PERS 42 DRUMBEAT (AUG 2017)

Head Submarine Officer Detailer/Nuclear Propulsion Program Manager Update

I am excited to be here at PERS-42 and continue the great work that Admiral Houston started. His efforts for Junior Officer quality of life and retention, LDO community health, and increased promotion opportunities at the O-5/O-6 level will continue to pay dividends for the health of the community and I look forward to expanding on these initiatives.

We are excited to bring you the first installment of the 2017 *Drumbeat*. We appreciate the feedback we've received throughout the year and always welcome the opportunity to improve our talent management efforts.

There is a great deal of new and detailed information in this *Drumbeat*. Please support its dissemination by forwarding this document within the lifelines of our community. XOs, print out a copy, place it in your Wardroom and encourage your officers to read its contents. I also encourage wardroom training on select topics to help your officers' professional development.

Topics included in this installment:

- LDO Program Information
- Sailor 2025: Increased Career Choices, Flexibility & Tailored Compensation
- Nuclear Officer Bonus and Incentive Pay (NOBIP) Changes
- Thrift Savings Plan (TSP) Info
- Junior Officer Split Tours
- Department Head Split Tours
- PNEO Lessons Learned for ENGs and XOs
- Dolphin and Command Qualification Notification
- Contact with PERS-42
- Department Head Retirements/Resignations
- FY18 CO/XO/DH Board Lessons Learned

Your feedback in support of officer career management and engagement to help us improve the submarine officer distribution process is invaluable and greatly appreciated. We hope you find utility in the *Drumbeat* and continue to provide your feedback toward its improvement.

Very respectfully,

/S/

CAPT Brian L. Davies
Director Submarine/Nuclear Officer Distribution (PERS 42)
Nuclear Propulsion Program Manager (N133)

PERS-42 New Staff

CDR Megan Thomas will relieve CAPT Randy Van Rossum in September as the Surface Nuclear Community Manager/Placement Officer (424). CDR Thomas was CO of DDG 99 FARRAGUT.

LCDR Carlos Martinez has relieved CDR Chris Hedrick as the XO/Post-XO Detailer (421). LCDR Martinez was XO on NEW MEXICO, the engineer on TEXAS, and a junior officer on CHICAGO.

LT Jeanne Van Gilder will be relieving LT Jeremy Bricco as the JO Shore detailer (421C) in September. LT Van Gilder is coming from FLORIDA GOLD.

LT Joseph Beach relieved LT Dennis Guy this past January as the Shore Placement Officer (423). LT Beach is coming from CONNECTICUT.

LDO Program Information

The Limited Duty Officer (LDO) program provides a path for senior enlisted Sailors and Chiefs to obtain a commission as an Ensign. LDOs fill billets related to their occupational fields requiring increased authority, strong managerial skills, and which are outside the normal development pattern for unrestricted officers.

There are tremendous program benefits including increased authority and responsibility, increased pay and retirement benefits, diversity of future assignments, opportunities to qualify as OOD on multiple platforms, and the opportunity to earn a gold Surface and/or Submarine Warfare Officer pin. We should be actively recruiting our best Sailors and Chiefs for this valuable and necessary program.

For a Sailor to apply for the nuclear LDO program, they must be E6 or above, eligible for the CPO Board, have 8-16 years of service as of 1 October of the year they would be commissioned, and be recommended by the CO.

Beginning with the next board (FY19), the Nuclear LDO In-Serve Procurement Board (ISPB) will be separate from the Navy's LDO/CWO ISPB which is normally held in January. The Nuclear LDO ISPB will be held in conjunction with the Submarine Major Command Board which is held in November. All applications for the FY19 Nuclear LDO ISPB must be received by 1 October 2017.

Please see NAVADMIN 1776/17: NUCLEAR TRAINED SAILOR APPLICATIONS TO OFFICER COMMISSIONING PROGRAMS AND MODIFICATION TO FY-19 NUCLEAR LIMITED DUTY OFFICER IN-SERVICE PROCUREMENT BOARD PROCESS, for further details and instructions.

Please contact PERS-422B at michael.dahlgren@navy.mil, or PERS-422A at Sammie.green@navy.mil.

Sailor 2025: Increased Career Choices, Flexibility & Tailored Compensation

By now you have probably heard someone mention "Sailor 2025." This was likely when participating in all-hands calls with senior leadership so the meaning of this initiative may not have stuck beyond the name. However, much of the work we do here at PERS-42 and many of the initiatives you see changing the Submarine Force today are driven by Sailor 2025. Sailor 2025 is a broad set of personnel initiatives designed to modernize and improve the Navy's ability to attract and retain the best people in an increasingly competitive talent market. There are many lines of effort that fall under the banner of Sailor 2025 aimed at increasing your career opportunities, supporting your family, and helping ensure the right Officers stay in our line of work.
PERS-42 Talent Management Board is a process put in place based on feedback from the 2016 Submarine JO Symposium. PERS-42 now runs a quarterly board to select the most talented JOs for special programs and to reward their performance. Programs covered by this process include: SECNAV Tours with Industry (SNTWI), Naval Post Graduate School (NPS), Graduate Education Voucher (GEV), Naval War College, MIT/WHOI, Fleet Scholar Education Program (FSEP), USNA Graduate Education and Teaching (GE+T), USNA Leadership Education and Development (LEAD), School for Advanced Nuclear Deterrence Studies (SANDS), Royal Australian Navy (RAN) and Air Force exchange programs.

SNTWI presents an incredible opportunity for JOs and post DHs to gain first-hand knowledge from some the largest defense contractors and technology corporations in the country. Some of the companies participating in the program are Amazon, Boeing, Google, Oakridge National Laboratory, and Northrup Grumman. Officers working with these companies gain a valuable view on the civilian business world and learn best practices they can bring back to the Navy. There are plenty of opportunities in this outstanding program. If you're interested, contact your detailer.

FSEP is an amazing talent management initiative that provides the opportunity for JOs to earn a funded Master's degree at a civilian institution of their choice. If you are interested, contact your detailer.

PCU manning changes were implemented to increase flexibility and account for the increase in VA class experience throughout the Force. Highlights include split tour JOs arriving later in the build cycle and staggering them at six month intervals to better manage Wardroom continuity. ALL SPLIT TOUR JUNIOR OFFICERS ARE GUARANTEED TO SPEND NO MORE THAN 18 MONTHS ON BOARD THE PCU. Additionally, there is improved flexibility in PCU Engineer Officer assignment that allows top performing Navigators and Weapons Officers to be assigned to these positions as a split tour option.

Career Intermission Program (CIP) provides an adaptable option for officers and their families to transfer into the Individual Ready Reserve for up to three years while retaining full health care coverage and privileges. Submarine officers are eligible to participate in this program while remaining competitive for career milestones. This time in the IRR allows for civilian education, family care, professional sabbatical, or other personal needs.

Shift Engineer Incentive Pay (SEIP) is an example of tailored compensation that rewards officers assigned to demanding, valued assignments. Since November 2016, any officer detailed as a Shift Engineer earns an additional $500/month on top of any earned bonus money. Duty as a Shift

Engineer still earns you the chance for a one year sabbatical to work on your master's degree *or Joint Education while keeping all of your pay and benefits.*

Nuclear Officer Bonus & Incentive Pay (NOBIP) Changes

As of 6 March 2017, the Nuclear Officer Continuation Bonus (COBO) previously known as Nuclear Officer Continuation Pay (COPAY) was increased to $35K for all paygrades except Admiral ranks. The Annual Incentive Pay (AIP); formally known as Annual Incentive Bonus (AIB), still remains $12.5K.

As of 18 May 2017. NOIP and COPAY have officially been changed to NOBIP and COBO with the implementation of OPNAVINST 7220.11F that replaced revision E.

POC: PERS-421D at Joshua.wingfield@navy.mil.

Thrift Savings Plan (TSP) Info

Thrift Savings Plan is a retirement savings and investment plan that offers the same type of savings and tax benefits as many 401(k) plans. It is a defined contribution plan. The retirement income that you receive from your TSP account will depend on how much you have contributed to your account during your working years and the earnings on those contributions.

Contribution Rules: There is no maximum percentage of base pay that may be contributed, only a maximum dollar cap. Base pay contributions are deducted monthly. Additional funds cannot be contributed by sending a check to the TSP. Once pay has been received, you cannot contribute any of it to the TSP. However, you may contribute 100% of Special/Incentive Pays and Bonuses up to the yearly maximum tax deferred cap of $18,000 for 2017 (Estimated $18,500 for 2018). You must already be contributing from basic pay in order to contribute from a bonus.

More information. The TSP website: www.tsp.gov

Type of Pay	TSP Category
Continuation Bonus (COBO) Special Pay	Special Pay
Nuclear Career Annual Incentive Pay (AIP)	Bonus Pay
Nuclear Career Accession Bonus	Bonus Pay
Career Sea Pay	Special Pay
Submarine Duty	Incentive Pay

Junior Officer Split Tours

As a reminder, all JOs are eligible to split tour from their ship as long as the following requirements have been met:

1. Have sustained superior operational performance proving readiness for Department Head (DH)
2. Completed PNEO.
3. Completed 24 months on board.

Split tour opportunities are available for prototypes and Pre-Commissioning Units (PCUs). A split tour to prototype or a PCU at the 24 month point facilitates a normal shore tour on the back end of the 24 month prototype or 18 month PCU tour.

If you are interested in a split tour, please inform your XO/CO and contact your detailer.

Department Head Split Tour

Department Head split tours from NAV/WEPS to ENG are offered to those high performing DHs that have a proven sustained superior performance in their current billet and would benefit the force by becoming an Engineer. PERS-42 will identify potential split tour candidates by identifying NAVs and WEPSs that screen for XO on their first look and have less than 24 months on board. All engineer billets, DECOM, PCU, or operational SSN/SSBN, billets will be available for those split tour DHs. Minimum tour length to receive split tour engineer credit is 24 months.

If you are interested in a split tour opportunity, please discuss this with your command and have your XO call the DH Sea or Shore Detailer to work out the details and feasibility.

PNEO Lessons Learned for ENGs and XOs

Please remember to schedule and coordinate PNEO travel as early as possible. We routinely receive requests for JOs to attend the next convening of PNEO when there are no interview spots available. PNEO class quotas are determined by the number of available interview slots and not based on how many students that a classroom can hold. PNEO spots are first come first serve.

Recommended Timeline for ENGs/XOs:
2-6 Months prior to convening: PNEO Class up request to 421N.
2 Months prior to convening: CO Recommendations and duty history forms are sent to 421N.

Guidance for DTS travel for Ship's Office/SNO:

- OCONUS Travel: Please travel 2 Days prior to your interview to account for length of travel and time differences.
- CONUS Travel: All CONUS travel is limited to 1 Day prior to the interview date.
- Per the JTR all hotel and airline reservations need to be scheduled and ticketed via DTS.
- PNEO Travel does not meet the JTR definition for urgent or emergent travel. Travel occurring in advance of an approved DTS authorization is non-reimbursable.
- Make sure GOVCCs are activated and gained to the correct DTS hierarchy.

PNEO Interview Schedule can be found on the NPC/PERS-42 website under "Career Information."

BUPERSINST 1540.41D CH-1: QUALIFICATION AND ASSIGNMENT OF PERSONNEL IN THE NAVAL NUCLEAR PROPULSION PROGRAM.

POC is PERS-421N at jacob.kutzer@navy.mil.
POC is Mr. Walter Mathis at walter.mathis@navy.mil.

Dolphin & Command Qualification Notification

Please email PERS-42 about all Dolphin and Command qualifications. Besides the need to update a member's record, we always welcome the opportunity to congratulate the achievements of our officers in the fleet.

These emails can come from the XO, CO, or squadron staff. As a reminder, command qualifications must be complete prior to reporting to SCC for your XO tour.

Contact with PERS-42

When contacting PERS-42 via email, please ensure that you have a signature line in all initial emails that include a phone number. You will receive a faster and more efficient response.

A lack of a contact number (signature line) is a common occurrence from NIPR accounts on submarines due to the infrequent use of those accounts, and personal email addresses (Gmail, yahoo, etc.).

Department Head Resignations/Retirement Timing

PERS-42 continues to get requests to resign/retire less than 36 months post SOAC graduation. PERS-42 will not recommend approval on resignations/retirement from a Department Head tour unless the DH will complete their 36 month obligation based on accepting orders to SOAC. This is to facilitate detailing flexibility in getting a proper relief onboard and ensuring that the ship's DH planning and rotations maintain around the nominal 32 month point. Resigning at the 36 month point affords the incumbent a 4 month period to take terminal leave and transition from the Navy (based on a 32 month nominal tour length). Strategic Weapons Officers (SWO) will need to inform their XO and their detailer at least 12 months in advance vice the MILPERS guidance of 9-12 months. The 12 month minimum is because it takes a minimum of 12 months to complete SWO training (Slating process + SOAC + Pipeline).

FY18 Administrative & Statutory Board Lessons Learned

We do our best to "scrub" everyone's record that is up for a board but that scrub doesn't mean anything if you don't take positive action to correct it or if you are deployed and unable to fix it. In the end, your record is YOUR responsibility and positive action is needed to make your record accurate prior to our look at your record. We have listed some common trends/problems from the last couple of boards that should help you write your FITREP in the future.

1. FITREPs are tools for promotion. Every FITREP should be written to get your officer promoted to the next rank. Block 40 should always list the next career milestone, and block 41 should list the next statutory promotion. For example, if you recommend a DH for XO but you leave out the recommendation for O-4, this leaves the officer at risk for the board members to determine if you were subtly trying to tell them something.

2. Explain Odd Circumstances. For instance, if the RSCA decreases, provide a reason in block 41. If the officer had an EP and is now an MP, explain this in block 41. Leave nothing for interpretation; you don't want to leave the interpretation up to 13 board members to determine what you are trying to tell them.

3. Board Knowledge. Most department heads don't know much about the boards and JOs know even less. Please use the resources below to educate yourself or others on the board process and record management. All resources can be found on the NPC/PERS-42 website.

- NPC/PERS-42 Board Info Page: http://www.public.navy.mil/bupers-npc/officer/Detailing/submarinenuclear/Pages/BoardInformation.aspx
- PERS-42 Board/Tank YouTube Video: https://www.youtube.com/watch?v=pFSO5KiQMt4
- Officer Record Review Checklist: http://www.public.navy.mil/bupers-npc/officer/Detailing/submarinenuclear/Documents/BoardInformation/Board_Checklist.pdf
- Officer Record Management Guide: http://www.public.navy.mil/bupers-npc/officer/Documents/Officer%20Record_Management_Brief.pdf
- Board Information PPT: http://www.public.navy.mil/bupers-npc/officer/Detailing/submarinenuclear/Pages/BoardInformation.aspx
- Record Review "Ted" Talk: https://drive.google.com/file/d/0B6CisLmGdoM-S0dobFh5REY3MHc/view

Please contact PERS-42 for a copy of FITREP 201 Rev 28FEB17.

Board POC is PERS-421B at Edward.may@navy.mil.

FY18 CO/XO/DH Board Results

Congratulations to everyone who screened for their next career milestone! Results can be found on the PERS-42 website or via Facebook.

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Quick Reference Section

Division Officer Detailing

Upcoming shore slate dates:

Qtr	Opens	Closes	PRD
2nd	10/9/17	12/8/17	MAR-MAY 18
3rd	1/8/18	3/9/18	JUN-AUG 18
4th	4/9/18	6/8/18	SEP-NOV 18
1st	7/9/18	9/7/18	DEC-FEB 19

http://www.public.navy.mil/bupers-npc/officer/Detailing/submarinenuclear/career/Pages/default.aspx

Please hit cancel when the prompt for credentials is shown.

Department Head Detailing

Upcoming SOAC dates:

Class	Start	Finish
18010	30 OCT17	27 APR18
18020	16 JAN 18	29 JUN 18
18030	12 MAR 18	24 AUG 18
18040	07 MAY 18	19 OCT 18

Post DH Detailing slate available online at:
http://www.public.navy.mil/bupers-npc/officer/Detailing/submarinenuclear/career/Pages/default.aspx

Executive Officer and O5 Detailing

Upcoming SCC dates:

Class	Start	Finish
SCC (Groton)	9/27/17	12/1/17
SCC (Pearl)	1/2/18	3/2/18
SCC (Groton)	4/2/18	6/1/18
SCC (Pearl)	7/9/18	9/7/18

Post-XO and O5 shore duty billets are available on the PERS 42 website at:
http://www.public.navy.mil/bupers-npc/officer/Detailing/submarinenuclear/career/Pages/default.aspx

PCC and CO Detailing

-CO Detailing: Per NAVADMIN 136/10, all unrestricted line officers who screen for Commander Command must complete JPME Phase 1 prior to assuming Command. Your PCO ship assignment may be affected if you do not complete JPME Phase 1 prior to reporting to SCC.

Upcoming FY19 Board Schedule:
O-7: 16 October 2017
MC/LDO/LAT ISPB: 14 November 2017
O-6: 17 January 2018
O-5: 13 February 2018
O-4/CO/XO/DH: 21 May 2018

Upcoming Detailer Trips: Exact dates TBD
21-24 August: Bangor
18-20 September: Groton
21-22 September: New Hampshire
28-29 September: San Diego
23-27 October : Pearl Harbor