

PERS-42 DRUMBEAT (AUG 2024)



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

- OPNAV N97 Shore Detailing
- PERS-42 Upcoming Travel
- Record Review and Admin board lessons learned
- Medical Waivers
- Junior Officer Split-Tour Experience Program (STEP) Refresher Information
- Junior Officer Tour Lengths, Tripwires and Actions
- Officer Misconduct and AQD Management
- 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.

NEVER MISS A DRUMBEAT!

Spouses, significant others, parents, grandparents, friends & family are all welcome to sign-up using this link or the QR code below!

<https://forms.gle/p6gLFSCogRxErSMZA>



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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,

A handwritten signature in blue ink, appearing to read "J. Craddock", positioned above the printed name.

CAPT John D. Craddock
Director, Submarine/Nuclear Officer Distribution (PERS-42)
Nuclear Propulsion Program Manager (N133)

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WHY YOU SHOULD CONSIDER OPNAV N97 (RADM Behning)

Outside of waterfront support, a submarine officer is hard pressed to find a more impactful position than on the OPNAV N97 staff. This comes from direct influence in addressing today's warfighting issues and a vital understanding of how we, as a Force, support our crews with the necessary requirements, capabilities, and associated financial means to win in combat.

The Submarine Force annual budget is approximately \$50 billion per year, almost 20% of the Department of the Navy's budget. That \$50 billion is managed by the small group of experts at N97, who determine the priorities for each dollar. For multiple past years and likely years to come, the Submarine Force has been at the top of the Navy's priority list, with equities like COLUMBIA Class SSBN, VIRGINIA Class SSNs, MK48 Heavyweight torpedoes, Conventional Prompt Strike missiles, and Unmanned Undersea Vehicles, that address key CNO needs to deter and if necessary, win decisively in combat.

From post JO to post major command tours, N97 puts officers in positions to lay the path for the future of our Force, including determining and advocating for needed warfighting requirements for new classes of submarines, advanced weapons systems, and future capability that will give us the asymmetric advantage for our Sailors, their crews, and our boats.

From post JO to post major command, N97 positions officers to lay the path for their future. Understanding how the Navy conducts business at the Echelon I level and how the Pentagon operates is a critical aspect to being competitive for high visibility nominative positions within the Navy, Joint Staff or Office of the Secretary of Defense. Understanding the Planning, Programming, Budgeting and Execution (PPB&E) process opens a myriad of doors and provides PERS-42 an easy, no-cost source when short-notice, high-visibility opportunities arise. In addition, the work accomplished at N97 enables the Requirements Management AQDs, a priority in all statutory board precepts, and flexibility for obtaining a post-graduate degree. Whether aspirations of continuing in uniform as a Department Head or Flag Officer or transitioning to defense related careers out of uniform, N97 supports multiple opportunities across the enterprise for paths to success.

The DC-Maryland-Virginia area (DMV) is also a great place to live with a myriad of positives for quality-of-life aspects for shore duty. From historic sites, great food, and history, the culture, diversity and location are worth looking into when determining where to go for shore duty. The DMV ranks at the top of metro areas with the best public schools in the US, including 191 ranked schools per US NEWS & World Report. Public transportation, subsidized (up to \$310 per month) by Washington HQ Services, is available to all service members who use the local Metro trains and buses to transit to/from work. For geo-stability, based on the number of billets in the DMV area, it's relatively easy to get orders here and continue to come back throughout your career or do back-to-back post-command-commander (PCC) tours.

This only scratches the surface of the multitude of factors that go into choosing what's next for your career. Choosing the DMV and N97 can put you in an advantageous position. Any tour that is worth it is full of challenges and rewards, but it would be difficult to leave N97 without having a greater understanding of how the Navy operates and the building blocks of our exceptional 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!

- 20-22 August: Bangor
- 23-25 September: Washington, DC
- 21-23 October: Pearl Harbor
- 5-7 November: Groton/Portsmouth

Contact LCDR Jacqueline Penichet at jacqueline.m.penichet.mil@us.navy.mil with questions about our travel schedule.

FY25 Admin Board Lessons Learned

PERS-42 identified several common deficiencies among records presented during the FY25 administrative board for submarine DH/XO/CO selection. Recommended corrective actions are provided herein. Many of these deficiencies can easily be corrected by officers verifying that their records are up-to-date prior to administrative/statutory boards convening. An engaged chain of command is the second layer of defense. Mentorship provided during review of an officer's record prior to boards can dramatically improve that officer's competitiveness for milestone selection by catching errors (e.g. FITREP gaps, missing soft break outs, et cetera) and correcting them prior to the board.

For reporting seniors, be clear in your message to the board. Your words provide the board members, who brief and vote on records presented during the board, with the information needed to advocate for your officers. FITREPs should be written with that purpose in mind as discussed within the FITREP 201. **Do the board member's job for them to the maximum extent possible and don't force them to interpret your meaning or draw their own conclusions.**

Squadron Rankings:

Problem	Corrective Action
Competitiveness for selection was reduced for several officers due to their most recent, competitive squadron rankings not being documented in their records	<ol style="list-style-type: none">1. Verify your ISIC ranking each ranking cycle2. Always include your most recent ISIC ranking as the first line of Block 41.3. If your ranking has improved on the most recent ranking cycle, use a Letter to the Board (LTB) to update your record.

Details: Squadrons conduct biannual rankings in the spring and fall for DH/XO/COs (quarterly for XO's 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 in your FITREP, you will need to submit a Letter to the Board (LTB) to ensure it is available to the board members. ISICs will oftentimes supply a "FITREP Bullet" to an officer to be used VERBATIM on a FITREP or a LTB. Officers who do not

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provide up-to-date squadron rankings to screening boards risk significantly lowering their chances for milestone career screening.

Personal Contact Information:

Problem	Corrective Action
Board eligible officers were unable to take full advantage of the PERS-42 courtesy record review due to their personal contact information being out of date.	<ol style="list-style-type: none">1. Update your contact information in NSIPS and NFAAS whenever it changes or when you change stations or commands.2. It is recommended to use a personal e-mail account you routinely access. Avoid e-mails that can only be accessed "in-hull" or are CAC limited so that correspondence can occur on leave and during official travel.

Details: PERS-42 conducts courtesy record reviews leading up to the administrative boards as a tertiary layer of defense. We email our findings to members using contact information automatically pulled from NFAAS. When PERS-42 receives undeliverable responses, we do everything in our power to find accurate contact information.

To maximize your ability to be contacted, PERS-42 recommends providing both primary and secondary email options. For those officers whose billet status indicates that they are serving at sea, we will attempt to send additional emails to the member's boat NIPR account by billet.

Change of ISIC:

Problem	Corrective Action
FITREP progression was difficult to understand due to improperly documented or undocumented ISIC changes.	<ol style="list-style-type: none">1. Document the ISIC shift in the opening comments of Block 41. Be sure any original ISIC rankings are included.2. Additionally, the ISIC shift should be documented in the command employment block.

Details: Changes of Homeport and Changes of ISIC are more common now than ever given the number of CNO availabilities, SSN inactivations, and New Construction deliveries. Improperly documented ISIC shifts can disadvantage an officer by poorly representing progression with respect to ISIC rankings.

Properly documenting a change of ISIC as described above will ensure the member's rankings are clearly documented and will fully explain the shift to the board. Letters to the Board are an effective tool for clarifying these shifts and ensuring that the board has a complete understanding of your record. **When in doubt, submit a Letter to the Board!**

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Department Head Split Tours:

Problem	Corrective Action
Competitiveness of split-tour DHs was not maximized when changes in member trait average or forced distribution were not effectively discussed in Block 41	Use Block 41 to explain changes in MTA or forced distribution. Details described below.

Details: When a wardroom receives a split-tour department head, it can be difficult to balance trait averages and onboard DH / O-3 rankings. Per the FITREP 201, it is important to clarify the impact of a split-tour within Block 41, particularly the impacts on forced distribution, a drop in member 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. Make one officer an EP and clearly state in BLOCK 41 for the other officer "MP ONLY DUE TO FORCED DISTRIBUTION, SAME TRAIT AVERAGE AS THE EP."

BLOCK 40 & 41 Recommendations:

Problem	Corrective Action
Improper Block 40/41 recommendations led to ambiguous messaging to the board	<ol style="list-style-type: none">1. Familiarize yourself with the guidance of the FITREP 201. Ensure reporting seniors who are not submariners understand the phrasing and recommendations which will maximize an officer's competitiveness.2. Reach out to your detailer at PERS-42 for guidance and recommendations of how to clearly convey a message in Block 41.

Details: 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 civilians or military officers from another branch of service. In these situations, it is incumbent upon the rated officer to ensure their FITREPs follow the guidelines in FITREP 201. In these situations where there are a limited amount of 1120s to assist with mentorship, reach out to your PERS-42 detailer and we will provide recommendations. You are not alone!

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Selection Board Support:

Problem	Corrective Action
Several personnel volunteered for selection board support too late to be able to participate	<ol style="list-style-type: none">1. Contact LCDR Stickles for Administrative Board Support or LT Dymont for Statutory Board Support.2. Reach out at least 3-4 months in advance of the board you wish to assist with.

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!

Specific board dates can be found on the PERS-42 website under BOARD INFORMATION. Generically, expect the Major Command – LDO Command and CO-SM administrative selection boards to occur early December and the Submarine Commanding Officer, Executive Officer and Department Head administrative selection boards to occur at the end of May.

Please contact LT Jack Dymont at john.s.dymont.mil@us.navy.mil if you are interested in participating in a statutory board.

Please contact LCDR Daniel Stickles at daniel.w.stickles.mil@us.navy.mil if you are interested in supporting an administrative board.

Medical Waivers

Recently, during commissioning season, dozens of medical waivers were received by PERS-42 from the various commissioning sites for urgent adjudication in support of commissioning. Moving forward, PERS-42 requests that senior 1120s at these sites ensure that waivers supporting submarine or nuclear field duty are routed at least several weeks prior to commissioning such that any unforeseen friction can be overcome without perturbing either the commissioning itself or commencing the training pipeline.

In general, if you suspect that you have a condition that may result in submarine or nuclear field duty disqualification, engage your Undersea Medical Officer as soon as possible and inform your detailer. It typically requires several weeks to obtain the required medical concurrences prior to PERS-42 decision.

Submarine Officers with less than six-years of commissioned service:

- a. If you have been disqualified from either submarine or nuclear field duty, you must either redesignate to another community or be separated from the Active Duty Line (ADL) in accordance with Title 10 U.S.C. 630, Title 10 U.S.C. 647, and SECNAVINST 1920.6C.
 - i. If you are disqualified from nuclear field duty or disqualified from both submarine and nuclear field duty, you will be evaluated for separation or redesignation at the Probationary Officer Continuation and Redesignation (POCR) Board. Your point of contact for this process is PERS-421N, whose contact information is provided below.

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- ii. If you are disqualified from submarine duty alone, but remain qualified for nuclear field duty, you may have the ability to transfer to the SWO(N) community. If you do not transfer to the SWO(N) community, your nuclear AQDs will be removed via separate correspondence and you will go to the POBR Board.

Submarine Officers with greater than six-years of commissioned service:

- a. You remain an 1120, but your assignments are limited to what you are medically qualified to perform.
- b. If you are disqualified from submarine duty, but you remain qualified for nuclear field duty, you can retain your nuclear AQDs within the bounds of the BUPERSINST 1540.41 requirements and remain eligible for shore-based nuclear coded billets.

Of note, per OPNAVINST 7220.15B, eligibility for CONSUBPAY will be terminated after 6 months of LIMDU or the effective date that the disqualifying condition is determined to be permanent, whichever comes first.

Contact LT Nick Hope at nicholas.t.hope.mil@us.navy.mil for questions concerning medical waivers and LT Megan McCalester at megan.a.mccalester.mil@us.navy.mil with questions about CONSUBPAY.

DIVO STEP Refresher

The first JOs have been slated for conducting a split-tour in the first quarter of 2025 for the Division Officer Split-Tour Experience Program (DIVO STEP). Orders will be released soon. Slates are determined 2 quarters out from an officer's 18-month point. These officers will conduct their split-tour following successful completion of PNEO. Below is a refresher of DIVO STEP.

Division officers reporting to Groton, CT are now participating in DIVO STEP. This program will ensure that all division officers in Groton, CT gain operational experience and skills during their first sea tour.

- Participating division officers will normally conduct 15-18 months on their first boat (SY or operational unit), report to PNEO for 2 months, and then detach to report for their second boat (operational unit or SY) for 15-18 months.
- Each operational command should expect a small number of division officers to remain onboard (and not rotate to a SY unit) to support watchbill continuity.
- 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 not conduct the split-tour.
- Division officers will qualify submarines on their first boat.
- If a division officer fails PNEO on their first attempt, they will remain onboard their first boat. The officer will return to PNEO as soon as feasible within established program requirements.

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Division Officer Sea Tour Length

Division officer tours beyond the nominal tour length of 32 months can have negative consequences for the officer's career progression. Specifically, that officer's ability to screen XO Afloat may be adversely impacted unless the officer voluntarily elects to compress their post-division officer shore tour to compensate for the extended sea tour. Accordingly, and in an effort to heighten the community's sensitivity to unusually long division officer sea tours, PERS-42 is enforcing the following tripwires for individual PRD extensions:

1. 34 months or less: CO discretion *
2. 35 to 36 months: CDRE concurrence
3. 37 months or more: TYCOM Chief of Staff concurrence

* Average tour length of wardroom must remain as close to 32 months as practicable

PERS-42 acknowledges that there will be valid justification for extending a division officer at-sea such as supporting national tasking/SSBN patrol, volunteerism from the officer for professional development, COLO alignment, et cetera. Commands are encouraged to provide said justification when seeking concurrence for PRD extensions beyond 34 months from the administrative chain of command, which is required prior to seeking PERS-42 approval.

Officer Misconduct and Nuclear AQD Management

Per MILPERSMAN 1611-0110, commanders must notify PERS-834 following all incidents relating to adverse or reportable officer misconduct or substandard performance. If an officer is being considered for non-judicial punishment (NJP), PERS-834 as well as the TYCOM must be informed. If the officer is found guilty of violation of the UCMJ during NJP proceedings, that officer will not be able to receive transfer orders involving PCS until the case is adjudicated per the aforementioned MILPERSMAN article, and the PERS-8 "flag" is removed from that officer's profile within the detailing system. This process can take in excess of one year should the officer be compelled to show cause for retention.

Per BUPERSINST 1540.41, commands will inform PERS-42 in a timely manner when any officer with a nuclear AQD, or accepted for nuclear training, has a significant personal performance or disciplinary issue. In the event of a performance related issue that may result in NJP, PERS-42 is required to make a recommendation to Naval Reactors regarding retention or suspension of the officer's nuclear AQDs. Suspension is effective the date that the officer is removed from duties in connection with the supervision, operation, and maintenance of naval nuclear propulsion plants.

In the cases where AQD suspension or removal is being considered for substandard performance or misconduct, commands are required to make a timely recommendation concerning AQD retention or removal to the Director, Naval Reactors, via PERS-42 and the administrative chain of command (i.e. ISIC and GROUP/TYCOM). An example letter for AQD restoration and removal can be found within the BUPERSINST. In all cases, detailed justification must be provided for the reason provided regarding AQD restoration or removal.

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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 Daniel W. Stickles, daniel.w.stickles.mil@us.navy.mil.

APR 2024

- Upcoming Board announcement/eligibility important information
- Spot Promotion Process
- Olmstead Scholarship Program
- Talent Management Board Q&A and Recent Lessons Learned
- Nuclear Officer Bonus and Incentive Pay Updates
- Naval War College Fleet Seminar Program
- Development Roadmap (DR)
- Financial Management Subspecialty Information

JAN 2024

- Upcoming Board announcement/eligibility/important information
- Project XO FAQ
- XO Tour Lengths
- Increased Accession Bonus
- MTS 626 as NTSD
- USNA LEAD Master's Program for Company Officer
- Bonus Recoupment Process
- Minimum Service Obligation (MSO) change (SELRES vs. IRR)

OCT 2023

- Project XO
- Expanding CO and XO Submarine Support Opportunities
- Shift Engineer Incentive Pay (SEIP) Rate Change
- LDO Shift Engineers
- SSGN O-5 Spot Promotion
- CONSUBPAY & Nuclear AQD Uncoupling and TOSS Changes
- TSP Bonus Allocation
- NSIPS Resignation Process Guide
- Upcoming Board Information and Preparation

JUL 2023

- 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

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PRD and Slate	2Q25	3Q25	4Q25
Slate Opens	2 nd Week of September	2 nd Week of December	2 nd Week of March
Slate Closes	1 st Week of November	1 st Week of February	1 st Week of May
Detach Dates	March 25–May 25	June 25–August 25	September 25–November 25
Talent Management Board (August 24 and February 25)			
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
24060	26AUG24	21FEB25	24-04	16SEP24	13DEC24	SCC 82 (CT)	23SEP24	05DEC24
25010	21OCT24	25APR25	25-01	6JAN25	4APR25	SCC 83 (PH)	02JAN25	27MAR25
25020	06JAN25	20JUN25	25-02	31MAR25	27JUN25	SCC 84 (CT)	07APR25	12JUN25
25030	03MAR25	15AUG25						
25040	05MAY25	24OCT25						
25050	30JUN25	12DEC25						

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 FY26 Board Schedule:

09 DEC 24: Submarine Major Command/CO-SM and LDO CDR CMD/Drydock CO/STRAT WEPS(#145/147)

14 JAN 25: Active O-6 URL Line (#160)

19 FEB 25: Active O-5 URL Line (#230)

12 MAY 25: Active O-4 URL Line (#275)

19 MAY 25: Submarine CO/XO and DH (#146/350)

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CAPT Jeremy Miller	Deputy/CO Detailer	jeremy.a.miller1.mil@us.navy.mil
CDR Spencer Ovren	Branch Head/XO Detailer	Jonathan.s.ovren.mil@us.navy.mil
LCDR Jacqueline Penichet	Post DH Detailer	jacqueline.m.penichet.mil@us.navy.mil
LCDR Daniel Stickles	DH Sea Detailer	daniel.w.stickles.mil@us.navy.mil
LT Abby Agosto	DO Shore Detailer	abigail.r.agosto.mil@us.navy.mil
LT Megan McAlester	NOBIP/CONSUBPAY Manager	megan.a.mcalester.mil@us.navy.mil
LT Jino Afable	DO Sea/Accessions Detailer	juanelino.b.afable.mil@us.navy.mil
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LT Jack Dymont	Nuclear Placement Officer	john.s.dymont.mil@us.navy.mil
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LCDR Brad Gainey	Non-Nuclear LDO Detailer	thomas.b.gainey.mil@us.navy.mil
LT Karl Martin	Nuclear LDO Detailer	karl.r.martin.mil@us.navy.mil