

PERS-42 DRUMBEAT (APR 2023)



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

- PERS-42 Mission Statement
- Submarine Force Talent Strategy
- PERS-42 Upcoming Travel
- New Shift ENG Initiatives
- ESRP Zone 1 change (NAVADMIN)
- Division Officer Split Tour Experience Program
- USS District of Columbia Initial Class Manning
- CO-SM O6 Opportunity
- How to Submit a Letter to the Board
- Upcoming FY24 Administrative and Statutory Selection Boards
- CO/XO/DH Board Eligibility
- Updating NFAAS
- UUVRON Opportunities
- Naval War College Fleet Seminar Program
- Updating Awards in BUPERS Online NDAWS
- STA-21 (NAVADMIN)
- 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.

Within this *Drumbeat* are updates on Force Leadership approved policies specifically focused on **NPTU SE initiatives, ESRP changes, District of Columbia manning, and CO-SM O6 opportunity.**

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.

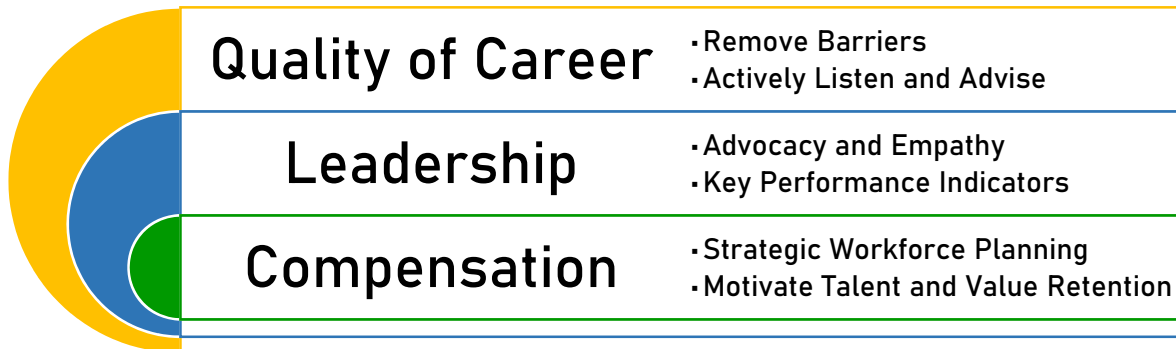
Very respectfully,

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

PERS-42 DRUMBEAT (APR 2023)



PERS-42's Mission Statement



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.

PERS-42 DRUMBEAT (APR 2023)



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, giving FITREP 201 training, and making time to meet with you one-on-one!

- 2-4 May: Omaha
- 5-8 June: Groton/Portsmouth
- 10-14 July: Bangor
- 24-28 July: Japan/Guam
- 7-10 August: Norfolk

Contact LCDR Megan Moyette at megan.moyette.mil@us.navy.mil with questions about our travel schedule.

New Shift Engineer Incentives

PERS-42 recently approved new incentives for Division Officers who are assigned to Nuclear Power Training Unit (NPTU) as Shift Engineers. **RESULTS:** There will be **ZERO** red details to NPTU on the upcoming 4th Quarter slate. This is the first time **EVER** that all NPTU Shift Engineer positions were filled on Early Slating and the first time in recent memory **ALL** Shift Engineer positions are green details.

These incentives are based on the Division Officer contract and volunteer status to NPTU. The incentives are:

- Division Officers assigned as a Shift Engineer and on contract receive ***all*** of the following:
 - Default third year Sabbatical for officers to pursue a Master's Degree and/or JPME Phase 1
 - Department Head guarantee options – Three options available (choose one):
 - 1 Choose two homeports and receive a guarantee to be detailed to one of the two preferred homeports; or
 - 2 Choose your desired platform – i.e. SSN or SSBN/SSGN; or
 - 3 Operational or Shipyard
 - Administrative Delay for XO Screening will be implemented as needed based on career timing
 - Increase Shift Engineer Incentive Pay (SEIP) to \$1000 per month (In process of revising OPNAVINST and obtaining CNP approval before implementation)
- Division Officers not on contract and who volunteer for Shift Engineer assignment receive all of the following:
 - Increase Shift Engineer Incentive Pay (SEIP) to \$1000 per month (In process of revising OPNAVINST and obtaining CNP approval before implementation)
 - Guaranteed release to apply for lateral transfer to another community at 24 months into Shift Engineer tour

Division Officers interested in volunteering for a Shift Engineer assignment must apply for the position at the Early Slate, and must state which incentive they desire (contract incentives or lateral transfer).

PERS-42 DRUMBEAT (APR 2023)



Note: If an officer is detailed while not on contract and subsequently signs a contract, the officer will be eligible for the benefits in line with those volunteers on contract.

Note: Non-volunteers will receive \$1000 per month SEIP (when approved), but they will not receive additional incentives unless a contract is signed. Non-volunteers will not be eligible for the lateral transfer incentive.

Enlisted Supervisor Retention Pay (ESRP)

ESRP is a financial compensation option for sailors holding an active supervisor Navy Enlisted Classification (NEC). Similar to Selective Reenlistment Bonuses (SRB) for junior sailors, nuclear trained sailors with greater than 10 years of service holding a supervisor NEC per NAVADMIN 055/23 are eligible to receive ESRP reenlistment bonuses.

- ESRP Zone 1: E-5 and above Sailors - Over 10 YOS (years of service) through completion of 14 YOS with bonus months counting no further than completion of 16 YOS.
- ESRP Zone 2: Frocked Chief and above - Over 14 YOS through completion of 17 YOS with bonus months counting no further than completion of 18 YOS.
- ESRP Zone 3: Frocked Senior Chief and above - Over 17 YOS through completion of 23 YOS with bonus months counting no further than completion of 23 YOS.
 - Submarine Sailors must have orders to be an EDMC, are currently serving as the billeted EDMC, or have successfully completed an EDMC tour.
 - Surface Sailors must have orders to be a CVN Divisional LCPO or RDMC, are currently serving as a CVN Divisional LCPO or RDMC, or have successfully completed a CVN Divisional LCPO or RDMC tour.

The Enlisted Supervisor Retention Pay Policy memorandum was updated February 2023 with changes going into effect on 1 April 2023. The ESRP contract limit (bonus) is raised to \$150,000. Sailor bonuses under the ESRP program are limited to the ESRP contract limit (\$150,000). Sailors will have two options for ESRP Zone 1 payments as either a one-time lump sum payment or an anniversary payment structure (50% up front with anniversary installments). This payment option MUST be correctly selected when entering the request in NSIPS. Again, only Sailors that are assigned with an active supervisor NEC listed in the NAVADMIN are eligible to reenlist for ESRP.

Division Officer Split Tour Experience Program (DIVO STEP)

Division Officers reporting to Groton, CT are now participating in the Division Officer Split Tour Experience Program (DIVO STEP). This program will ensure that all Division Officers in Groton, CT gain significant experience onboard an operational boat during their first sea tour.

- Participating Division Officers will normally conduct 15-17 months on their first tour (SY or operational unit), report to PNEO for 2 months, and then detach to report for their second tour (operational unit or SY) of 17 months.
- Each operational command should expect a small number of Division Officers to remain onboard (and not rotate to a SY unit) to support continuity of shipboard skills and abilities.

PERS-42 DRUMBEAT (APR 2023)



- If a boat is entering or exiting an extended availability during the time a Division Officer would split tour such that the intent of this program is met, that division officer will most likely not split tour.
- Division Officers are expected to qualify submarines on their first tour. This includes officers assigned to a SY unit.
- If a Division Officer fails PNEO on their first attempt, they will remain onboard their first command. The Division Officer that failed will return to PNEO as soon as feasible within established program requirements.
- If a Division Officer fails PNEO a second time they will work with PERS-42 for their follow-on detailing options.
- This program will include Division Officers reporting to their first tour from 30 June 2023 onwards.
- Officers will be identified for DIVO STEP in their orders to their first Division Officer tour in Groton, CT.

USS District of Columbia Initial Class Manning

The Submarine Force takes great pleasure in announcing the officers who were selected for the initial class manning of the USS District of Columbia (SSBN-826):

Commanding Officer:	CAPT Heath Johnmeyer (CSL PCOI)
Executive Officer:	LCDR Matthew Swezey (COLORADO XO)
Engineer:	LCDR Peter Roemer (SOUTH DAKOTA ENG)
Strategic Weapons Officer:	LT Gregory Bowman (CSS-11 WEPS)

Congratulations to these officers as they build the first new class of submarine in over 20 years!

CAPTAIN Selections

Congratulations to the officers that recently selected for O6! Of those 38 officers, four were CO-SM officers!

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 DRUMBEAT (APR 2023)



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/>

Upcoming FY24 Administrative and Statutory Selection Boards

Board	Board #	Convening Dates	LTB Due Date
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.

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.

PERS-42 DRUMBEAT (APR 2023)



Tour Opportunities – Unmanned Undersea Vehicles (UUV)

Interested in a challenging and rewarding tour that gets after tough undersea problems? How about working with robotic equipment to include uncrewed and remotely operated vehicles that further help the Submarine Community dominate the undersea environment? That opportunity exists today for both officers AND enlisted members within the Submarine Community.

UUV Flotilla ONE (UUVFLOT ONE) is advancing the art and science of naval warfare by operating the Submarine Community's large, medium, and small UUVs. Homeported in Keyport, WA and operationally employed as a sea command, Flotilla ONE cadre regularly deploy throughout the world to complete missions and tasking of high interest. Flotilla ONE also uniquely contributes to the research and development of future technology by providing direct, Sailor driven feedback to various organizations working on future uncrewed vehicle capabilities.

UUV Squadron ONE (UUVRON-1), like any other submarine Squadron, is the Flotilla's Immediate Superior in Command (ISIC) and provides squadron level oversight on all matters related to the UUV enterprise and within the Submarine Community. As a Major Command, it offers valuable insight on staff work and routinely addresses the complexities surrounding the manning, training, and equipping of teams that employ unmanned assets. For Junior Officers coming off their first sea tour, it offers an incredible chance to diversify one's knowledge and experience while never leaving the Submarine Community.

The unmanned community is growing and submarine experts are at the heart of this growth. As part of that planned growth, UUV Flotilla THREE will be established in Port Hueneme, CA and will be responsible for the Extra Large UUV (XLUUV) mission set. UUVRON-1 Detachment Little Creek, VA is also growing over the next few years. The team in Little Creek currently works with EOD and NSW partners and will be expanding their roll in medium UUV work as Torpedo Launch and Recovery (TTL&R) comes online later this year. For more information on any of the commands, contact your detailer.

Naval War College Fleet Seminar Program

The Naval War College Fleet Seminar Program (FSP) consists of the three core courses of the College of Naval Command and Staff offered through the College of Distance Education. The application window runs from 1 April through 31 May for the new academic year beginning in September.

The program provides Joint Intermediate-Level Professional Military Education (JPME-I) in a seminar format at 19 naval and joint bases around the country in keeping with the efforts of the Chief of Naval Personnel to foster a deliberate and flexible learning environment. SECNAV's Education for Seapower Strategy has also placed more emphasis on higher education as a critical warfighting enabler.

Each course runs for 34 weeks from September through May, meeting one evening a week for three hours. The seminars are conducted at the graduate level and require appropriate initiative, research work, writing and class participation from each student.

After successfully completing their first course, students may apply for acceptance into the Naval War College's Graduate Degree Program, in which, with additional elective coursework, they can earn a Master of Arts degree in Defense and Strategic Studies.

PERS-42 DRUMBEAT (APR 2023)



Nearly 900 students are currently enrolled, and more than 900 have earned a master's degree through the program in the past five years.

Enrollment is open to eligible active and reserve officers in the Navy, Marine Corps, and Coast Guard in the grade of O-3 and above. All applicants must possess a bachelor's degree.

For more information on course locations and application procedures, visit the FSP website:

<https://usnwc.edu/college-of-distance-education/Fleet-Seminar-Program>

Updating Awards in BUPERS Online NDAWS

Record reviews show that officers are struggling to update their records with past Approved Awards. MyNavyHR published the [Navy Department of Awards Web Service \(NDAWS\) User Guide in April of 2021](#) (link embedded) in an effort to assist Sailors in correcting their records. Commands are encouraged to download this guide from the MyNavyHR Decorations and Awards web page.

Commands that have found success with this guide typically empower the Lead Yeomen with approval to submit any require documents within the NDAWS page. Follow Section 7 of the guide to re-submit awards for inclusion into a member's record. In some cases, boats have found it difficult to connect to this web site from the SUBLAN/CANES network. Using a connection off-hull may be beneficial (e.g., CSS, SRS).

STA-21(N) Commissioning Program

The STA-21 Commissioning Program allows highly motivated active duty enlisted sailors to participate in a university NROTC program and commission as a Nuclear Submarine Warfare Officer or a Nuclear Surface Warfare Officer.

The NNPP recently increased the maximum number of quotas available from 35 to 60. I encourage each 1120 to mentor and advocate for enlisted personnel afloat or ashore that show potential and desire to become a submarine officer. The application deadline is rapidly approaching so now is the perfect time to engage with potential applicants.

- Students in the nuclear pipeline and fleet sailors with less than 8 years of service at the start of college courses are eligible to apply to STA-21.
- The application deadline is 01 July 2023.
- ACT/SAT scores are not required for STA-21(N) applications, though university application requirements still apply.
- The most up-to-date STA-21 information can be found under "Commissioning Programs" at <https://www.mnp.navy.mil/group/career-planning>

PERS-42 DRUMBEAT (APR 2023)



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 aaron.m.smith24.mil@us.navy.mil.

JAN 2023

- 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

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

PERS-42 DRUMBEAT (APR 2023)



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 August 23 and February 24)			
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 / Instructor	
	MIT/WHOI	Direct to DH Option	
	USNA GE+T/LEAD	SNTWI	

Department Head Detailing Upcoming SOAC dates:			CO and XO Detailing Upcoming SCC dates:					
Class	Start	Finish	NR	Start	Finish	SCC	Start	Finish
23040	01MAY23	13OCT23	23-02	03APR23	30JUN23	SCC 76 (CT)	10APR23	08JUN23
23050	05JUL23	15DEC23						
23060	28AUG23	23FEB24						
24010	23OCT23	19APR24	23-03	26JUN23	22SEP23	SCC 77 (PH)	03JUL23	31AUG23
24020	02JAN24	14JUN24						
24030	04MAR24	16AUG24	23-04	18SEP23	15DEC23	SCC 78 (CT)	25SEP23	30NOV23

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:

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 Nathan Olaiya	Nuclear Compliance Officer	John.N.Dirito.mil@us.navy.mil
LT Jack Dymont	Nuclear Placement Officer	Keith.L.Monina.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