

PERS 42 DRUMBEAT (MAY 2018)



Junior Officer Shore Detailing Edition

Improving JO satisfaction during shore duty detailing is a large priority and is one of the primary focuses of PERS-42 and N133. We have made and are continuing to make big changes to better man the fleet with an emphasis on work-life balance while producing superior officers. This edition was specifically designed to provide information regarding Junior Officer shore duty detailing and highlight the improvements to the process.

Topics in this edition of the *Drumbeat* Include.

- 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

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,

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

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PERS-42 New Staff

LT Chase Cummins relieved LT Josh Wingfield as JO Sea Detailer (421D). LT Cummins was a JO on GREENEVILLE. LT Wingfield will be reporting to COMSUBPAC as Flag Aide for RADM Caudle.

LT Dan Kindervater relieved LT Jordan Keough as New Accessions Detailer and Retirement/Resignation Coordinator (421E). LT Kindervater was a JO on RHODE ISLAND BLUE. LT Keough will be reporting to KEY WEST in Guam as NAV.

JO Preferences Process Change

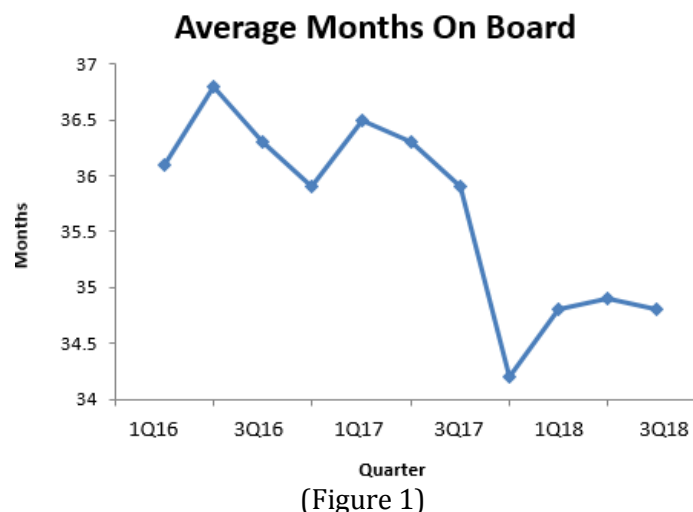
We are no longer using “Slate Compression” when preferences are submitted.

JO shore duty preferences will now be submitted by ranking the jobs on a slate and putting them into top, middle and bottom thirds. The size of the thirds will be dependent on the size of the slate, and will have some variation in size in order to provide flexibility in preference submission.

For example, on a slate with 75 jobs, each third will have 25 jobs. The slate instructions will have specific guidance on how large or small the thirds can be. After all the jobs have been “binned,” JOs will individually rank their preferences by placing the most desired billets at the top and the least desired billets at the bottom. Compression by geolocation or job type is no longer required.

Only the top third jobs are required to be individually ranked but you are welcome to rank all jobs. With slate compression (putting similar jobs under one preference), JOs typically submitted between 15-30 jobs in their top 10 preferences. Each third will typically be 18-32 jobs, which maintains about the same number of individually ranked jobs submitted while removing the geolocation and job type compression restrictions.

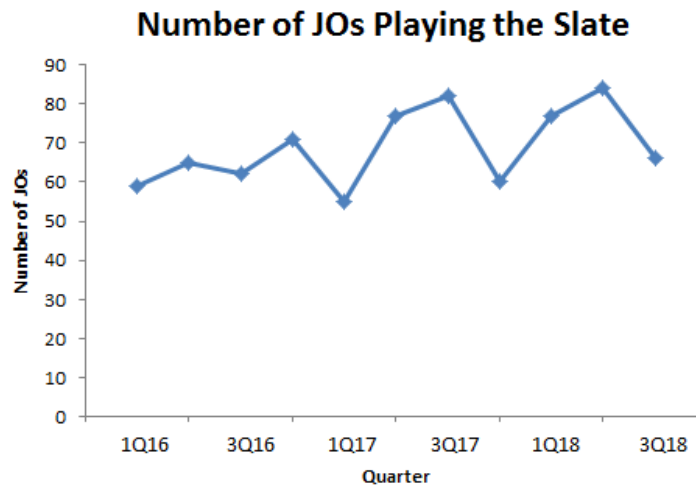
Slate Statistics



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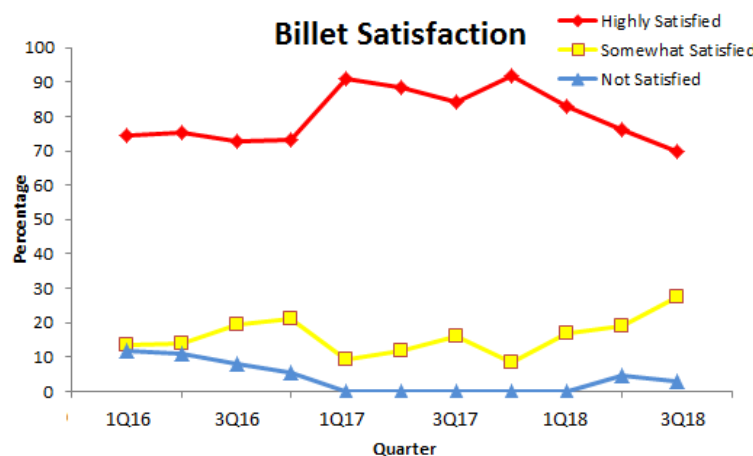


JO Sea Tour Lengths (Figure 1): Average JO Sea tours across the fleet have been lowered from 37 months to about 34.5 months and continue to trend down. Orders are now being written for a nominal 32 months and boats should work to achieve a wardroom average of 32 months over the next year. In execution, your ship should be transferring one JO per slate since PERS-42 will be sending approximately one new JO to each ship every quarter (ship schedule allowing).



(Figure 2)

JO Shore Slate Participation (Figure 2): The number of Junior Officers reporting to shore duty is on a steady incline, and expected to stabilize around 75-80 Junior Officers per slate. We hope to maintain this trend as we continue to make desired adjustments to the shore slating process based on your feedback.



(Figure 3)

Assignment Satisfaction (Figure 3): For the last two years, over 70% of Junior Officers received one of their top 3 preferences. Less than 5% of slate participants were assigned non-voluntarily over the past 2 years. The decline in the number of satisfied JOs was a result of an increase in the number of prototype billets that have been required to be filled. The number of prototype billets will return to approximately 10 per quarter after first quarter 2019. The new slating process is expected to increase overall slating satisfaction while continuing to minimize non-volunteer slating.

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The Detailing Process Explained

The first step of the slating process is to generate the slate. Placement Officers (officers here in Millington that represent the commands and their billets) post billets to detailers with designated fill dates. LT Jeanne Van Gilder, our JO Shore Detailer (PERS-421C), assembles all the jobs posted to her desk to fill. The slate is then posted to the NPC/PERS-42 website. A mid-slate update is also published approximately one month after the slate is initially posted. This update adds jobs which have recently become available and removes jobs which are no longer available.

JO shore detailing balances officer performance, officer preferences and the needs of the community. After everyone submits their preferences, we assign a BUPERS performance number (BPN) based on an officer's FITREPS. The BUPERS number is determined by the individual trait average, reporting senior's cumulative average, and soft breakouts. Soft breakouts such as #1/#2 JO, #1/#2 LTJG are positives. Indications of declining performance such as a removed DH recommendation or failed PRT are negatives. The BPN also has a correction factor that adjusts for O-3 FITREPs and the difference in Reporting Senior's Cumulative Average (RSCA) between COs. The BUPERS number is only used when ranking JOs playing the slate; it is not part of your official record or used beyond JO shore detailing. The formula for BPN calculation is available on our website.

After the JO Shore detailer matches an officer to a billet, considering their BPN and preferences, the slate is routed to PERS-42 for approval. Once the slate is approved, the results are forwarded to all COs, XO's, and Commodores. A Facebook message is also posted informing the fleet that results are released. Orders are written and released approximately 2-3 weeks after notification. Orders are released approximately three months prior to rotation.

JO Shore Tour Lengths

Typically, JO Shore Tour Lengths are 24 months. However, there are several exceptions per various policies, some of which are:

- OCNUS Tours in Japan/Italy/Guam are written for 36 month orders if accompanied, 24 months if unaccompanied or going to SOAC. If the JO's sea tour was in Guam, there is a 24-month minimum if follow-on shore orders are to Guam.
- OCNUS Tours in Hawaii are 36 months if a JO conducts a Permanently Change of Station (PCS) to Hawaii; 24 months if there was no PCS move (i.e., the JO was stationed on a Hawaii-based SSN).
- OCNUS Tours in Bahrain are 12 months unaccompanied (with a follow-on shore tour) or 24 months accompanied (with no follow-on shore tour).
- NTSD Tours are 18 months, with a follow-on shore tour of 18 months.
- NPTU duty is 24 months followed by a 12-month sabbatical (if on contract).
- Joint Tours (such as STRATCOM/PACOM) are 36 months or 24 months if going to SOAC.

Officers going to SOAC and submarine DH are considered "milestone" tours and officers going to SOAC can expect to be detailed closer to the 24-month point (not including NSTD/NPTU) regardless of minimum tour length exceptions. SOAC timing is very important to maintain submarine officers on track for all promotions. PERS is authorized to shorten shore tours as necessary to ensure that

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officers meet their career timing and gates. The SOAC gate is 7.5 years from commissioning for most officers, and 8 years from your year group.

Example: YG 14 Officer that commissioned in May 2014.

Report to SOAC	Graduate SOAC	Report to Boat	"Serving as DH" FITREP	In-Zone Look for O-4* & XO
January 2022	June 2022	July 2022	OCT 31(ENG) JAN 31 (NAV/WEPS)	FY24 May 2023

* Based on Lineal Number. Please refer to FEB 2018 Edition of the Drumbeat for information on O-4 selection process, lineal numbers, and zones.

References:

- Joint Travel Regulations (JTR), DoDI 1315.18J
- MPM 1301-108 Officer Distribution – Retainability
- MPM 1300-308 Tour Lengths and Types
- MPM 1301-110 Officer Distribution – Prescribed Sea Tour (PST) and Recommended Shore Tour Lengths

Types of Shore Tours

There is no such thing as a bad JO shore tour! All of these assignments will increase your exposure to the larger Navy and help you build new skills. All shore tours present their own challenges, rewards, and enjoyment. For example; some people really enjoy Prototype because they like having three and four days off at a time on a regular basis, the extra pay (\$500 per month shift engineer incentive pay) and the year off to work on a Masters Degree. On the other hand, other officers do not enjoy Prototype because they have already experienced it.

Our advice is to submit preferences based on what is going to make you happy. If you want to be an admiral's aide to gain a lot of professional development, experience, and learn how a staff job works- then ask to be one. If you want to go be the ASW officer on a PHIBRON/DESRON, see the world, and experience the surface fleet- then volunteer for it. If you only care where you live- ask to live in that location.

We have many different flavors of shore billets that range anywhere from professional development (admiral's aide), to technical development (NPTU/NNPTC), to leadership/human-relations development (NROTC/USNA/Navy Recruiting Command).

The amount of job satisfaction that you get out of a shore tour is purely dependent on one's interests and attitudes. A JO shore tour will not alter your future and your selectivity for a milestone tour. Your at-sea performance will get you selected for the next career milestone.

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Billet Incentives and Requirements

NPTU and NTSDs offer great incentives for doing hard work on behalf of the Submarine Force.

NPTU

- All Shift Engineers: \$500 / month Shift Engineer Incentive Pay (SEIP)
- SE on DH Contract: Homeport or Platform Guarantee for DH
- SE on DH Contract: Up to a 1 year sabbatical, based on SOAC timing

NTSD (18 month assignment to PCU, DESRON, PHIBRON, or other similar tour)

- Pick off the slate for a follow-on tour. Follow-on tours are up to 18 months, depending on SOAC timing
- Guaranteed no greater than 20 months onboard the PCU, if assigned.

Certain highly desirable and competitive billets will be preferentially filled with JOs on contract. These billets include, but are not limited to:

- Major NROTC Units (VPI/DUKE/PENN/OHIO. etc.),
- USNA
- CTF-69 in Naples, IT.

Billets for which the Navy is funding additional education incur a service obligation and PERS-42 will require a Department Head contract. These include:

- Naval Postgraduate School
- Naval War College
- Graduate Education and Teaching (GE+T) and Leadership Education and Development (LEAD) programs at USNA
- MIT/WHOI
- SECNAV Tours with Industry (SNTWI)
- Fleet Scholars Education Program (FSEP)

2-2-2 Option

All JOs are eligible to opt into the “2-2-2” NPTU/PCU split-tour program. This shortens the at-sea Division Officer tour to two years, followed by two years at NPTU/PCU and two years at a regular shore duty assignment. JOs already on sea duty may opt-in if the following requirements are met:

1. Demonstrate sustained superior operational performance proving readiness for Department Head (DH)
2. Completed PNEO
3. Completed 24 months on board an operational platform
4. Endorsed by Commanding Officer for early rotation

2-2-2 opportunities are available for prototypes and Pre-Commissioning Units (PCUs). A split tour facilitates a normal 24-month shore tour following service at a PCU or NPTU. Junior Officers are able to pick off the slate for their follow-on tour.

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If serving at NPTU for their 2-2-2 option, JOs will receive \$500/month SEIP while serving as a Shift Engineer.

Sailor 2025 Initiatives

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 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 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), Graduate Education Voucher (GEV), Naval War College, MIT/WHOI, Fleet Scholar Education Program (FSEP), USNA instructor billets, School for Advanced Nuclear Deterrence Studies (SANDS), and Air Force exchange programs.

SNTWI presents an incredible opportunity for JOs and post DHs to gain first-hand knowledge from some of the largest defense contractors and technology corporations in the country. Some of the companies participating in the program are SpaceX, 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 are 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.

Career Intermission Program (CIP) provides an adaptable option for officers and their families to transfer into the Individual Ready Reserve (IRR) 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. CIP planning and transfer to the IRR takes 8-12 months, so early contact with your detailer about this option is recommended.

Naval Post-Graduate School (NPS) offers over 40 distance learning certificates and Master's degree programs. Two of the more popular programs are the Executive Master of Business Administration (EMBA) and the Master of Engineering Science, Mechanical Engineering Curriculum.

- EMBA- Applications for the Executive Master of Business Administration are being accepted for the September 2018 class. The curriculum is 24 months long and students participate in 1 class per week for 6-7 hours in a virtual classroom. Applications are due 15 June.
- The Master of Science in Mechanical Engineering degree is a nominal 24-month program composed of 5 courses (1 course every 6 months). This course is delivered via CD/DVD lectures and is self-paced. This class may be started at any time throughout the year.

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For more information on the programs offered at NPS, please visit the NPS or the NPC/PERS-42 website.

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

MTS Conversion Plan

The MTS 635 SAM RAYBURN and MTS 626 DANIEL WEBSTER are being defueled in the near future and MTS 701 LA JOLLA and MTS 711 SAN FRANCISCO are in the conversion process. The timeline for transitioning to MTS 701 and MTS 711 is discussed below. All dates are approximate and subject to change.

MTS 701/635

APR 2019	MTS 701 tows to Charleston
JUN 2019	MTS 701 commence student training
JUL 2020	MTS 635 graduates final class
SEP 2020	MTS 635 tows to Norfolk for inactivation
AUG 2021	MTS 635 completes defueling

MTS 711/626

APR 2021	MTS 711 tows to Charleston
JUN 2021	MTS 711 commences student training
AUG 2022	MTS 626 graduates final class
SEP 2022	MTS 626 tows to Norfolk for inactivation
OCT 2023	MTS 626 completes defueling

E-mail Address Updates

We pull all email addresses from NFAAS at the beginning of every month. The accuracy of these emails 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. Ex: 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.

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Quick Reference Section

Division Officer Detailing				Department Head Detailing		
Upcoming shore slate dates:				Upcoming SOAC dates:		
Qtr	Opens	Closes	PRD	Class	Start	Finish
4Q18	4/9/18	6/4/18	SEP-NOV 18	18040	01 MAY 18	19 OCT 18
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	03/4/19	JUN-AUG 19	19010	29 OCT 18	26 APR 19
				19020	14 JAN19	28 JUN 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 – 3 Quotas for 3Q19 MIT/WHOI Applications Due – 31 OCT 2018 ***Talent Management Board Applications are due to 421C the 1 st of the month that the slate closes on. 1 SEP/DEC/MAR/JUN***						
<u>Class Schedules and Shore Slates can be found at our NPC/PERS-42 Website:</u> http://www.public.navy.mil/bupers-npc/officer/Detailing/submarinenuclear/career/Pages/default.aspx						
Upcoming FY19 Board Schedule: O-4/CO/XO/DH: 21 May 2018				Upcoming Detailer Trips: Exact dates TBD 11-14 June: Bangor Oct: Pearl Harbor/Guam **Dates are tentative and subject to change**		
CAPT Brian Davies	Division Director	brian.davies@navy.mil				
CAPT Drew Miller	Deputy/CO detailer	andrew.t.miller@navy.mil				
LCDR Carlos Martinez	Branch Head/XO detailer	carlos.f.martinez2@navy.mil				
LCDR Brian Pennington	Post-DH detailer	brian.r.pennington1@navy.mil				
LCDR Ed May	DH detailer	edward.may@navy.mil				
LT Jeanne Van Gilder	DO Shore detailer	jeanne.vangilder@navy.mil				
LT Jake Kutzer	Nuclear AQD Manager	jacob.kutzer@navy.mil				
LT Chase Cummins	DO Sea detailer	chase.m.cummins@navy.mil				
LT Dan Kindervater	Accessions detailer	daniel.j.kindervater@navy.mil				
LT Joe Beach	Ass. CO detailer/Placement	joseph.beach@Navy.mil				
CDR Todd Nichols	CDR & Above LDO detailer	christopher.t.nicho2@navy.mil				
LCDR Sammie Green	LCDR & Below LDO detailer	sammie.green@navy.mil				
LT Mike Dahlgren	Assistant LDO detailer	michael.dahlgren@navy.mil				