

PERS-42 DRUMBEAT (JAN 2024)



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 Upcoming Travel
- Upcoming Board announcement/eligibility/important information
- Project XO FAQ
- 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)
- 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.

In this *Drumbeat*, we share important updates on Force Leadership approved policies. These updates include an increase in the nuclear accession bonus, the shift of MTS 626 to a Non-Traditional Shore Duty, and a change in the Minimum Service Obligation.

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 black ink, appearing to read 'Todd Figanbaum', with a long, sweeping horizontal line extending to the right.

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

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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!

- 26-27 February: Kings Bay
- 18-21 March: San Diego/Monterey
- 2-3 April: Omaha
- 22-26 April: Portsmouth, NH/Groton

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

Upcoming FY25 Administrative and Statutory Selection Boards

Board	Board #	Convening Dates	LTB Due Date
Active O-5 Line	230	13FEB24-23FEB24	2359 CST 02FEB24
Active O-4 Line	275	06MAY24-17MAY24	2359 CST 25APR24
Submarine CO/XO	350	20MAY24-24MAY24	2359 CST 09MAY24
Submarine DH	146	20MAY24-24MAY24	2359 CST 09MAY24

Submarine CO/XO/DH Eligibility

# Look	Commanding Officer	Executive Officer	Department Head
1 st	Year Group (YG) 10	YG 15	YG 19
2 nd	YG 09	YG 14	YG 18
3 rd	YG 08	YG 13	--
4 th	--	YG 12 ¹	--

Note 1: Officers selected for XOSS during the FY24 CO/XO board (May 2024) will get a 4th and final look. If they are not selected for XO, their XOSS status does not change.

Board Lessons Learned

Squadron Rankings: Squadrons conduct biannual rankings 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 in your FITREP, you will need to submit a Letter to the Board (LTB) to ensure it is available to the board members. Officers who do not provide up-to-date squadron rankings to screening boards are lowering their chances for milestone career screening.

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Contact Info Out of Date: PERS-42 conducts courtesy record reviews and emails results 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.

Members are required to update their NFAAS data twice annually. To maximize your ability to be contacted, PERS-42 recommends providing both primary and secondary email options. For those officers whose billet status indicates they are serving in at-sea commands, we will send additional emails 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 member's 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 unit receives a split-tour department head, it can be difficult to balance trait averages and onboard DH / O-3 rankings. It is important to discuss the split-tour status in Block 41, particularly the impacts on force 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: 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. Do not leave it to the board members to interpret the situations surrounding a FITREP with ambiguous recommendations.

Record Reviews and Updates

Your FITREP is the most crucial element of your record. To best prepare your record for board consideration, it is imperative that you verify your FITREP continuity via the Performance Summary Record (PSR). Gaps in your FITREPs of three months or longer may raise concerns during the board reviews. We strongly encourage you to take proactive steps to resolve any FITREP continuity issues.

Additionally, other key components such as Awards, Academic Degrees, Sub-specialty codes, PHA scores, and Additional Qualification Designators (AQDs) should be accurately reflected in your record. If you are missing any of these records and there is insufficient time for a permanent update before the board, you should submit a Letter to the Board (LTB) containing the necessary information.

During the board, the board members will examine each officer's Officer Summary Record (OSR) and PSR. The board member assigned to conduct an in-depth review of your record will have access to your entire Official Military Personnel File (OMPF).

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To ensure the accuracy of your records, please access BOL to review both your OSR and PSR. Verify that all information is correct, and that you maintain 100% FITREP continuity.

To make any updates to your records, visit the Records Management page on the My Navy HR website. Please note that PERS-42 does not have the capability to update certain elements in your records, such as FITREPs, awards, academic degrees, or PFA scores.

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

Correspondence with the Board

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

- 1) The preferred method of submitting a LTB is electronic submission via Electronic Submission of Selection Board Documents (ESSBD). Access ESSBD through the BOL main page by clicking the 'ESSBD (Submit letter to SelBoard)' link.
- 2) Submit a LTB via encrypted email to CSCSELBOARD@NAVY.MIL, following MILPERSMAN 1420-010 guidance. To submit via email, generate a letter to the board (essentially a cover sheet - see the template on the NPC board webpage), attach missing documents (e.g., FITREPS, award write-ups, etc.), save the entire package as a .pdf, and email to cscselboard@navy.mil.
- 3) Submit your LTB via USPS mail directly to the My Navy Career Center Customer Service Center.

PERS-42 does not have visibility on the status of LTBs that have been submitted. To check your LTB status, contact the My Navy Career Center at (833) 330-6622 or askmncc@navy.mil.

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

The Project XO: Frequently Asked Questions

Will the Project XO (ProjXO) replace the FWD DH or be detailed in addition to the FWD DH?

The ProjXO will replace the FWD DH during CNO availabilities. They will perform the duties of the consolidated NAV/WEPS role aboard shipyard units.

How long is a ProjXO tour?

The nominal tour length is 24 months.

Will the ProjXO be expected to stand duty and support the watch bill?

Yes. As always, the duty rotation will be determined by needs of the wardroom. Overall, ProjXOs will help with shipyard watch bill manning, as they will not go underway for rides or command qualification.

Will the boat still have an XO Afloat in addition to the ProjXO?

Yes, the boat will still have an XO Afloat. The ProjXO replaces the FWD DH, not the XO.

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What is the plan for detailing first-tour DHs to relieve the ProjXOs at the end of the availability?

We will detail a DH from SOAC to report about six months prior to Crew Certifications. That DH will relieve the ProjXO of one of their departments. Either several months prior to Sea Trials or following Sea Trials, the second SOAC graduate will report to relieve the ProjXO of the other department. Of course, PRD decisions are owned by the CO and will be communicated during WRPCs prior to key milestones during availability endgame.

Will ProjXOs be ranked against the first-tour DHs in their squadrons?

No, squadrons will not rank ProjXOs against first-tour DHs in their quarterly rankings. As the population of ProjXOs grows, ProjXOs in the same squadrons will be ranked against one another. However, further guidance will be issued prior to the need for ProjXO squadron rankings. For O-4 competitive rankings on each boat, ProjXOs will be in the same summary group as the XO Afloat and any DHs that have put on O-4.

How will this make me competitive for O-5?

Beginning with the FY26 O-5 board, the submarine community will list Project XO as a community value for promotion to O-5.

Are XO Afloat screened officers able to decide to do a ProjXO tour instead of an XO Afloat tour?

Not normally, but this could be considered on a case-by-case basis if there are extenuating circumstances. Normally, ProjXO will be an opportunity for XOSS screened officers who were not called up to XO Afloat.

If I perform well in my ProjXO billet, is there a chance I will screen XO Afloat?

No. ProjXOs will be officers who have already screened XOSS and have no remaining looks for XO Afloat. However, if they are selected for O-5 and command qualified, they will be eligible for CO Special Mission (CO-SM) screening. More information on CO-SM can be found on the PERS-42 website via the Career Information link.

Will I have to be in a nuclear billet to keep my AQDs on my follow-on shore tours?

No. Served-ProjXOs will keep their nuclear AQDs for five years following the end of their ProjXO tour. This will not be affected by the shore billets they fill.

If you have specific questions about the new initiatives, reach out to your detailee or LCDR Megan Moyette, at megan.moyette.mil@us.navy.mil.

Increased Nuclear Officer Accession Bonus

The Nuclear Officer Accession Bonus (NOAB) for Unrestricted Line Officers (1120s, 1110(N)s, and AV(N)s) has increased to \$30,000. This is effective for all who interviewed at Naval Reactors on or after 26 Sep 2023. For Restricted Line Officers (1210s and 1220s), the bonus will remain at the \$15,000 rate. A pending revision to the OPNAVINST 7220.11J will allow Naval Academy and NROTC midshipmen who were selected after 26 Sep 2023 to renegotiate for the \$30,000 rate prior to commissioning. However, renegotiations will not be authorized for officer candidates in the NUPOC program.

Please contact LT Amy Trammel at amy.f.trammel.mil@us.navy.mil for questions.

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MTS 626 Shifts to Non-Traditional Shore Duty

In March 2024, MTS 626 will undergo a pivotal transition: discontinuing student training and commencing decommissioning preparations. Starting with the 4Q24 slate, all MTS 626 billets will be redefined as 18-month Non-Traditional Shore Duty (NTSD) assignments. Officers in these roles will primarily serve as Engineering Duty Officers and Ship's Duty Officers, diverging from the traditional Shift Engineer Duty. With the change in responsibilities, the standard NTSD incentives will take effect, offering officers an 18-month tour followed by the opportunity to be assigned one of their top three preferences from their respective early slate. It is important to note that Junior Officers voluntarily undertaking shore duty at MTS 626 will not be eligible for the newly introduced NPTU incentives reserved for officers in shift engineer billets. However, they will continue to receive the Shift Engineer Incentive Pay, currently set at \$1000 per month.

USNA Introduces LEAD Master's Program Requirement for Company Officers

Effective after the February 2024 Talent Management Board, the US Naval Academy (USNA) will mandate participation in the LEAD Master's Program for prospective Company Officers. This program, fully-funded and run by the Naval Postgraduate School, spans a 36-month tour. Participants will spend the first year earning a master's degree, followed by a two-year tenure as a Company Officer at USNA. The February 2024 Talent Management Board presents one of the final opportunities for Company Officer assignment without the LEAD Master's Program prerequisite. Officers interested in participating in the USNA LEAD Master's Program will need to sign a COBO contract in order to be eligible for the program.

Please contact LT Abby Agosto at abigail.r.agosto.mil@us.navy.mil for questions.

Bonus Recoupment Process

A Bonus Recoupment will appear on your LES as Advance Debt. This debt is categorized such that the deductions will not immediately be withheld from your monthly pay. Once the recoupment appears on your LES, you should contact your Personnel Support Detachment (PSD) or Command Pay and Personnel Administrator (CPPA) to arrange your repayment method.

You will typically have the option to repay the full amount at once or establish a payment plan. For assistance, you can reach out to your local PSD. If a local PSD is not accessible, the My Navy Career Center (833-330-6622) can connect you with a virtual PSD for further guidance.

Please contact LT Nathan Olaiya at nathan.s.olaiya.mil@us.navy.mil with questions.

Change to Execution of Selected Reserve Portion of MSO

NAVADMIN 303/23 contains an important update regarding the Minimum Service Obligation (MSO) for officers commissioned on or after October 1, 2020. The MSO is a total of eight years for all officers, regardless of their commissioning source. However, the structure of service has been modified: officers are now required to complete four years of active duty service, followed by a two-year commitment in

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the Selected Reserve (SELRES), and then conclude with a two-year period in the Individual Ready Reserve (IRR).

Since all initial nuclear contracts are five years in length, 1120s who resign at the end of their contract will serve one additional year in SELRES. During this SELRES period, they will not be subject to involuntary mobilization.

Please contact the Career Transition Office (CTO)/PERS-97 at 901-874-4192 for questions.

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.

Junior Officer Diversity Outreach (JODO) Program

Navy Recruiting Command is preparing for the next round of the Junior Officer Diversity Outreach Program (JODO) for Spring 2024. 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.

- Submit complete applications to LT Jacob Eissler at jacob.eissler.mil@us.navy.mil. Applications can be found here: <https://www.cnrc.navy.mil/Community-Outreach/>
- Requires CO letter of recommendation
- Current plan for outreach locations and dates:
 - Los Angeles, CA (5-9 February 2024)
 - Atlanta, GA (4-8 March 2024)
 - San Antonio, TX (8-14 April 2024)

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

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.

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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

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

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PRD and Slate	3Q24	4Q24	1Q25
Slate Opens	2 nd Week of December	2 nd Week of March	2 nd Week of June
Slate Closes	1 st Week of February	1 st Week of May	1 st Week of August
Detach Dates	June 24 – August 24	September 24-November 24	December 24- February 25
Talent Management Board (February 24 and August 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
24030	04MAR24	16AUG24						
24040	29APR24	11OCT24	24-02	01APR24	28JUN24	SCC 80 (CT)	01APR24	06JUN24
24050	01JUL24	13DEC24	24-03	24JUN24	20SEP24	SCC 81 (PH)	08JUL24	12SEP24
24060	26AUG24	21FEB25						
25010	21OCT24	25APR25	24-04	16SEP24	13DEC24	SCC 82 (CT)	23SEP24	05DEC24
25020	06JAN25	20JUN25						

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:

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 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 Megan Moyette	Post DH Detailer	Megan.Moyette.mil@us.navy.mil
LCDR Dan 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 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	nathan.s.olaiya.mil@us.navy.mil
LT Jack Dymont	Nuclear Placement Officer	john.s.dymont.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