

# PERS 42 DRUMBEAT (JUNE 2018)



## Pay & Graduate Education Edition

We are excited to bring you a *Drumbeat* that specifically covers Pay and Graduate Education topics. The graduate education topic, Enclosure 1, is included as a standalone Ready Reference. There is a great deal of detailed information that covers misconceptions throughout the fleet in the following pages. Please support its dissemination by forwarding this document within the lifelines of our community. XO's, print out a copy, place it in your Wardroom and encourage your officers to read its contents!

Topics in this edition of the *Drumbeat* Include.

- Nuclear Pay Acronyms
- COBO Contract Process and Common Questions
- Recommended Contract Start Dates
- Time of Submarine Service (TOSS) – CONSUBPAY/OPSUBPAY
- AIP and Voluntary Retirement Information
- COSS Retention Bonus
- Pay and Bonus POC
- LDO Program Information
- Contact with PERS-42
- E-mail Address Updates
- Previous Drumbeat Article Reference
- Quick Reference Section
- Graduate Education Timing & Options – Enclosure 1

The PERS 42 website is updated and available on Navy Personnel Command's website at the following address:  
<http://www.public.navy.mil/bupersnpc/officer/Detailing/submarinenuclear/Pages/default.aspx>.

The homepage includes detailer contact information, frequently asked questions, our submarine community status brief, and past issues of the PERS-42 Drumbeat.

As always, your feedback and interaction with my detailers help us improve the submarine officer distribution process including our constituents' customer service experience. Please read this Drumbeat in full and discuss it with your subordinate commands and wardrooms.

Very respectfully,

A handwritten signature in black ink, appearing to read 'Brian L. Davies'.

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

# PERS 42 DRUMBEAT (JUNE 2018)



## Nuclear Pay Acronyms

There are several types of nuclear bonuses, some of which have changed names over the years. Here are the most up to date acronyms from OPNAVINST 7220.11F; NUCLEAR OFFICER BONUS AND INCENTIVE PAY PROGRAM.

**NOBIP** – Nuclear Officer Bonus and Incentive Pay – This term refers to all nuclear bonuses and pay listed below.

### **Special Bonus Pay**

**NOAB** – Nuclear Officer Accession Bonus – An accession bonus is paid to individuals who are selected for officer naval nuclear propulsion training and who execute a written contract to participate in a program of training for duty in connection with the supervision, operation and maintenance of naval nuclear propulsion plants. (\$15,000)

**NCAB** – Nuclear Career Accession Bonus – An accession bonus paid to URL officers upon successful completion of the nuclear propulsion training program. (\$2,000)

**COBO** – Nuclear Officer Continuation Bonus – COBO is the sum of money paid in annual installments to nuclear qualified officers who agree to remain on active duty an additional set period beyond their existing service obligation. COBO is paid out at the beginning of every year of obligated service on their contract signing date. (\$35,000)

### **Special Incentive Pay**

**NOIP** – Nuclear Officer Incentive Pay – This term refers to all nuclear pay, including Shift Engineer Pay (SEIP) and the Annual Incentive Pay (AIP).

**AIP** – Nuclear Career Annual Incentive Pay – AIP is a sum of money paid annually to nuclear-qualified officers with nuclear AQDs who have completed their initial service requirement. AIP is paid out at the completion of time already served on 30 September. AIP is not prorated. (\$12,500)

**SEIP** – Shift Engineer Incentive Pay – The monthly Shift Engineer (SE) pay when attached to NPTU as an instructor. Officers on their sabbatical after completing their 24-month period as SEs remain entitled to SEIP. (\$500 /month)

## LES Verification

Please ensure that you are periodically verifying your Leave and Earnings Statement (LES). Your LES is your responsibility. It is possible that errors are made that result in either an underpayment or overpayment of entitlements. The Navy will recoup any money that you received that you are not entitled to. Likewise, the Navy will back-pay you entitled money that was not properly paid. PERS-42 conducts various audits throughout the year to identify over and under payments. Please don't go into EMCON if you find an error or this may delay your correct payment or result in a recoupment at an inopportune time. If you find an error, please immediately call PERS-421D; LT Chase Cummins, so we can work with you to make your payments correct.

# PERS 42 DRUMBEAT (JUNE 2018)



## Initial COBO Contract Process and Common Questions

If you are interested in signing a contract, please go to the NPC/PERS-42 website and read OPNAVINST 722.011(series) NUCLEAR OFFICER BONUS AND INCENTIVE PAY PROGRAM. After reading the instruction print and route a COBO Application with CO's endorsement letter (enclosure 5) through your chain of command. Please do not alter anything in the application letter besides the number of years, the number of installments that you want, and the amount that you are eligible for.

Listed below are some common questions that we are asked:

**Q: When can I sign a contract?**

**A:** You can sign a contract at any point past 4 years of commissioned service (The date that you were commissioned). Normally, the number of years requested in the contract is equal to the number of installments given annually on the contract date. Contract dates should be aligned with a member's commissioning date. If you sign between 4 and 5 years of commissioned service, you are eligible to sign a "plus one" contract. A "plus one" contract allows you to sign a contract before your commissioning date giving you an additional installment on the initial contract date. Remaining installments are then paid on the member's anniversary date (should be commissioning date) based on the length of the contract. The sum of all paid installments is equal to the original value of the contract. The main benefit of the "plus one" contract is that the member gets a bonus prior to their initial five-year Minimum Service Requirement (MSR; typically five years for most officers). For example, a 5-year contract is worth \$175,000 (5 installments of \$35,000). If you elect to receive a "plus one," you would receive six installments of \$29,166. The total contract would still be worth \$175,000.

If you do not elect to receive a "plus one" installment, your contract will start on the 5<sup>th</sup> anniversary of your commissioning date. This is when your MSR ends (for most officers) and your contractual obligated service begins.

To be eligible for COBO you also need to be Engineer Qualified (PNEO). You do not need to be screened for department head to sign a contract but you should be on track to screen.

**Q. For how many years can I sign a contract?**

**A.** For initial contracts, the term is between 4 and 7 years. For all other contracts, the term is between 3 and 7 years. An officer with greater than 26 years commissioned service (YCS) serving as a major commander or post-major command can sign a contract between 1 and 4 years; however, consecutive 1 year contracts are not authorized.

**Q. Who do I send my contract to?**

**A.** The PERS-42 POC for all contracts and pay is the Division Officer Sea Detailer, PERS-421D, LT Chase Cummins. You can also send your contract to your detailer and they will ensure that PERS-421D receives and process it. Please send your contract via email PDF. We will accept US Mail but it is not as efficient as email and email also provides better OQE for any future questions.

# PERS 42 DRUMBEAT (JUNE 2018)



## **Q. How long does it take to receive my payment?**

**A.** It takes approximately 2-3 weeks from PERS-42 receiving your contract to the money being deposited in your bank account. If you have not received a payment after 1 month, please contact PERS-421D.

## **Recommended Contract Start Dates**

The recommended start date for your contract is on the anniversary of your commissioning. If your contract is not aligned to this date, there is a risk that you would not be able to receive the maximum amount of COBO in a 30-year career. For example, if you are forced to statutory retire on 13 May of your 30<sup>th</sup> year but your contract expired on 14 May of the previous year, you will not receive a COBO payment for your last year in the Submarine Force because you did not complete a full year (calculated to the day). You will receive an AIP payment from 14 May to 13 May of the following year.

Changing the contract anniversary date is possible, but isn't always an option. It is best to avoid this scenario altogether and have your contract properly aligned to your commissioning date.

## **Total Operational Submarine Service (TOSS)** **CONSUBPAY/OPSUBPAY**

There are two different types of SUBPAY: Continuous Submarine Duty Incentive Pay (CONSUBPAY) and Operational Submarine Duty Incentive Pay (OPSUBPAY). Most due-course submariners receive CONSUBPAY. It starts in power school, appears on your LES every month, and goes up over time. OPSUBPAY is paid month-by-month for time served on submarines (i.e., CHOPS on submarines, riding inspection teams, etc.).

CONSUBPAY is not a "permanent" pay. Officers must be due-course submariners and remain in the submarine force on a career basis. By policy, (OPNAVINST 7220.15, SUBMARINE DUTY INCENTIVE PAY), only officers with sufficient career sea time are considered to be in the submarine force on a career basis. The metric used to determine an officer's submarine time is called Total Operational Submarine Service (TOSS). This represents the number of months out of a career that an officer was on a submarine, or serving in certain training assignments (such as Nuclear Power School or Submarine School) which are directly related to submarine operations.

Power School, Prototype, SOBC, SOAC, SCC, and all milestone sea tours automatically count towards TOSS credit for the entirety of the tour. However, bear in mind the "Fifteen Day rule". You must check-in on or before the 15<sup>th</sup> of a month to have your reporting month count. Likewise, you must detach from a command later than the 15<sup>th</sup> to have your detaching month count as TOSS. It is conceivable if you reported too late and detached too early at every step of your career that you could lose out on several months of TOSS! Every month counts so it is worth being sensitive to this requirement.

TOSS is not automatically accrued during shore tours that require an officer to ride submarines in execution of their duties (Squadron Staff, NPEB, TRE team, etc.). Ride letters can be submitted to PERS-42 and earn up to a month of TOSS for every 48 hours underway when stationed at eligible shore duties.

# PERS 42 DRUMBEAT (JUNE 2018)



So why does TOSS matter? At certain points in our career, our TOSS is evaluated to see if we are still eligible for CONSUBPAY. These points are called TOSS Gates, and they are positioned at 12 and 18 years of submarine service (which starts the first day of power school). Prior to 12 years, everyone receives CONSUBPAY. At 12 years, you are required to have 72 months of TOSS, or CONSUBPAY stops.

The 18-year gate is slightly more complicated. At 18 years of submarine service, you must have 120 months of TOSS to be eligible to receive CONSUBPAY until 26 years of commissioned service. If you don't have 120 months of TOSS, you must have 96 months of TOSS to be eligible to receive CONSUBPAY until 22 years of commissioned service. If you don't have 96 months of TOSS at the 18-year gate, CONSUBPAY stops.

Typically, TOSS is not a concern for the "due course" submariner. Some individuals will have upwards of 120 months of toss at the 18-year gate when ride time is taken into account. It becomes an issue when short sea tours and long shore tours are involved. Throw in some bad instances of the fifteen-day rule and it's possible that a CDR in SCC could face losing CONSUBPAY after his command tour.

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 18-year gate. 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 all ride letters, a screen shot of your BUPERS PERSTEMPO sea counter, or radiation exposure records (as a last resort) to PERS-421D to ensure that your ride time is counted towards your TOSS.

## **Commanding Officer Submarine Support (COSS) Retention Bonus (Formally SSIP)**

The skilled officers who fill critical submarine support billets are essential to our Submarine Force. Formerly known as Submarine Support Incentive Pay (SSIP), the program now captured as the COSS Retention Bonus, is designed to incentivize COSS-officers filling targeted Submarine Force positions. Contracts are available for two and three-year terms at \$20,000 and \$25,000 per year, respectively. Officers must be COSS-screened, in the grade of O-5 or O-6 with 20 to 21 Years of Commissioned Service (YCS) to be eligible for this bonus. Additionally, the officer must fill one of the specific billets listed in the instruction to be eligible.

REF: MEMORANDUM FROM DCNP, OFFICER RETENTION BONUS – COMMANDING OFFICER SUBMARINE SUPPORT – 1120, DATE 19JAN2017.

## **Pay and Bonus POC**

All pay and bonus related questions should be directed to PERS-421D.

# PERS 42 DRUMBEAT (JUNE 2018)



## LDO Program Information

COs and XO's, if you have a hot running first class or Chief, please talk to them about applying for the Limited Duty Officer (LDO) Program. The 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 that are outside the normal development pattern for unrestricted line 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 LDO program, they must be E6 or above, eligible for the CPO Board, have 8-14 years of service (8-16 years of service for Nuclear LDO) as of 1 October of the year they could be commissioned, and be recommended by the CO.

As a reminder, the FY20 Nuclear LDO In-Service 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 November 2018. All applications for the FY20 **Nuclear LDO ISPB** must be received by **31 August 2018**. **Non-nuclear LDO** applications are due on **01 October 2018**.

For the **Nuclear LDO ISPB**, please see NAVADMIN 128/18: FY-20 ACTIVE-DUTY NUCLEAR LIMITED DUTY OFFICER IN-SERVICE PROCUREMENT BOARD, for further details and instructions. <http://www.public.navy.mil/bupers-npc/reference/messages/Documents/NAVADMINS/NAV2018/NAV18128.txt>

For the **Non-Nuclear LDO ISPB**, please see the FY20 ACTIVE DUTY LIMITED DUTY OFFICER IN-SERVICE PROCUREMENT BOARD message, for further details and instructions. <http://www.public.navy.mil/bupers-npc/reference/messages/Documents/NAVADMINS/NAV2018/NAV18147.txt>

Please contact PERS-422B; Nuclear LDO, at (901) 874-3938, or PERS-422A; (Non-nuclear LDO), at (901) 874-3945, if you have questions regarding the LDO program.

## Contact with PERS-42

When contacting PERS-42 via email, please ensure that you have a signature line that includes a job title, phone numbers (work and cell), and a secondary email (e.g., personal email) if applicable. You will receive a faster and more efficient response from PERS-42. Additionally, detailers will refer back to constituents' emails from time to time to find contact info to reach out to constituents so if we don't have your contact info, it is difficult for us to contact you, which may result in missed opportunities.

Another method to ensure that you get a more efficient response time from PERS-42 is to ensure that your NMCI outlook profile is up to date with your office phone number, location, etc.

# PERS 42 DRUMBEAT (JUNE 2018)

---



## E-mail Address and Phone Number Updates

We pull all email addresses and phone numbers from NFAAS at the beginning of every month. The accuracy of these emails and phone numbers is important because we use them for administrative and statutory board notifications. If you list your work email address in NFAAS, please ensure that you update it every time you receive a new email address from the Navy. For example, if you are going from a boat to CSP, you will need to update NFAAS to reflect your new CSP NMCI email address.

If you do not regularly update your email address in NFAAS, you will risk not receiving career information regarding administrative and statutory promotion boards.

# PERS 42 DRUMBEAT (JUNE 2018)



## Previous Drumbeat Topics

All previous versions of the *Drumbeat* can be found at the NPC/PERS-42 website. If you use a previous topic as a reference, please refer to the source reference/document to verify its accuracy as policies and references change frequently. Please contact us if you have any questions.

*Drumbeat* POC is PERS-421B at (901)-874-3932.

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

### **May 2018: JO Edition**

- JO Preference Process Change
- Slate Statistics
- The Detailing Process Explained
- JO Shore Tour Length
- Types of Shore Tours
- Billet Incentives and Requirements
- 2-2-2 Option
- Sailor 2025 Initiatives
- MTS Conversion Plan
- E-mail Address Updates
- Quick Reference Section

### **FEB 2018: Board Edition**

- Upcoming board dates
- Submarine CO/XO/DH eligibility
- Administrative vs Statutory
- Board correspondence policy change (Letter to the board (LTB) submission)
- What is Board Correspondence?
- How do I know if the board received my LTB?
- What is a precedence number (lineal number)?
- How do I know if I am in-zone?
- What information in your record matters the most?
- How do I review and update my record?
- FITREP Milestone and Promotion Recommendations
- How will PERS-42 contact me before the board?
- Other Board Resources and Points of Contact

### **DEC 2017:**

- NPS Distance EMBA Graduate Education
- JO Shore Tour Length and Early O-4 Screening
- JO Manning
- XO/O-4 Administrative/Statutory Boards
- DH Split Tour Opportunities
- ENG SPOT Promote Process
- Limited Duty (LIMDU) Process
- PFA Impact on Promotion Boards
- COSS Retention Bonus
- AIP and Voluntary Retirement Information
- Retirement and Resignation Information
- Permanent PRP De-certification
- FITREP Submission

### **AUG 2017:**

- 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



## Quick Reference Section

<b>Division Officer Detailing</b>				<b>Department Head Detailing</b>		
Upcoming shore slate dates:				Upcoming SOAC dates:		
Qtr	Opens	Closes	PRD	Class	Start	Finish
1Q19	7/9/18	9/3/18	DEC-FEB 19	18050	09 JUL 18	20 DEC 18
2Q19	10/8/18	12/3/18	MAR-MAY 19	18060	04 SEP 18	01 MAR 19
3Q19	1/7/19	3/4/19	JUN-AUG 19	19010	29 OCT 18	26 APR 19
4Q19	4/8/19	6/10/19	SEP-NOV 19	19020	14 JAN19	28 JUN 19
				19030	11 MAR19	23 AUG 19

### **Sailor 2025 Programs and Talent Management**

Naval Post Graduate School (NPS) – 5 Billets every quarter

Graduate Education Vouchers (GEV) – 3 Vouchers every quarter

Junior War College (NWC) – 1 Quota every quarter

Fleet Scholars Education Program – 5 Quotas for 1Q19

USNA Graduate Education & Teaching (GE+T), USNA Leadership (LEAD) – 2 Quotas Each 2Q19

SECNAV Tours with Industry (SNTWI) – 3 Quotas for 3Q19

MIT/WHOI Applications Due – 31 OCT 2018

Olmstead Applications Due – 24 AUG 2018

\*\*\*Talent Management Board Applications are due to 421C the 1<sup>st</sup> of the month that the slate closes on.  
1 SEP/DEC/MAR/JUN\*\*\*

### **Executive Officer and O5 Detailing**

Upcoming SCC dates:

Class	Start	Finish
SCC 58	26 SEP 18	30 NOV 18
SCC 59	7 JAN 19	22 MAR 19
SCC 60	8 APR 19	7 JUN 19
SCC 61	1 JUL 19	29 AUG 19

### **Class Schedules and Shore Slates can be found at our NPC/PERS-42 Website:**

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

#### **Upcoming FY20 Board Schedule:**

Major Command: 13 November 2018 (Tentatively)

#### **Upcoming Detailer Trips:**

SEP 10-11: Guam (Dates are Guam Local)

SEP 10-12: Pearl (Dates are Pearl Local)

SEP 13-14: SDGO (JO Symposium)

\*\*Dates are tentative and subject to change\*\*

CAPT Brian Davies	Division Director	<a href="mailto:brian.davies@navy.mil">brian.davies@navy.mil</a>
CAPT Drew Miller	Deputy/CO detailer	<a href="mailto:andrew.t.miller@navy.mil">andrew.t.miller@navy.mil</a>
LCDR Carlos Martinez	Branch Head/XO detailer	<a href="mailto:carlos.f.martinez2@navy.mil">carlos.f.martinez2@navy.mil</a>
LCDR Brian Pennington	Post-DH detailer	<a href="mailto:brian.r.pennington1@navy.mil">brian.r.pennington1@navy.mil</a>
LCDR Ed May	DH detailer	<a href="mailto:edward.may@navy.mil">edward.may@navy.mil</a>
LT Jeanne Van Gilder	DO Shore detailer	<a href="mailto:jeanne.vangilder@navy.mil">jeanne.vangilder@navy.mil</a>
LT Jake Kutzer	Nuclear AQD Manager	<a href="mailto:jacob.kutzer@navy.mil">jacob.kutzer@navy.mil</a>
LT Chase Cummins	DO Sea detailer	<a href="mailto:chase.m.cummins@navy.mil">chase.m.cummins@navy.mil</a>
LT Dan Kindervater	Accessions detailer	<a href="mailto:daniel.j.kindervater@navy.mil">daniel.j.kindervater@navy.mil</a>
LT Joe Beach	Asst. CO detailer/Placement	<a href="mailto:joseph.beach@Navy.mil">joseph.beach@Navy.mil</a>
CDR Todd Nichols	CDR & Above LDO detailer	<a href="mailto:christopher.t.nicho2@navy.mil">christopher.t.nicho2@navy.mil</a>
LCDR Sammie Green	LCDR & Below LDO detailer	<a href="mailto:sammie.green@navy.mil">sammie.green@navy.mil</a>
LT Mike Dahlgren	Assistant LDO detailer	<a href="mailto:michael.dahlgren@navy.mil">michael.dahlgren@navy.mil</a>



## Ready Reference – Graduate Education

This Ready Reference discusses graduate education opportunities through various programs available in the Navy. A master's degree is valuable professional and personal development and helps produce officers with a breadth of experience for the Submarine Force. There are many education and funding programs available for every type of submarine officer no matter what type of shore tour they are on.

Topics in this ready reference include:

- Resident Courses
- Distance Education
- Funding Options
- Obligated Service (OBLISERV)
- Education References
- NROTC Locations
- Quick Reference Table

### Resident Courses

**Junior Officer Talent Management Board (TMB)** – The TMB is held once a quarter by PERS-42 to select our best talent to go to some of the best programs that the Navy has to offer (including all graduate education programs). The TMB is held the week after the slate closes and application materials are due on the first of the applicable month. More information on the TMB is in the JO Shore Slate and Billet Specifics documents which can both be found on the NPC/PERS-42 website.

While the TMB is run quarterly, many graduate education programs have long lead times for applications (a year or more), so interested officers should look at opportunities early and often. A Continuation Bonus (COBO) contract is not required for application. However, if selected for one of these programs, follow-on service is required. Example programs include:

**-Fleet Scholar Education Program (FSEP)** – Up to 24 months at school of choice; defined list of over 100 schools with 5 billets given to 1120s. Communities control their own selection process and criteria. Once selected, the FSEP student is managed by the NPS Civilian Institutions (CIVINS) office, <http://my.nps.edu/web/civins/fsep>. NPS CIVINS office must have an Education Service Agreement (ESA) with the school to attend. A current list of schools with existing ESAs can be found by clicking on the map on the CIVINS FSEP webpage (<http://my.nps.edu/web/civins/fsep>). If desired school is not listed on the website, the potential student must inform CIVINS immediately (during the school application phase), as it can take six months to add a new school to the approved list. FSEP has its own instruction, OPNAVINST 1500.78. (<https://doni.documentservices.dla.mil/Directives/01000%20Military%20Personnel%20Support/01-500%20Military%20Training%20and%20Education%20Services/1500.78.pdf>)

**-Leadership, Education and Development (LEAD)**, Washington DC/Annapolis, MD – 2 billets annually; complete a one-year Master of Arts in Leadership Education and Development at George Washington University plus 2 years as a Company Officer at USNA. Typically, you will need 36 months of shore duty available but PERS-42 has been able to negotiate shorter tours to support the 7.5-year SOAC gate. The USNA LEAD Master's Program provides a graduate education opportunity for incoming Company Officers for their critical role in the Naval Academy's mission of developing midshipmen into future leaders. The competitive program attracts highly-qualified warfighters from across all warfare communities of the Navy and USMC to

# PERS 42 DRUMBEAT (JUNE 2018)



serve as role models and midshipmen, provides them with quality credentials for teaching in a classroom environment, and is a valuable opportunity for an officer to reach personal and professional goals. The cohort of 15 officers study full-time at GW's Foggy Bottom and blend coursework from GW's Columbian College of Arts and Sciences with military leadership courses taught by USNA faculty.

- **Graduate Education plus Teaching (GE+T)**, Washington DC/Annapolis, MD – 12 months' civilian education in the National Capital Region (concentration areas needed will be promulgated in the annual NAVADMIN) plus two years teaching that subject area at USNA.

<https://doni.documentservices.dla.mil/Directives/01000%20Military%20Personnel%20Support/01-500%20Military%20Training%20and%20Education%20Services/1524.2.pdf>

- **Purdue Military Research Initiative (PMRI)**, West Lafayette, IN - Nominally a 36-month program, but submariners are eligible to apply as academic timelines can be adjusted to support 1120 career timing. Undergrads with technical expertise are highly encouraged but not required.

- **MIT-Woods Hole Oceanographic Institution (MIT-WHOI)**, Cambridge/Woods Hole, MA - Pursue a degree related to Oceanography (specific concentration areas needed will be promulgated in the annual NAVADMIN ). To be eligible, you must have received a strong technical undergraduate degree with an above average GPA (3.8 or better with no "Cs" in any technical course is recommended to be competitive for selection). Once selected, students are managed by the NPS CIVINS office as CIVINS Program 375,

<http://my.nps.edu/web/civins>.

(<https://doni.documentservices.dla.mil/Directives/01000%20Military%20Personnel%20Support/01-500%20Military%20Training%20and%20Education%20Services/1520.31D.pdf>)

- **Naval Reserve Officer Training Corps (NROTC)**, various locations – Pursue graduate education while simultaneously serving as an NROTC instructor. A list of all NROTC locations is included on pages 7-8, although some units may not have an 1120 billet. Most universities offer a discounted (faculty & staff) tuition rate to NROTC instructors.

- **Naval Postgraduate School (NPS)**, Monterey, CA – Most NPS quotas are available via a rolling application process with program priorities promulgated each year by OPNAV N12. For programs with limited quota availability, applicants must compete for acceptance. A contract is required for the program. Please submit the request in conjunction with TMB documents. JPME Phase I is included with the NPS curriculum. Some of the programs that NPS offers include: Combat Systems Science and Engineering, Undersea Warfare, Naval Mechanical Engineering, Financial Management & Business Administration, Operations Research Analysis, Naval Strategy, Electronic Systems Engineering, Systems Engineering, and Computer Science. For more information, go to <https://www.nps.edu/>.

Naval Post Graduate School Command Brief: <https://www.youtube.com/watch?v=zl-8gmWSroQ>

- **Naval War College (NWC) – Junior Course**, Newport, RI – Operated on a trimester system with programs that generally last from 9-12 months. Programs in excess of 12 months include Maritime Advanced Warfighter School (MAWS) - 13 months; Advanced Strategist Program (ASP) - 13 months; Advanced Research Program (ARP) - 15 months. Graduates receive a Master of Arts Degree in National Security and Strategic Studies and JPME Phase I. Attendees have generally completed their department head tours; however, officers may attend following division officer tours if quotas and rank waivers permit (MILPERSMAN 1301-904 governs both Intermediate and Senior Service College eligibility).

# PERS 42 DRUMBEAT (JUNE 2018)



## Post Department Head In-Residence Graduate Opportunities:

- **Naval War College (NWC) – Senior Course**, Newport, RI – Operated on a trimester system with programs that last from 9-12 months. Graduates receive a Master of Arts Degree in National Security and Strategic Studies and JPME II. Students must have completed JPME Phase I and must be at least selected for promotion to CDR to attend (MILPERSMAN 1301-904 governs both Intermediate and Senior Service College eligibility).

- **Army Command and General Staff College**, Ft. Leavenworth, KS – A 1-year graduate level program that awards JPME Phase I and a Master of Military Art and Science (MMAS) degree (when degree requirements are met). LTs are accepted into this course on a case-by-case basis without a waiver. There is another degree option here that takes on a cohort approach with Kansas State University, University of Kansas, Central Michigan University or Webster University. By exercising this option, students can pursue graduate degrees in the following concentrations: MSA, Adult Education, Security Studies, Supply Chain Management, HR Management, International Relations, Procurement and Acquisitions, General Administration, Leadership or Public Administration. The cohort option typically requires some weekend or weeknight commitments and students can use TA, GI Bill or GEV (must apply for quota) to cover the out-of-pocket expenses.

- **Air Command and Staff College**, Maxwell Air Base, Montgomery, AL – A 10-month graduate-level program designed for mid-level officers (LCDR or LCDR select) resulting in JPME Phase I credit and a Master of Military Operational Art and Sciences from Air University (when degree requirements met).

- **Air War College**, Maxwell Air Base, Montgomery, AL – A 1-year program designed for senior level officers (CDR/CAPT) that awards a Master of Strategic Studies degree and completion of JPME Phase II.

- **Marine Corps University Command and Staff College**, Quantico, VA – A 10-month program designed for LCDR and LCDR select officers that fulfills JPME Phase I and includes an option of completing a Master of Military Studies (MMS) degree.

- **Marine Corps War College (Senior Course)**, Quantico, VA – An 11-month program designed for CDR or above (CDR-selects can attend and may be frocked) that fulfills JPME Phase II and awards a Master of Arts in Foreign Affairs. Service obligation incurred is 2 years. No joint outplacement (i.e., immediate follow-on joint tour) is required.

- **Joint Advanced Warfighting School (JAWS)**, Norfolk VA - An 11-month program designed for CDR or above (CDR-selects can attend and may be frocked) that fulfills JPME Phase II and awards a Master of Arts in National Security Studies and Foreign Affairs. Service obligation incurred is 2 years. 100% joint outplacement is required.

- **Eisenhower School (National Defense University)**, Fort McNair, DC - An 11-month program for CDR or above (CDR-selects can attend and may be frocked) that fulfills JPME Phase II and awards a Master of Arts in Foreign Affairs. Service obligation incurred is 2 years. 50% +1 joint outplacement (i.e., > 50% of graduates must immediately report to a joint tour) is required.

- **National War College (National Defense University)**, Fort McNair, DC - An 11-month program for CDR or above (CDR selects can attend and will be frocked) that fulfills JPME Phase II and awards a Master of Arts in Foreign Affairs. Service obligation incurred is 2 years. 50% +1 joint outplacement is required.

# PERS 42 DRUMBEAT (JUNE 2018)



**Olmsted Scholar Program:** The Olmsted Scholar Program is open to top performing post division officers and department heads. The Olmsted Scholar Program provides up to twelve months of language training followed by two years of graduate study at a foreign university while providing extensive overseas cultural and travel opportunities. Most participants will receive a Master's Degree through their host university. Olmsted Scholar eligibility is limited to active duty commissioned officers with at least 3 years, but not more than 11 years, of total active Federal service as prescribed by the Olmsted Foundation. For more information, go to <http://www.navycollege.navy.mil/resources/olmsted.htm>.

NAVADMIN 053/18: <http://www.public.navy.mil/bupers-npc/reference/messages/Documents/NAVADMINS/NAV2018/NAV18053.txt>.

Reference: OPNAVINST 1520.24D; OFFICER SCHOLARSHIP PROGRAM

## **Distance Education**

**Old Dominion University (ODU)** – As a graduate of the Navy Nuclear Power Training program, you are eligible to receive 12 credit hours towards a Master of Engineering Management (MEM), leaving only 19 credit hours to be completed through ODU. Your program will culminate in a one-credit capstone course. Course materials are delivered via portable media (CD-ROM), to allow you to work independently and at your own pace. Tuition is the responsibility of the student, but cost may be defrayed or covered by Tuition Assistance or GI Bill, as eligible. More information can be found at <https://online.odu.edu/programs/engineering-management-by-portable-media>.

### **Naval Post Graduate School:**

- **MSA: The Master of Systems Analysis** is a Master's Degree awarded for completing a curriculum focused on practice of the Operations Research / Systems Analysis profession. Students who successfully complete the program earn the MSA degree and a Certificate in Systems Analysis. Navy officer graduates receive a 3210P subspecialty code, Operations Research Analysis. This enables graduates to fill subspecialty-coded billets to conduct and supervise analysis to support major Chief of Naval Operations decisions needed to turn strategy and guidance into the fleet that delivers the right capabilities within the resources available to the Navy with a balance of risk across capability areas. The skill set also applies to analytical thinking and decision making in operational assignments. Visit the MSA webpage to apply at [https://my.nps.edu/web/dl/degProgs\\_MSA](https://my.nps.edu/web/dl/degProgs_MSA).

- **EMBA: The Executive Master in Business Administration** allows students to acquire the latest knowledge and skills in financial management, acquisition, program management, policymaking, and decision-making. The team-based curriculum is tailored to include the latest in defense-relevant studies. Students that complete the degree program also earn Defense Acquisition University (DAU) Level II credit for all program management functional training. The class meets once a week via VTC for approximately 6-7 hours per day. Graduates earn the Navy 3100P subspecialty code. Open to LCDR and above (LT's admitted by waiver). Visit the EMBA website at [www.nps.edu/emba](http://www.nps.edu/emba) for more information.

- **MSES: The Master in Science, Engineering Science, Mechanical Engineering MSES (ME)** provides students with scientific and technical knowledge of mechanical engineering. Students will gain an understanding of the role that engineering and technology have in the military operations environment. Emphasis is on naval engineering and its applications to surface vessels, submarines, and spacecraft. The MSES (ME) program is a nominal 24-month, off-duty program. Students generally take one course at a time, and

# PERS 42 DRUMBEAT (JUNE 2018)



should complete each within six months. Five courses (plus a research paper) are required. To be eligible, you must be a Navy Nuclear Power School graduate and have a BS in Engineering (or closely related field). The primary mode of course delivery for MSES is "asynchronous". CD/DVD lectures and course materials are provided to the student who proceeds at his/her own pace, communicating with the course professor in Monterey via email/telephone. This method affords maximum flexibility for the nuclear trained officer on sea, shore or overseas assignment. Students may begin coursework immediately upon acceptance (normally 2-3 weeks after application). For more information, go to <http://my.nps.edu/web/mae/nnps>.

Naval Postgraduate School Distance Learning Graduate Education Programs Available for Academic Year 2018, NAVADMIN 245/17

(<http://www.public.navy.mil/bupers-npc/reference/messages/Documents/NAVADMINS/NAV2017/NAV17245.txt>)

**Duke: Master of Engineering Management.** The Master of Engineering Management (MEM) course is a 2-year low-residency distance program consisting of 6 courses and three one-week on-campus residencies for orientation, mid-program, and the capstone. Nuclear Officers receive 6 hours of technical elective credit for their Naval Nuclear Propulsion Program Training. For more information, go to <http://memp.pratt.duke.edu/>.

## Funding Options

**Civilian Institutions (CIVINS)** at the Naval Postgraduate School provides the funding for the FSEP and MIT/WHOI programs. Under both programs, tuition and mandatory fees are covered. Costs such as books, course materials, transit, parking, travel, etc. are the student's responsibility.

**Graduate Education Voucher (GEV)** – GEV provides an opportunity for URL officers to attain Navy-relevant graduate education in certain areas of study during off-duty hours (designed for off-duty educational opportunities in conjunction with shore duty). It covers graduate costs, including tuition, books, and registration, up to \$40,000 per degree, with a maximum of \$20,000 per fiscal year, and participants are allotted a maximum of 24 months to complete a degree program. OPNAVINST 1520.37B refers. Eight 1120 quotas for GEV are available per year and officers are selected via the TMB.

For more information, go to

<https://doni.documentservices.dla.mil/Directives/01000%20Military%20Personnel%20Support/01-500%20Military%20Training%20and%20Education%20Services/1520.37B.pdf>

**Tuition Assistance (TA):** TA is the Navy's educational financial assistance program. It provides active duty personnel funding for tuition costs for courses taken in an off-duty status at a college, university or vocational/technical institution, whose regional or national accreditation is recognized by the U.S. Department of Education. As of June 1<sup>st</sup>, 2018, there is no longer a semester hour limit for TA and Sailors can use TA up to the Department of Defense's (DOD) fiscal year funding cap of \$4,500. TA will continue to be paid up to the current DOD limits of \$250 per semester hour, \$166.67 per quarter hour, or \$16.67 per clock hour. Discuss your education goals and how to maximize your TA benefits with education counselors at the Navy College Virtual Education Center (NAVE) on the Navy College Program Website at <http://www.navycollege.navy.mil/> and at Navy College Offices if overseas. For complete information, please see NAV ADMIN 127/18 at <http://www.public.navy.mil/bupers-npc/reference/messages/Documents/NAVADMINS/NAV2018/NAV18127.txt>.

**Post 9-11 GI Bill:** The Post 9-11 GI bill will cover 100% of tuition at a public school and up to \$23,671.94 per year (as of 1 August 2018) for up to a 36-month period at a private school. Participating schools have a VA

# PERS 42 DRUMBEAT (JUNE 2018)



office and certifying official who can help with enrollment and benefit questions. Using GI Bill benefits does not incur obligated service. For more information, go to [https://www.benefits.va.gov/gibill/post911\\_gibill.asp](https://www.benefits.va.gov/gibill/post911_gibill.asp).

**GMAT/GRE Fee Reimbursement Eligibility:** The Defense Activity for Non-Traditional Education Support (DANTES) offers a 1-time test fee reimbursement to military personnel for a variety of standardized tests and career certifications, including the ACT, SAT, GRE, GMAT, LSAT and PRAXIS teacher certifications. For more information, go to <http://www.dantes.doded.mil/examinations/funding-and-reimbursement-eligibility/reimbursement-eligibility.html>.

## **Obligated Service (OBLISERV)**

OPNAVINST 1520.23C; GRADUATE EDUCATION, covers obligated service from funded graduate education. Unless otherwise noted, a full-time master program 12 months or longer will obligate 3 years of service, served concurrently with other obligations. See Enclosure 7 of OPNAVINST 1520.23 for more detailed information, broken down by program. For more information, go to

<https://doni.documentservices.dla.mil/Directives/01000%20Military%20Personnel%20Support/01-500%20Military%20Training%20and%20Education%20Services/1520.23C%20w%20CH-1.pdf>

## **Other Education References:**

- NPC/PERS-42 Career & Education Website:

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

- NPSINST 1520.1K Standard Procedures for Administration and Management of Navy Fully-Funded Graduate Education Programs at Civilian Institutions and the Law Education Program

([http://my.nps.edu/documents/103400012/108027973/NPSINST\\_15201K.pdf/ac1546f1-379a-4236-a60f-7b7b5fd670cb](http://my.nps.edu/documents/103400012/108027973/NPSINST_15201K.pdf/ac1546f1-379a-4236-a60f-7b7b5fd670cb))

- Navy College Program website

(<https://www.navycollege.navy.mil/information-for-sailors/paying-for-school/programs-for-officers.htm>)

# PERS 42 DRUMBEAT (JUNE 2018)



## NROTC Unit Locations

\*Not all units have an 1120 billet and some areas are made up of a consortium of two or three schools that share an instructor staff.

School Name	City	State
Arizona State University	Tempe	Arizona
Auburn University	Auburn	Alabama
Boston University	Boston	Massachusetts
Carnegie Mellon University	Pittsburgh	Pennsylvania
Cornell University	Ithaca	New York
Duke University	Durham	North Carolina
Embry Riddle Aeronautical University	Daytona Beach	Florida
Florida A&M University	Tallahassee	Florida
George Washington University	District Of Columbia	District Of Columbia
Georgia Institute of Technology	Atlanta	Georgia
Hampton University	Hampton	Virginia
Illinois Institute of Technology	Chicago	Illinois
Iowa State University	Ames	Iowa
Jacksonville University	Jacksonville	Florida
Maine Maritime Academy	Castine	Maine
Marquette University	Milwaukee	Wisconsin
Massachusetts Institute of Technology	Cambridge	Massachusetts
Miami University	Oxford	Ohio
Morehouse College	Atlanta	Georgia
Norfolk State University	Norfolk	Virginia
North Carolina State University	Raleigh	North Carolina
Northwestern University	Evanston	Illinois
Norwich University	Northfield	Vermont
Ohio State University	Columbus	Ohio
Old Dominion University	Norfolk	Virginia
Oregon State University	Corvallis	Oregon
Pennsylvania State University	University Park	Pennsylvania
Prairie View A&M University	Prairie View	Texas
Purdue University	West Lafayette	Indiana
Rensselaer Polytechnic Institute	Troy	New York
Rice University	Houston	Texas
Rutgers University	New Brunswick	New Jersey
San Diego State University	San Diego	California
Savannah State University	Savannah	Georgia
Southern University And A&M College	Baton Rouge	Louisiana
State University of New York Maritime College	Bronx	New York
Texas A&M University	College Station	Texas



# PERS 42 DRUMBEAT (JUNE 2018)



The Citadel	Charleston	South Carolina
The College of the Holy Cross	Worcester	Massachusetts
Tulane University	New Orleans	Louisiana
Tuskegee University	Tuskegee	Alabama
University of Arizona	Tucson	Arizona
University of California at Berkeley	Berkeley	California
University of California at Los Angeles	Los Angeles	California
University of Colorado	Boulder	Colorado
University of Florida	Gainesville	Florida
University of Idaho	Moscow	Idaho
University of Illinois	Champaign	Illinois
University of Kansas	Lawrence	Kansas
University of Memphis	Memphis	Tennessee
University of Michigan	Ann Arbor	Michigan
University of Minnesota	Minneapolis	Minnesota
University of Mississippi	University	Mississippi
University of Missouri	Columbia	Missouri
University of Nebraska	Lincoln	Nebraska
University of New Mexico	Albuquerque	New Mexico
University of North Carolina	Chapel Hill	North Carolina
University of Notre Dame	Notre Dame	Indiana
University of Oklahoma	Norman	Oklahoma
University of Pennsylvania	Philadelphia	Pennsylvania
University of Rochester	Rochester	New York
University of San Diego	San Diego	California
University of South Carolina	Columbia	South Carolina
University of South Florida	Tampa	Florida
University of Southern California	Los Angeles	California
University of Texas	Austin	Texas
University of Utah	Salt Lake City	Utah
University of Virginia	Charlottesville	Virginia
University of Washington	Seattle	Washington
University of Wisconsin	Madison	Wisconsin
Vanderbilt University	Nashville	Tennessee
Villanova University	Villanova	Pennsylvania
Virginia Military Institute	Lexington	Virginia
Virginia Polytechnic Institute and State Univ.	Blacksburg	Virginia
Yale University	New Haven	Connecticut

# PERS 42 DRUMBEAT (JUNE 2018)



## Quick Reference

Grad Ed Program	Resident/ Distance Learning	Full / Part Time	Cost	Location	M.A. / M. S.	Disciplines	JPME Offered	COBO Required	OBLISERV
FSEP	Resident	Full Time	Books, Course Materials, Parking, Travel	Multiple	Any	Any	No	No	3x length of program, NTE 3 years
GE+T	Either	Full Time		Annapolis, MD	Any	Any	No	No	3 years
LEAD	Resident	Full Time		Annapolis, MD (Note 1)	Masters of Professional Studies	Leadership and Organization	No, but is	No	3x length of program, NTE 3 years
MIT-WHOI (CIVINS 375)	Resident	Full Time	Books, Course Materials, Parking, Travel	Boston, MA	MS	Oceanography	No	No	3 years
NPS (Note 2)	Resident	Full Time	Books only	Monterey, CA	Any offered	Any offered	Yes (JPME I)	No	3 years
NPS (Note 2)	DL	Part Time	Books only	N/A	Several	Several	No	No	3 years
NWC – Junior	Resident	Full Time	None	Newport, RI	MA	National Security and Strategic Studies	Yes (JPME I)	No	3 years
NWC – Senior	Resident	Full Time	None	Newport, RI	MA	National Security and Strategic Studies	Yes (JPME II)	No	3 years
Army Command and Staff College	Resident	Full Time	None (Note 3)	Fort Leavenworth, KS	MA	Military Art and Science	Yes (JPME I)	No	3 years
Army Senior War College	Resident	Full Time	None	Carlisle, PA	MA	Military Art and Science	Yes (JPME II)	No	3 years
Air Force Junior War College	Resident	Full Time	None	Montgomery, AL	MA	Military Operational Arts and Sciences	Yes (JPME I)	No	3x length of program

# PERS 42 DRUMBEAT (JUNE 2018)



Air War College	Resident	Full Time	None	Montgomery, AL	MA	Strategic Studies	Yes (JPME II)	No	3 years
Marine Corps University Command and Staff College	Resident	Full Time	None	Quantico, VA	MA	Military Studies	Yes (JPME Phase I)	No	3x length of program
Marine Corps War College	Resident	Full Time	None	Quantico, VA	MA	Foreign Affairs	Yes (JPME II)	No	2 Years
National War College	Resident	Full Time	None	Washington, DC	MA	Foreign Affairs & National Security Studies	Yes (JPME II)	No	2 Years
Eisenhower School	Resident	Full Time	None	Washington, DC	MA	Foreign Affairs	Yes (JPME II)	No	2 Years
Olmsted Scholar	Resident	Full Time	None	Multiple	Maybe	Various	No	No	3x length of program in overseas location

Note 1: USNA LEAD program current school of record for classes is George Washington University, Washington DC until May 2021

Note 2: GMAT / GRE not required for NPS courses (resident or distance learning)

Note 3: Cohort option typically requires some weekend or weeknight commitments and students can use TA, GI Bill or GEV (must apply for quota) to cover the out-of-pocket expenses

Note 4: There may be costs if the officer exceeds the 20k per fiscal year limit and/or the \$40k program