

PERS-42 DRUMBEAT (Nov 2024)



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

- COMSUBGRU 7 Shore Detailing
- PERS-42 Upcoming Travel
- Upcoming JO Symposium
- Department Head Sea Detailing Homeport Guarantees
- Division Officer Shore Tour Length
- Upcoming Selection Board Reminders
- Officer Misconduct Point of Contact
- U.S. Naval Institute Writing Opportunities
- NPS Distance Learning Opportunities
- 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.

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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", written over a horizontal line.

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

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WHY YOU SHOULD CONSIDER CTF54/74 (Yokosuka, Japan) (RADM Cavanaugh)

Whether you are looking to leverage your experience from past tours or build experience for future roles, a shore assignment at Commander, Task Force (CTF) 54/74 (Yokosuka, Japan) or Commander, Submarine Squadron 21 (Manama, Bahrain) will place you at the tip of the spear! You will have unique opportunities for professional growth, international engagements with partners and allies, and building expertise in naval, joint, and combined maritime operations. The joint force, 5th and 7th Fleets, and the submarine force need highly qualified and motivated individuals to bring an 1120 perspective to some of the nation's most complex military problems.

CTF 54/74 in Yokosuka is the combined headquarters element for both CTF 54 in U.S. FIFTH Fleet and CTF 74 in U.S. SEVENTH Fleet. As a submarine officer in Japan, you will be at the "front line" of today's major power competition supporting full spectrum undersea warfare missions, from special reconnaissance operations and missions vital to national security, support for high-value units, joint fires coordination, and exercises/engagements with regional allies and partners. Most importantly, you will have the chance to manage projects and provide direct input to inform the key decisions that shape future tactics, operations, and war plans.

CSS 21 in Bahrain is the forward element of CTF 54. Submariners working at CTF 54 in Bahrain liaise directly with the Naval Central Command (NAVCENT) and U.S. FIFTH Fleet staffs to support full spectrum undersea warfare missions in the CENTCOM Area of Responsibility. Additionally, you will be involved in cutting-edge developments related to unmanned vehicle utilization, and subsea/seabed warfare, shaping the future of undersea operations.

If your previous tours have left you itching for more opportunities to see the world or you are looking for a first opportunity to explore abroad, living in either Japan or Bahrain provides amazing opportunities to experience unique cultures, travel easily throughout Asia and the Middle East, and experience the country and culture in a way you never could as a tourist. Not to mention, Bahrain is also a tax-free zone. Beyond opportunities on leave to travel, each post gives opportunities to travel abroad and represent the command while working with partners and allies in the region.

Positions at CTF 54/74 (Japan) and CTF 54 (Bahrain) will give you exposure and experience that prepare you for the future. You will cultivate an in depth understanding of the Navy's most challenging problems as we prepare for the decade ahead, manage projects directly impacting national security, and gain international and operational experience that will pay dividends both within and outside the Navy.

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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!

- 4-6 November: Charleston
- 19-21 November: Groton/Portsmouth
- 13-15 January: Kings Bay

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

Upcoming JO Symposium

We are very excited to announce that PERS-42 and N133 will be hosting the 2025 Submarine Junior Officer Symposium on 03-04 February 2025 in San Diego, CA. We are looking for 24 motivated 1120 Junior Officers in year groups 18-21 interested in making a difference in the Submarine Force.

If you meet the above criteria and are interested in attending, please reach out to your Squadrons! While we are limiting attendance to 24 Junior Officers, everyone's voice matters and we want to hear from YOU. A survey link will be distributed and made available on the PERS-42 webpage by mid-November. The responses to this survey will help us tailor some of the discussions during the symposium. The survey will be open until December 6th – please consider taking some time to complete it. Additionally, next Spring we will be sending out a community wide survey to all 1120s so that we can continue to improve and find solutions with our Submarine Force!

Contact LCDR Jacqueline Penichet at jacqueline.m.penichet.mil@us.navy.mil with questions about the JO Symposium or the quick survey.

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Department Head Sea Detailing Homeport Guarantees

In an effort to provide additional clarity in DH Sea Detailing, PERS-42 is offering the following Single-Homeport Department Head guarantees in exchange for a COBO contract from an interested and eligible Junior Officer.

Homeport	Quotas Available per Homeport	PRD "Fill" Window
PEARL	2	Feb '25 – Jul '25 Dec '25 – May '26
NORVA	2	Feb '25 – Jul '25 Dec '26 – Jul '26
GROTON	1	Sep '25 – Feb '26
SDGO	1	Feb '26 – Jul '26
AGANA	1	Apr '25 – Sep '25
BANGOR	3	Apr '25 – Sep '25 Jun '25 – Nov '25 Feb '26 – Jul '26
K BAY	2	Apr '25 – Sep '25 Sep '25 – Feb '26
** Current as of 11/1/24. Additional quotas for single-homeport guarantees will be published in future drumbeats.		

To be eligible to apply, officers:

- Must have successfully completed PNEO.
- Must have completed at least 4 YCS unless JO shore slating is occurring prior to 4 YCS.
- Must have a JO Shore Tour PRD which aligns (or is able to be aligned) with the PRD "Fill" window in the above table.
 - For officers who have not yet rotated to shore, they may consider themselves aligned with an available quota based on the following calculation:
 - 22-26 months after their JO sea duty PRD (this allows for detailing flexibility to accommodate their guarantee by allowing these officers to shift right or left one SOAC class.)
- Cannot combine this guarantee with any shore duty offer including Shift Engineer Incentives, Early Slating Opportunities, Talent Management Board (TMB) applications or other currently offered contract guarantees.
- Officers currently on contract are not eligible.

To apply:

- Officers will submit a formal request memorandum to PERS-421B (DH Sea Detailer). Applications will be submitted by e-mail and are due for this quarter NLT: **01-JAN-24**.
- Enclosed with the application must be an endorsement by the applicant's Commanding Officer (CO). The CO endorsement shall positively state the applicant's command PRD falls within the PRD "Fill" Window, or the command will support aligning the applicant's PRD to the "Fill" Window.
- Awarding of guarantees will be merit based from their official performance record and approved by PERS-42.

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- Officers who have missing documentation (i.e. FITREPS, awards etc.) from the OMPF must submit PDF copies of their missing documents for that information to be considered as part of their application.

Once a homeport guarantee is offered/accepted:

- Officers will have two weeks to accept the offer and submit a COBO contract.
- Officers will be committed to a SOAC class as directed by billet availability. In other words, as DH manning shifts occur, personal considerations must provide sufficient timing flexibility to meet the homeport guarantee.
- Homeport guarantees will be solely a location guarantee and will exclude operational status or platform type.
- Both sea/shore PRD adjustment requests outside of the PRD "Fill" Window will be assessed on a case-by-case basis.
- Officers who make commitments which inadvertently generate shore PRD adjustments outside of the PRD "Fill" Window (e.g. starting a distance master's degree program late) will void the guarantee. To avoid voiding the guarantee, as discussed above, ensure that a PRD adjustment request is provide to PERS-42 prior to activating the commitment.

If your timing does not align with currently advertised PRD "Fill" Windows, have no fear! Keep tuning into future Drumbeats for updates!

As always, do not hesitate to reach out to a member of our team with questions about this process or any of our other established COBO contract offers:

Please direct DH Sea Guarantee questions to the DH Sea Detailer (PERS-421B) LCDR Daniel Stickles at daniel.w.stickles.mil@us.navy.mil.

Information for TMB, Early Slating, and Shift Engineer Incentives can be found in previous Drumbeats, available on the PERS-42 website. For other questions, please direct them to the JO Shore Detailer (PERS-421C) LT Abby Agosto at abigail.r.agosto.mil@us.navy.mil.

Please direct COBO contract questions to the PERS-42 Purser (PERS-42MP) LT Megan McAlester at megan.a.mcalester.mil@us.navy.mil.

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Division Officer Shore Tour Length

Junior Officer Shore Tour Extensions are governed by specific business rules regarding Projected Rotation Dates (PRDs) to align officer career timelines with the Navy's operational and career development needs.

Standard PRD Adjustments

All orders within the Department of Defense are written for a standard 36-month tour length. However, for submarine officers on their first shore tour following sea duty, PRDs are automatically shortened to 24 months. This adjustment, as outlined in MPM 1301-110, is designed to meet critical submarine community milestones and maintain the sea-to-shore rotation. No ORDMOD is required to reflect this PRD change, as it is in accordance with the prescribed tour length.

Known exceptions to the 24-month division officer shore tour length include:

- Shift engineers at NPTU on contract who execute 24 months as a shift engineer and 12 months on sabbatical.
- 18-month NTSD tours followed by an 18-month follow-on tour.
- OCONUS (including Hawaii and Alaska) tours prior to separation, where officers may have extended tours to meet the minimum tour for separation.
- Re-adjustment tours.
- Three-year education tours (e.g., USNA LEAD, Olmsted Scholar Program, etc.).

PRD Extensions Without Formal Request

Minor PRD adjustments, extensions between PRD-1 month and PRD+3 months, are allowed without a formal request, in line with MPM 1301-104.

Formal PRD Extensions

If an extension beyond PRD+3 months is needed, a formal request must be submitted 9-12 months before the current PRD. Requests submitted within nine months of the PRD are not accepted, as a relief is likely already assigned. The typical extension authorized is six months. For those seeking an extension to complete graduate education, these requests are limited to six months, and the program must be initiated within six months of checking into the shore command.

Restrictions on Extensions

Extensions that would push an officer's PRD past their Submarine Officer Advanced Course (SOAC) gate or AQD expiration are generally not approved, regardless of contract status. This ensures officers remain on track for career progression and meet key milestones.

Importance of the 24-Month Shore Tour

It is crucial for submarine officers to adhere to the 24-month shore tour. Doing so maintains career flexibility in future detailing and maximizes opportunities for screening for XO/CO Afloat, while also keeping officers on schedule for promotion to O4 and O5.

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Command Endorsement and PERS-42 Evaluation

All PRD extension requests must be endorsed by the officer's command. Once submitted, PERS-42 evaluates each request based on the provided justification, considering the Navy's needs, the command's manning situation, and the officer's career intentions. Requests are processed monthly, and decisions are typically issued within 2-3 weeks. Officers are notified by letter whether their request has been approved or denied.

OCONUS PRD Adjustments

Officers who execute a PCS to an OCONUS location and plan to resign must complete the Minimum Tour for Separation (MTS) prior to submitting their resignation, per MILPERSMAN 1301-108 and the DoD OCONUS Area Tour Length Table in DoDI 1315.18. PRDs are updated once officers notify their detailer of their resignation intentions.

Officers seeking a readjustment tour to a CONUS location will maintain the nominal 24-month shore tour and rotate CONUS on the quarterly readjustment slate, consistent with their PRD. These officers will be eligible to resign 12 months after checking into their final CONUS command. Officers on contract executing an OCONUS tour will rotate to SOAC at their PRD unless a formal extension request is approved.

For officers executing an OCONUS sea tour without a costed PCS to their shore tour (e.g., <\$1,000 reimbursement), the MTS obligation incurred from moving to the OCONUS sea duty location is typically fulfilled during the sea tour. However, homeport shifts to an OCONUS location mid-tour may complicate this obligation. Contact your detailer if you have questions about this.

This structured process ensures PRD adjustments are made with the officer's career, command staffing, and Navy needs in mind, balancing individual career progression with the broader operational requirements of the Navy.

Upcoming Selection Board Reminders

The general schedule for upcoming Administrative and Statutory Selection boards can be found on the final page of this Drumbeat. If you are eligible for an upcoming selection board, we highly recommend you review your record and provide corrections/updates as necessary. Best practices for upcoming boards and lessons learned from recent selection boards can be found in the **April 2024** and **July 2024** Drumbeats, respectively.

Maximize your competitiveness and take a moment of time to ensure your record accurately reflects the hard work and effort you put in day-to-day!

Contact the PERS-42 Selection Board Coordinator, LCDR Daniel Stickles (PERS-421B - DH Sea Detailer), for specific questions which are not addressed in the previous Drumbeats.

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Officer Misconduct: New Point of Contact

When an officer is being investigated for misconduct of any kind, commands are required to inform PERS-42 in a timely manner. BUPERSINST 1540.41E is your go-to reference for ensuring PERS-42 and OPNAV N133 are informed of circumstances that may impact an officer's nuclear AQDs for supervision, operation, or maintenance of a nuclear propulsion plant.

To streamline this process, a functional account is being generated to allow your one email to immediately reach all PERS-42/OPNAV N133 interested parties. As of the publication of this Drumbeat, the account is ready to receive emails. However, encryption certificates are still being created.

For any future events of reporting officer misconduct, please include:

NukeAQD@us.navy.mil in the To: line. If you experience an encryption issue, remove NukeAQD@us.navy.mil and ensure the Nuclear Compliance Officer (PERS-421N) is an addressee.

For any questions regarding this article, or nuclear AQDs in general, please don't hesitate to email PERS-421N, LT Nick Hope, at nicholas.t.hope.mil@us.navy.mil.

US Naval Institute (USNI) Writing Opportunities

Proceedings is a monthly magazine published by the U.S. Naval Institute covering topics relating to global security and the Naval Services. The editors are very interested to receive more submissions from the Submarine Community on topics of concern to them (operations, maintenance, manning & retention, career progression, etc.) as well as shipbuilding and the defense industrial base. Many prominent past and current Submarine officers have been featured here. Aside from getting paid for accepted submissions, this is a great place for Submarine Officers to help share views with other influential Naval Leaders. Submission pieces can vary from large 2500 word feature articles to short 500 word pieces covering a narrow subject/issue. Those with ideas for publication are encouraged to review instructions for article submission at: <https://www.usni.org/periodicals/proceedings-magazine/submission-guidelines>.

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Naval Post Graduate School Distance Learning Certificates

NPS offers several opportunities to earn a Graduate Level Certificate (not to be mistaken with a completed graduate degree) via its Distance Learning Program and advance skills vital to the U.S. Navy. These programs normally consist of taking one graduate course per quarter over the course of a year. Completed certificate programs will be added to your OSR/ODC and many also result in an officer subspecialty code.

Those who have already completed a Navy-Funded Masters remain eligible for NPS Certificate Programs and there is no limit to the number of certificates you can earn. Per OPNAVINST 1520.23C, certificate programs require one year service obligation (concurrent with any other obligations) following program completion or withdrawal. Several of the programs can also be done asynchronously (no class meeting time) making them ideal for students on non-traditional shore duty or attached to units undergoing a long period in the shipyard (12+months). Synchronous courses normally require 2-3 hours for weekly class attendance via Teams/Zoom. Examples of programs of interest to the submarine community:

Name	Asynchronous	Subspecialty Code	Length	Can Lead into NPS Master's Program?
Systems Analysis	Yes	3211L	12 Months	Yes; Distance and In Residence
Anti-Submarine Warfare	Yes	6301L	15 Months	No
Great Power Competition	No	No	9 Months	Yes: In Residence only
Electric Ships and Power Systems	No	5305L	12 Months	Yes; Distance and In Residence
Electronic Warfare Engineer Academic	No	5310L	12 Months	Yes; Distance and In Residence
Space Systems Fundamentals	Yes	6206L	12 Months	Yes: In Residence only
Unmanned Autonomous Persistence2	Yes	No	12 Months	No

Note 1: 15 months due 3 month off between course 2 & 3. Can be done in parallel with Systems Analysis but requires a synchronous course substitution for System Analysis.

Note 2: Starts September 2026.

Those interested should visit <https://online.nps.edu/> for program details and apply at <https://nps.edu/web/admissions/apply>

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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.

JUL 2024

- 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

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)

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

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

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PRD and Slate	3Q25	4Q25	1Q26
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 25–August 25	September 25–November 25	December 25–February 26
Talent Management Board (February 25 and August 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
25020	06JAN25	20JUN25	25-01	6JAN25	4APR25	SCC 83 (PH)	02JAN25	27MAR25
25030	03MAR25	15AUG25				SCC 84 (CT)	07APR25	12JUN25
25040	05MAY25	24OCT25				SCC 85 (PH)	30JUN25	01SEP25
25050	30JUN25	12DEC25	25-02	31MAR25	27JUN25	SCC 83 (PH)	02JAN25	27MAR25
25060	25AUG25	20FEB26						
26010	03NOV25	01MAY26	25-03	23JUN25	19SEP25	SCC 85 (PH)	30JUN25	01SEP25

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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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
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LT Jino Afafe	DO Sea/Accessions Detailer	juanelino.b.afaife.mil@us.navy.mil
LT Nick Hope	Nuclear Compliance Officer	nicholas.t.hope.mil@us.navy.mil
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