

PERS-42 DRUMBEAT (JULY 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
- NPTU Shift Engineer Opportunity Update
- Change to Nuclear Officer Continuation Bonus
- Talent Management Board
- Total Operational Submarine Service (TOSS) CONSUBPAY/OPSUBPAY
- Spot Promotion Process
- Selection Board Participation
- Junior Officer Diversity (JODO) Program
- Updating NFAAS
- 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 Shift Engineer opportunity updates and COBO instruction changes**. There is also valuable information regarding the upcoming talent management board and TOSS requirements for SUBPAY.

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.

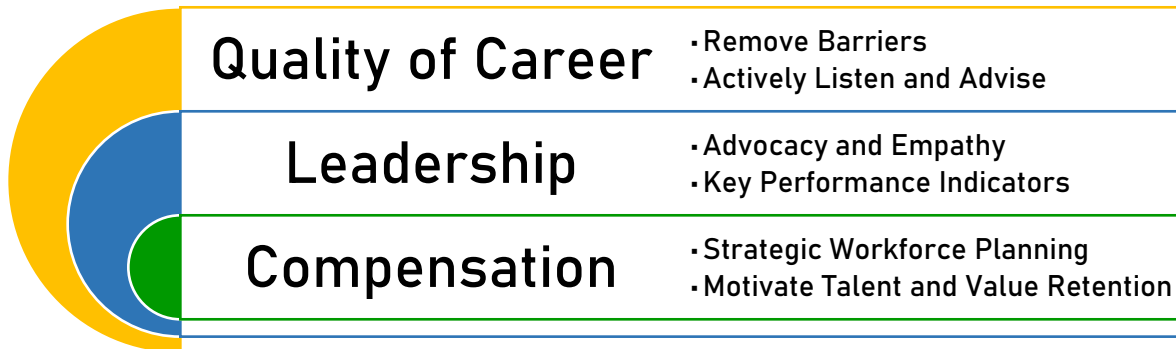
Very respectfully,

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

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PERS-42's Mission Statement



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

- 8-9 August: Norfolk
- 26-27 September: Charleston

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

Quality of Career: NPTU Shift Engineer Opportunity Update

The 4Q23 slate was the first to offer new Shift Engineer incentives (described below). As a result, **there were zero red details to NPTU**. There was a 20% increase in the total number of officers participating in the 4Q23 slate compared to the 4Q22 slate. The 4Q23 slate also saw an increase in percentage of officers assigned their Top 5 preference: 77% on the 4Q23 slate compared to 65% on the 4Q22 slate. With the absence of red details to NPTU, more officers are able to receive a top preference.

All Shift Engineer positions on the 4Q23 and 1Q24 slate were filled during Early Slating. Due to the increased interest in the new Shift Engineer incentives, it is highly recommended that officers apply for Shift Engineer at the Early Slate as there is no guarantee that positions will be available at the Standard Slate. We anticipate similar results for future slates.

New Shift Engineer 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):
 - Choose two homeports and receive a guarantee to be detailed to one of the two preferred homeports; or
 - Choose your desired platform – i.e. SSN or SSBN/SSGN; or
 - 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, ECD is August)
- 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, ECD is August)

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- Guaranteed release to apply for lateral transfer to another community at 24 months into Shift Engineer tour

Compensation: Change to Nuclear Officer Continuation Bonus (COBO)

The changes made to OPNAVINST 7220.11J are outlined below:

- Initial Contracts: 1120 junior officer signing initial COBO contracts are now eligible for their first payment to be at the \$50k rate regardless of contract length. All remaining payments will continue to be at the \$35k rate (4-5 year contracts) and the \$40k rate (6-7 year contracts).
 - Renegotiations: Any officer on their initial contract may renegotiate for this one-time payment prior to attending SOAC. They may only renegotiate on their existing contract anniversary date or on their commissioning date. Current SOAC students whose class convened on or after 1 January 2023 are also eligible to renegotiate.
- Major Command (MC) and Major Program Manager (MPM) Contracts: Serving and served 1110 and 1120 MCs and MPMs are now eligible to renegotiate for the \$50k rate prior to 26YCS with a 2-4 year contract that obligates them to a follow on tour.
- Continuation: Officers selected for continuation are now eligible to sign COBO contracts up to their statutory retirement date. This does not apply to retire-retain officers.

If you have any specific questions on your COBO, please contact LT Amy Trammel, PERS-42MP, at amy.f.trammel.mil@us.navy.mil.

Quality of Career: Talent Management Board

The Talent Management Board (TMB) allows submarine division officers to compete for unique educational opportunities and other career broadening programs on the basis of performance. PERS-42 conducts a TMB semi-annually in February and August. Details associated with each TMB are promulgated via message traffic to the fleet and via social media.

This semi-annual timeline supports service-wide programs such as Naval Academy Graduate Leadership Education and Development (LEAD), Fleet Scholar Education Program (FSEP), AND Massachusetts Institute of Technology/Woods Hole Oceanographic Institution (MIT/WHOI). Based on the start time of these programs (typically in the Summer or early Fall), these programs are normally advertised on the August TMB.

The August TMB covers the same quarterly slating PRDs as the 2Q and 3Q slates: March – August. Likewise, the February TMB covers the same quarterly slating PRDs as the 1Q and 4Q slates: September – February. Both TMBs are held prior to those quarterly slates which means these officers will be slated to their shore assignments 7-12 months before their PRDs vice the typical 3-5 months via the quarterly slating process. Officers on the TMB will also receive their orders well ahead of their peers on the

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quarterly slate. Officers not selected for an assignment at the TMB or choose to decline their selection will move to the quarterly slate associated with their PRD. Since the TMB is done prior to the quarterly slates, these officers will not be disadvantaged with respect to their rotation timeline.

Officers selected for assignment via the TMB will be required to accept their assignment via submission of a nuclear officer continuation pay contract within two weeks of the board results announcement. If selected as a nominee for a program not controlled by PERS-42 (MIT/WHOI, USNA LEAD, etc.), officers will submit a contract within two weeks of final program selection notification. Opportunities that go unfilled on the TMB may be added to the next quarterly shore slate.

Results of the August 2023 TMB are expected to be released the week of August 22nd. Further information is on the PERS-42 website and Facebook page; however, opportunities on this TMB include:

Fleet Scholar Education Program (FSEP)

- United States Naval Academy Leadership Education and Development (LEAD)
- Georgia Tech Research Institute (GTRI)
- Purdue Military Research Institute (PMRI)
- University of Rhode Island and University of Connecticut Master's Degree Program
- Graduate Education Voucher
- MIT Woods Hole Oceanographic Institute (MIT-WHOI)
- Naval War College
- SECNAV Tours with Industry
- Personnel Exchange Program (Canada, Australia and UK)
- NROTC Virginia Polytechnic Institute
- NROTC Pennsylvania State University
- Naval Reactors Fleet LT
- United States Naval Academy Company Officer
- United States Naval Academy Instructor
- HQ MARCOM
- CTF-69
- Direct to Department Head

The next TMB will be held in February 2024 and assignments will be released in December 2023. The February 2024 TMB will be for officers with PRDs of September 2024 – February 2025.

For those interested in participating in the Talent Management Board, please contact LT Jake Dewitt at Jacob.a.dewitt2.mil@us.navy.mil.

Quality of Career: Direct to Department Head

Division Officers may apply to proceed directly to the Submarine Officer Advanced Course (SOAC) to start their Department Head tour. Officers selected for this program should expect to complete a nominal Department Head tour, with the opportunity to complete back-to-back shore duty assignments prior to proceeding to the Submarine Command Course (SCC) as a prospective Executive Officer. This option provides flexibility and the potential for geographic stability within the submarine officer career path.

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Officers who desire this option must apply via the Talent Management Board (TMB), be warfare qualified, and be recommended for Department Head by their Commanding Officer. The TMB selects up to two officers per quarter based on performance. Selected officers have the opportunity to receive temporary duty orders to a command in Groton to decompress the sea-to-sea transition. Selected officers should expect to submit preferences approximately four months prior to starting SOAC (the same as all other officers attending SOAC).

Previously officers selected for Direct to Department Head were not authorized to serve as Engineers. This was due to the two year time in grade as a LT requirement to be spot promote to LCDR. A recent exception to policy was approved to waive the two year time in grade requirement allowing the first Direct to Department Head officer to be slated as an Engineer and to be spot promoted to LCDR around the 5-6 YCS point.

For those interested in participating in the Talent Management Board, please contact LT Jake Dewitt at Jacob.a.dewitt2.mil@us.navy.mil.

CONSUBPAY Overview: The Importance of Total Operational Submarine Service

Continuous Submarine Duty Incentive Pay (CONSUBPAY): Submarine officers receive CONSUBPAY on a month-to-month basis starting at the beginning of training at power school. To maintain CONSUBPAY, one must be physically qualified for submarine duty (waivers allowed), maintain nuclear AQDs, and make TOSS gates.

Operational Submarine Duty Incentive Pay (OPSUBPAY): Paid month-to-month for time served on submarines (i.e., CHOPS on submarines, non-1120 riding inspection teams, etc.).

Total Operational Submarine Service (TOSS): By policy, (OPNAVINST 7220.15A, SUBMARINE DUTY INCENTIVE PAY), only officers with sufficient career sea time are considered to be in the submarine force on a career basis and eligible for CONSUBPAY. The metric used to determine an officer's submarine time is called Total Operational Submarine Service (TOSS). This represents the number of months of a career that an officer was on a submarine, or serving in training assignments which are directly related to submarine operations outlined by Encl. 3. Power School, Prototype, SOBC, SOAC, SCC, and all milestone sea tours automatically count towards TOSS credit for the entirety of the tour even if in port/shipyard.

TOSS Counting Rules:

- There is a "Fifteen Day rule" associate with TOSS. By this rule, you must check-in on or before the 15th of a month to have your reporting month count towards TOSS. Likewise, you must detach from a command later than the 16th to have your detaching month count as TOSS. (section 4.c.1.a)
- If the next permanent duty assignment is made to a member following successful completion of training is not to a submarine, the period of training is not credited toward TOSS. (section 4.c.1.b)

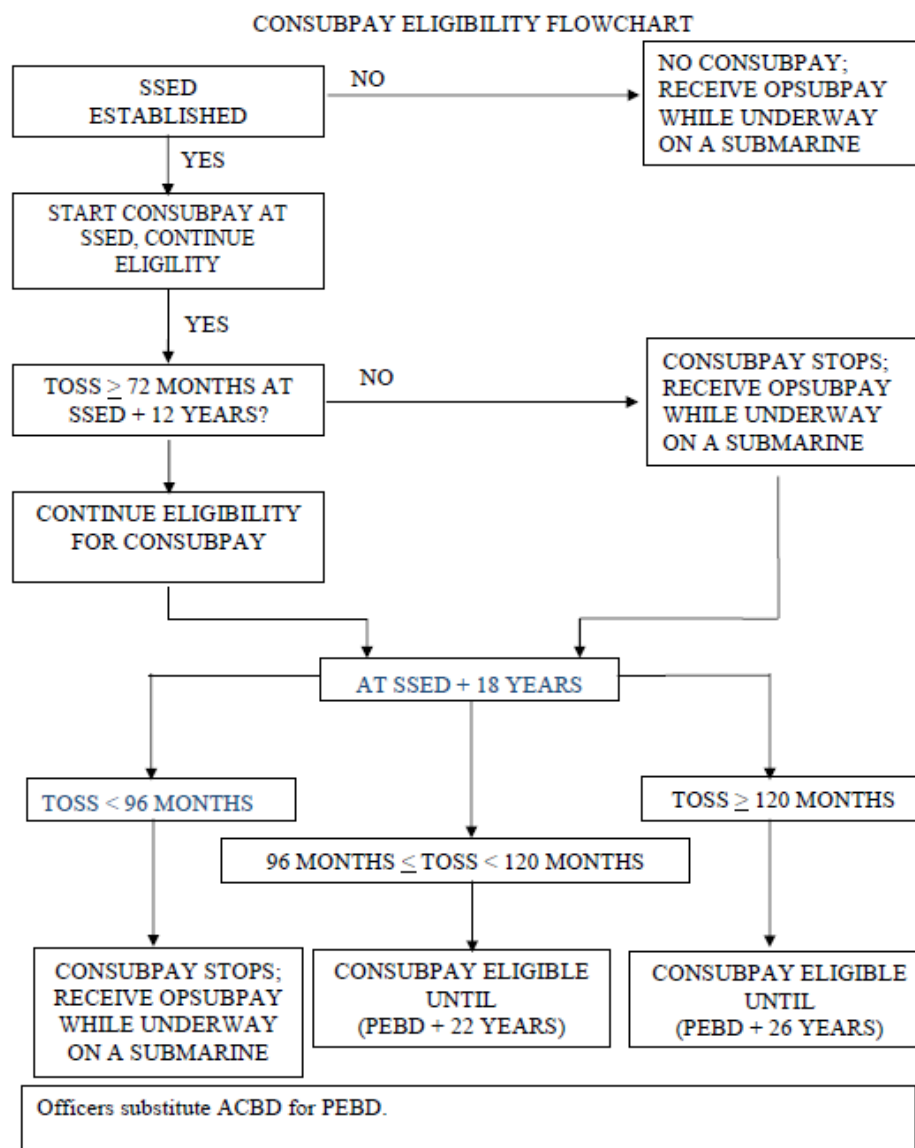
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- Consecutive courses may be counted together if one course convenes 14 days or less after successful completion of the preceding course. Course dates only count with the accounting codes (ACC) of 341/342. These codes can be found in your orders.

Ride Time for TOSS: TOSS is not automatically accrued during shore tours that require an officer to ride submarines in execution of their duties. Eligible commands and billets can be found in Encl 4. Ride letters **must** be submitted to PERS-42MP by either the member or the command to be counted. One can earn up to a month of TOSS for every 48 hours documented in a ride letter. Additional rules for counting rides can be found in section 6.

TOSS Gates: At certain points in our career, eligibility for CONSUBPAY is evaluated through TOSS. These points are called TOSS Gates and are positioned at 12 and 18 years of submarine service called year gates (YRGT) (which is counted from the first day of power school). This Submarine Service Entry Date (SSED) can be found on a member's ODC. Prior to the 12YRGT, everyone receives CONSUBPAY. At the 12YRGT, you are required to have 72 months of TOSS, or CONSUBPAY stops.



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At the 18YRGT, 120 months of TOSS is required to be eligible to receive CONSUBPAY until 26 years of commissioned service (YCS). With less than 120 months of TOSS, you must have at least 96 months of TOSS to be eligible to receive CONSUBPAY until 22YCS. If you do not have 96 months of TOSS at the 18YRGT, CONSUBPAY stops immediately.

PERS-42 audits TOSS to determine when officers need to start the NR PCO course to ensure they accrue 120 months of TOSS prior to their 18YRGT. You will be notified by your detailer if you are in danger of not meeting a TOSS gate and this will often be a driving factor in timing for starting the PCO pipeline.

If you think you have earned more TOSS than we are accounting for, please submit ride letters or radiation exposure records (as a last resort) to PERS-421MP to ensure that your ride time is counted towards your TOSS.

If you have any specific questions on TOSS, please contact LT Amy Trammel, PERS-42MP, at amy.f.trammel.mil@us.navy.mil.

Spot Promotion Process

Per SECNAVINST 1421.3M, officers selected for spot promotion will be appointed in the temporary grade of LCDR/CDR/CAPT effective on the date they report to a qualifying billet or the date of Senate confirmation of the appointment, whichever is later.

Most officers reporting to their spot promoted billet will already be Senate-confirmed for a SPOT promotion and authorized for promotion from the date that they check in. However, pay cannot be initiated until the officer is “diaried” onboard. The command and PSD must complete this process in a timely manner so that PERS-8 can activate the officer’s pay as close as possible to the check-in date.

Additionally, please inform PERS-421B/421/42B when a new officer checks in to a spot promotion billet. PERS-42 will coordinate with PERS-8 to activate their pay and send the SPOT promotion acceptance form to the command for signature. No additional forms or paperwork from the command are necessary.

Conversely, if an officer is no longer eligible for a SPOT promotion, please contact PERS-421B. Officers are not eligible for a SPOT promotion if they are no longer serving in the billet and *not yet* selected for permanent promotion to the next rank.

If you have specific requests or questions on the SPOT Promotion process, send these to your detailer or LCDR Aaron M. Smith, at aaron.m.smith24.mil@us.navy.mil.

Selection Board Support

PERS-42 has opportunities for submariners of all ranks to participate in statutory or administrative selection boards, both as voting members and as recorders. Navy Personnel Command funds all travel for board participants. This is an incredibly valuable opportunity for professional development!

Please contact LT Jack Dymont at john.s.dymont.mil@us.navy.mil for details.

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Junior Officer Diversity Outreach (JODO) Program

Navy Recruiting Command is preparing for the next round of the Junior Officer Diversity Outreach Program (JODO) for Fall 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. 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:
 - Southeast Texas (5-9 Sep)
 - Baltimore (18-23 Sep)
 - Seattle/Portland (2-7 Oct)
 - Kansas (16-19 Oct)
 - Charlotte (5-11 Nov)

Contact LT Amy Trammel at amy.f.trammel.mil@us.navy.mil for additional details about the application process.

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.

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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, aaron.m.smith.mil@us.navy.mil.

APR 2023

- 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)

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
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PRD and Slate	1Q24	2Q24	3Q24
Slate Opens	2 nd Week of June	2 nd Week of August	2 nd Week of December
Slate Closes	1 st Week of August	1 st Week of October	1 st Week of May
Detach Dates	Dec 23- Feb 24	Mar 24- May 24	Sep 24- Nov 24
Talent Management Board (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
23060	28AUG23	23FEB24	23-04	18SEP23	15DEC23	SCC 78 (CT)	25SEP23	30NOV23
24010	23OCT23	19APR24		02JAN24	29MAR24	SCC 79 (PH)	02JAN24	07MAR24
24020	09JAN24	21JUN24		01APR24	28JUN24	SCC 80 (CT)	01APR24	06JUN24
24030	04MAR24	16AUG24	24-01	02JAN24	29MAR24	SCC 79 (PH)	02JAN24	07MAR24
24040	29APR24	11OCT24		01APR24	28JUN24	SCC 80 (CT)	01APR24	06JUN24
24050	24JUN24	06DEC24		01APR24	28JUN24	SCC 80 (CT)	01APR24	06JUN24

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 FY25 Board Schedule:

05 DEC 23: Submarine Major Command/CO-SM and LDO CDR CMD/Drydock CO/STRAT WEPS(#145/147)

10 JAN 24: Active O-6 URL Line (#160)

13 FEB 24: Active O-5 URL Line (#230)

06 MAY 24: Active O-4 URL Line (#275)

20 MAY 24: Submarine CO/XO and DH (#146/350)

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CAPT Ken Roman	Deputy/CO Detailer	Kenneth.m.roman.mil@us.navy.mil
CDR Spencer Ovren	Branch Head/XO Detailer	Jonathan.s.ovren.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.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