning from that location. If you are proceeding to your next career milestone, you are not required to meet the minimum tour length.

Massachusetts Institute of Technology Selects

Two high performing Division Officers were selected as the Submarine Force's nominations for the MIT Woods Hole Oceanographic Institute to pursue a masters in Oceanography at the August 2022 Talent Management Board. These officers were then selected by MIT through a separate board process.

5 quotas are offered Navy wide to Active Duty Officers and Midshipmen 1st Class at USNA or NROTC. 2 quotas were assigned to Submarine Active Duty Officers and 3 were assigned to Midshipmen 1st Class. Of the 3 Midshipmen assigned, 2 have selected Submarines as their service assignment.

Congratulations to those selected for this prestigious institute! Your hard work and motivation has paid off and you will represent the Submarine Force well! Bravo Zulu!

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Previous Drumbeat Topics

The NPC/PERS-42 website contains previous versions of the *Drumbeat*. If you use a previous topic as a reference, please refer to the source reference/document to verify its accuracy because policies and references change frequently. Please contact us if you have any questions.

The *Drumbeat* POC is PERS-421B; LCDR Aaron M. Smith, at (901)-874-3932.

OCT 2022

- Upcoming FY24 Administrative and Statutory Selection Boards
- In-Zone Determination
- Records Reviews and Updates
- Correspondence with the Board
- SOAC Expectations
- NPEB opened to Navigators and Weapons Officers
- COT/IPCOT
- Spot Promotion Process
- XOSS/COSS/COSM AQD Management
- Enlisted Supervisor Retention Pay

JUL 2022

- Statutory Boards and Merit Reorder
- Letters to the Board: Rankings! Get them in!
- Performance Evaluation Resources
- DH Detailing – Deep Dive into the Process
- 1st Look DH Screen; Split Tour Opportunities
- How to get Divers and PERS-42's Role
- DCS Pilot Talent Management Opportunity
- WIS: TEMDU/TAD
- Advanced/Delayed Dependent Travel
- Submarine Duty Incentive Pay (SUBPAY) Program Change
- Junior Officer Diversity Outreach (JODO) Program

APR 2022

- Division Officer Shore Tour Updates
- Talent Management Board/Early Slating Update
- Changes to Career Intermission Program (CIP)
- Commissioning Programs
- Sea-Shore Concentration Areas
- How to Update Missing Personnel Awards
- Submarine Duty Incentive Pay (SDIP)
- Blended Retirement System (BRS) Continuation Pay
- PERS-42 Upcoming Travel
- What is a Precedence Number (Lineal Number)?
- Promotion Board Determination
- What Information in my Record Matters Most?
- Selection Board Participation

JAN 2022

- Warrior Toughness
- Improving Customer Service, The SAILOR Wins Today
- Direct to Department Head and Update on Current Execution
- Spot Promotion Process
- Nuclear Sea Shore Flow (SSF) Adjustment
- Nuclear Enlisted Supervisor Retention Pay (ERSP) Changes in Eligibility Zones
- Shore Duty Orders Execution (24 vs. 36 Month Nominal Tour Length)
- Junior Officer Diversity Outreach (JODO) Execution
- What do Letters of Intent (LOI) do for you?
- COLUMBIA Class Weapons Officer LDO Selection Board
- Nuclear Officer Incentive Pay – Nuclear LDOs and CWOs
- Selection Board Participation

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PRD and Slate	4Q23	1Q24	2Q24
Slate Opens	2 nd Week of March	2 nd Week of June	2 nd Week of August
Slate Closes	1 st Week of May	1 st Week of August	1 st Week of October
Detach Dates	Sep 23 – Nov 23	Dec 23- Feb 24	Mar 24- May 24
Talent Management Board (next boards February 23 and August 23)			
Submission Guidance to be promulgated by COMSUBFOR message two months prior to board. If selected, COBO contract is required to be submitted within 2 weeks to accept nomination/assignment.	FSEP	PEP/High Visibility Overseas tours	Additional programs and opportunities may be added for consideration at the board.
	GEV (7)	USNA Company Officer	
	MIT/WHOI	Direct to DH Option	
	USNA GE+T/LEAD	SNTWI	

Department Head Detailing			CO and XO Detailing					
Upcoming SOAC dates:			Upcoming SCC dates:					
Class	Start	Finish	NR	Start	Finish	SCC	Start	Finish
23030	06MAR23	18AUG23	23-01	02JAN23	31MAR23	SCC 75 (PH)	03JAN22	16MAR22
23040	01MAY23	13OCT23				SCC 76 (CT)	10APR22	08JUN22
23050	05JUL23	15DEC23				SCC 77 (PH)	03JUL23	31AUG23
23060	28AUG23	23FEB24	23-02	03APR23	30JUN23	SCC 75 (PH)	03JAN22	16MAR22
24010	23OCT23	19APR24				SCC 76 (CT)	10APR22	08JUN22
24020	02JAN24	14JUN24				SCC 77 (PH)	03JUL23	31AUG23

Class Schedules and Shore Slates can be found at our NPC/PERS-42 Website:

<https://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-42-Submarine/Career-Info/>

Upcoming FY24 Board Schedule:

14 Feb: Active O-5 Line (#230)

08 May: Active O-4 Line (#275)

22 May: Submarine CO/XO and DH (#146/350)

CAPT Todd Figanbaum	Division Director	Todd.A.Figanbaum.mil@us.navy.mil
CAPT Ken Roman	Deputy/CO Detailer	Kenneth.m.roman.mil@us.navy.mil
CDR Jeremy Janney	Branch Head/XO Detailer	Jeremy.r.janney.mil@us.navy.mil
LCDR Megan Moyette	Post DH Detailer	Megan.Moyette.mil@us.navy.mil
LCDR Aaron Smith	DH Sea Detailer	Aaron.m.smith24.mil@us.navy.mil
LT Jake DeWitt	DO Shore Detailer	Jacob.A.Dewitt2.mil@us.navy.mil
LT Amy Trammel	NOBIP/CONSUBPAY Manager	Amy.f.Trammel.mil@us.navy.mil
LT Tom Sims	DO Sea/Accessions Detailer	Thomas.A.Sims23.mil@us.navy.mil
LT John DiRito	Nuclear Compliance Officer	John.N.Dirito.mil@us.navy.mil
LT Lars Monia	Nuclear Placement Officer	Keith.L.Monia.mil@us.navy.mil
CAPT Kenneth Holland	Branch Head LDO/CWO Detailing	kenneth.l.holland16.mil@us.navy.mil
LCDR Scott See	Non-Nuclear LDO Detailer	Christopher.S.See2.mil@us.navy.mil
LT Karl Martin	Nuclear LDO Detailer	Karl.r.martin.mil@us.navy.mil