PERS 42 DRUMBEAT (JAN 2019)

Head Submarine Officer Detailer/Nuclear Propulsion Program Manager Update

Happy New Year from PERS-42! We are excited to present our first *Drumbeat* of 2019. We appreciate the feedback we've received through last year and welcome the opportunity to improve our talent management efforts.

Topics included in this installment:

JO Sea/Shore Topics
- NPS Distance EMBA Graduate Education
- JO Shore Tour Length and Early O-4 Screening
- JO Manning

DH/XO Topics
- XO/O-4 Administrative/Statutory Boards
- DH Split Tour Opportunities
- ENG SPOT Promote Process

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- Limited Duty (LIMDU) Process
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- FITREP Submission / Ready Reference

Your feedback in support of officer career management and engagement 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. Please let us know if you would like to see any additional topics in future editions of the *Drumbeat*.

Very respectfully,

CAPT Brian L. Davies
Director Submarine/Nuclear Officer Distribution (PERS 42)
Nuclear Propulsion Program Manager (N133)
Brian.davies@navy.mil;

PERS-42 New Staff

LCDR Mike Deboer has temporarily relieved LCDR Brian Pennington as the DH Shore Detailer (421A). LCDR Deboer has previously served as 421A and is stepping back into the role after serving as the PERS-4 Executive Assistant.

LT Christopher Wilber relieved LCDR Ed May this past November as the DH Sea Detailer (421B). LT Wilber was the NAV on BUFFALO, WEPS on OHIO (BLUE), and a JO on ALBANY. LCDR May is continuing to SCC and is slated to relieve as XO on NEWPORT NEWS.

LT Jason Koncsol has relieved LT Jake Kutzer as the Nuclear AQD Manager (421N). LT Koncsol was a JO on PENNSYLVANIA(GOLD). LT Jake Kutzer will report to SOAC in MAR19.

JO Sea/Shore Topics

Naval Postgraduate School – Distance EMBA Graduate Education

NPS offers a two-year distance EMBA program with a specialization in Financial Management and Acquisition subspecialties. Both of these subspecialties are highly valued in the submarine force. Two classes are held one day a week for two years. This program is specifically tailored to the URL officer.

This program should be considered by all officers that are at commands where it is difficult to earn a Master's degree. Some shore commands that can easily accommodate this program are: NPTU, NNPTC, PCUs, MTSs, DIRSSP, STRATCOM and CSL/CSP commands.

Interested JOs should contact LT Jeanne Van Gilder, PERS-421C, at jeanne.vangilder@navy.mil. For all other officers, please contact your detailer.

JO Shore Tour Length and Projected Rotation Date Extension Requests

PERS-42 fields many questions regarding post-division officer shore tour lengths and requests for PRD extension. Shore tour orders will be written for 36 months in accordance with DoD policy. Once reporting in, PRDs will be changed to 24 months IAW MPM 1301-110. Shore tours are nominally 24 months to align 1120 officers to the Submarine Officer Career Path. Failing to follow the nominal career path can have the following implications:

-**O-4 Promotion:** With O-3 FITREPs written in January, reporting onboard for Department Head (DH) after January 31st may prevent an officer from submitting a regular FITREP to the O-4 promotion board showing they are serving as a DH. This can be mitigated via a letter to the board with a command endorsed letter stating the officer is serving as a DH.

-**XO Boards:** XO screening occurs in 3 looks with the first occurring in May of an officer's 9th year of commissioned service. Officers reporting late to their DH tour risk non-competitive showings in early looks. XO screening is designed to select 30% of an XO YG on the 1st look, 50% on the 2nd look and the final 20% on the 3rd look. Delays can leave too many qualified candidates unable to breakout until the 3rd look when there may not be enough quotas remaining.

-**DH Detailing:** PRD extensions tend to align with academic calendars. This leads to higher demand for SOAC classes convening in the summer and lesser demand for SOAC classes convening in the winter. If SOAC classes become too full, students may be delayed resulting in time wasted at NAVSUBSCOL awaiting class up. When classes are light, Department Head detailing becomes less sensitive to student preferences as "need to fill" billets come up consistently throughout the year.

To reduce the need for PRD Extensions for Master's degree completion, officers are expected to commence graduate education within 6 months of reporting to their shore duty assignment.

The Submarine Officer Career Path and Milestones TACAID (1120 Career TACAID) and the PRD Extension Sample Letter (and guidelines) can be found on the PERS-42 website: (https://www.public.navy.mil/bupers-npc/officer/Detailing/submarinenuclear/Pages/Career%20Counseling.aspx).

JO Manning

All wardrooms will be manned with a minimum of 9 junior officers. Commands are often concerned when projected manning falls below 9 officers, however wardroom planning sheets do not indicate officers prior to slating and it may not include projected gains. Based on prototype operational status, we may be able to increase all wardrooms to an average of 11 JOs, current average is 10.5. For ships that are deploying, the Force relies on you pulling from ships in the shipyard to plus-up your watchsections prior to deployment and to provide operational opportunities for officers that would otherwise spend much of their tour in the yards. As a result, PERS-42 will keep ships in extended avails (>1 year) above fleet average for JO manning.

POC: LT Chase Cummins, PERS-421D, at chase.m.cummins@navy.mil.

DH/XO Topics

XO/O-4 Administrative/Statutory Boards

Serving DHs should track two boards: administrative screening for XO and statutory promotion to O-4. Administrative boards are sponsored by PERS-42 and select officers in the submarine community for DH, XO, CO, and Major Command. Squadron rankings are an integral part of being selected for your next career milestone. It is imperative that your ranking makes it to the board either as a Letter to the Board (LTB) or in your FITREP. Outside materials are not allowed to be considered during the board process, so if your official record does not reflect a professional milestone, you will not get credit in the board.

All spring rankings must be sent to the board via a LTB.

The O-4 board is the most important and the most competitive. It is imperative that your most recent FITREP have the correct billet title and recommendations for O-4 and XO. We have had department heads fail to select because their FITREP billet title was wrong; PNAV vice NAV, or they were lacking a recommendation to XO and/or O-4.

If a department head reports to the boat between their 31JAN FITREP and the O-4 board in May, they will need to submit either a special FITREP or a LTB showing their status as a serving DH and recommendations for promotion. Of note, a special FITREP requires at least 3 months of observed performance, per BUPERSINST 1610.10D paragraph 3-9.

*****Follow the rules for a special FITREP and submit via official channels AND via LTB.*****

POC: LT Chris Wilber, PERS-421B, at christopher.r.wilber@navy.mil.

DH Split Tour Opportunities

The community is always looking for ways to increase the number of engineer-served officers. If you are a successful DH or you know a DH that would make a good engineer, please inform PERS-421B about a possible split tour to an engineer billet. Split tours are conducted after completing 12-18 months as a NAV or WEPS with a strong chance of screening for XO. Split tour ENGs usually fill a DECOM or NEWCON ENG billet but exceptions are made. Generally, split tour officers should stay in the same squadron for continuity in rankings, but exceptions can be made.

A split tour ENG billet is an excellent opportunity to prepare oneself for their XO tour and ultimately, their CO tour. A follow-on ENG billet will be approximately 24 months.

POC: LT Chris Wilber, PERS-421B, at christopher.r.wilber@navy.mil.

ENG SPOT Promote Process

IAW SECNAVINST 1421.3L, officers selected for spot promotion will be appointed in the temporary grade of LCDR effective on the date they report to a qualifying billet or the date of Senate confirmation of the appointment, whichever is later.

Almost all engineers reporting to their boats will already be senate confirmed for a SPOT promotion. They will be authorized to wear O-4 and get paid from the date that they check on board. It is imperative that commands and PSD fully "diary" the officer on board in a timely manner so that PERS-8 can activate their pay as close as possible to their check-in date.

Please inform PERS-421B when a new ENG reports aboard. PERS-421B will coordinate with PERS-8 to activate their pay and send the SPOT promotion acceptance form to the boat for CO and ENG signature. No additional forms or paperwork from the ship are necessary or required. All paperwork will be sent to you.

Conversely, if your ENG is no longer eligible for a SPOT promotion, please contact PERS-421B. Officers are not eligible for a SPOT promotion if they are no longer serving in the billet and NOT selected for permanent promotion to O-4.

POC: LT Chris Wilber, PERS-421B, at christopher.r.wilber@navy.mil.

All Hands Topics

Limited Duty (LIMDU) Process

If you are placed on LIMDU, you need to call your detailer and inform them of your status. Also, please ensure that your medical provider sends a message to NPC IAW MILPERSMAN 1306-120(0/2/4) informing us of your LIMDU status. Your detailer can not write you LIMDU orders without this message.

Please contact your detailer if you have any questions.

PFA Impact on Promotion Boards

PERS-42 cannot stress enough the importance of superior performance on the PFA. Multiple officers have failed to select for the next promotion in part due to PFA failures. If you have a history of poor PFA performance and have since corrected the problem, please send a LTB to your next promotion/milestone board explaining what you have done to correct the problem.

Also, please verify that your PFA history in PRIMS matches what is on your FITREP. Take aggressive action to correct any deficiencies in your record to ensure that the board has the most accurate information.

Physical fitness performance during the PRT is a basic milestone reviewed by every board (administrative and statutory) and we recommend verifying yours is correct before your record is up for board review.

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 and have less than 22 Years of Commissioned Service (YCS) to be eligible for this bonus.

Interested officers should contact CDR Carlos Martinez, PERS-421, at carlos.f.martinez2@navy.mil.

AIP and Voluntary Retirement Information

Officers who voluntarily separate from active duty prior to 30 September will not receive AIP. Officers who separate or retire from the Navy by statutory or involuntary retirement are eligible for a pro-rated payment of AIP.

POC: LT Chase Cummins, PERS-421D, at chase.m.cummins@navy.mil.

Retirement and Resignation Information

Unless there is a humanitarian reason for approval, resignations and retirement requests will be disapproved for officers who owe time. All unqualified retirements and voluntary resignations must meet Minimum Service requirement (MSR) and Minimum Tour for Separation (MTS).

MTS – Minimum tour after PCS before new PCS, resignation, or retirement orders can be written as follows: 2 Years for CONUS shore duty.
1 Year CONUS shore duty if previous tour was OCONUS.
1 Year for non-nuclear sea duty (2 years for nuclear sea duty)
3 Years or IAW Joint Travel Regulations (JTR) appendix "Q" for OCONUS Shore Duty.

MSR – Service Obligation before resignation or retirement orders can be written as follows:
Submarine and Nuclear Accessions – 5 Years

Tuition Assistance –
Length varies, concurrent with other obligations – see OPNAVINST 1520.23C.
Tours With Industry (TWI) have payback tours based on the training gained.
Resignations: Submit requests 9-12 months prior to PRD via NSIPS. Requests outside this window will be denied. All resignations are approved for the last day of the month, which corresponds with transfer of your commission to the reserve list. However, resignations are written for the entire month, and officers are directed to complete their resignation at any time during the month. Further information can be found in MILPERSMAN 1920-200 and NAVADMIN 273/17.

Retirements: Submit requests 6-9 months prior to PRD via NISIPS. If the request does not coincide with PRD, submit requests 9-12 months prior to PRD. All retirements are approved for the first day of the desired month, which corresponds to the transfer of your commission to the retired list. Further information can be found in MILPERMAN 1810-020. This instruction was updated November 2018, so double-check your copy!

POC: LT Dan Kindervater, PERS-421E, at daniel.j.kindervater@navy.mil.

Permanent PRP De-certification

If an officer is permanently decertified for the PRP, please inform PERS-421N and the respective detailer, as additional AQD action may be required and the lost certification has career implications for the affected officer.

POC: LT Jason Koncsol, PERS-421N, at Jason.d.koncsol3@navy.mil.

Post 9-11 Bill Update

NAVADMIN 170/18 announced changes to the Post 9-11 GI Bill policy for transfer of education benefits (TEB) eligibility. Members requesting to transfer unused education benefits must serve 4 additional years on active duty or in selected reserve (SELRES) from the date of election. This NAVADMIN cancelled former exceptions that permitted individuals with at least 10 years of service to obligate less than 4 years of service in return for TEB. NAVADMIN 020/19 explained that members with at least 10 years of service who are unable to obligate 4 years due to statute or policy may TEB prior to 12 July 19 so long as they agree to serve the maximum time allowed per statute or policy.

Former exceptions that permitted individuals with at least 10 years of service to obligate less than 4 years of service in return for TEB are cancelled. Effective 12 July 19, TEB will only be available for members with at least 6 years of service up to a maximum of 16 years of service who are eligible for and agree to 4 additional years of benefits. This means you MUST transfer your benefits when you have at least four years remaining prior to retirement eligibility.

If you or your Sailors have more than 16 years of service, action is required prior to 12 July 2019 to ensure benefits are not lost!

Please review NAVADMINs 170/18 and 020/19 to ensure your Sailors do not lose benefits!

Per NAVADMIN 170/18, OPNAV N127 POC: Mr. James Johnson, james.p.johnson@navy.mil.

PERS-42 POC: LT Dan Kindervater, PERS-421E, at daniel.j.kindervater@navy.mil.

NAVADMINs can be found by following the link below:
https://www.public.navy.mil/bupers-npc/reference/messages/NAVADMINS/Pages/default.aspx

FITREP Submisison

As a reminder, please do not send FITREPS to PERS-42. Please send all FITREPS to the appropriate code at NPC IAW the FITREP and EVAL Instruction (BUPERSINST 1610.10 (series)).

FITREP Ready Reference

The SWO(N) arm of PERS-42 has put together a great reference tool that we recommend as a starting point for wardroom training. It covers FITREP basics, what recommendations are important, and even how your FITREP is used as a tool in statutory and administrative boards. A link to this guide can be found below:

https://www.public.navy.mil/bupers-npc/officer/Detailing/surfacewarfare/detailers/Documents/SWO%20N/SWO(N)%20Ready%20Reference%20-%20FITREPs.pdf

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Quick Reference Section

Division Officer Detailing

Upcoming shore slate dates:

Qtr	Opens	Closes	PRD
3Q19	3rd Week DEC18	1st Week FEB19	JUN-AUG 19
4Q19	2nd Week MAR19	1st Week MAY19	SEP-NOV 19
1Q20	2nd Week JUN19	1st Week AUG19	DEC-FEB 20
2Q20	2nd Week SEP19	1st Week NOV19	MAR-MAY 20

Due dates for talent management due first of month that quarter slate closes.

Department Head Detailing

Upcoming SOAC dates:

Class	Start	Finish
19020	14 JAN 19	28 JUN 19
19030	11 MAR 19	23 AUG 19
19040	06 MAY 19	18 OCT 19
19050	08 JUL 19	19 DEC 19
19060	03 SEP 19	28 FEB 20

Executive Officer and O5 Detailing

Upcoming SCC dates:

Class	Self-Study	Class Convene	Finish
SCC (Pearl)	1/2/19	1/7/19	3/22/19
SCC (Groton)	4/1/18	4/8/19	6/7/19
SCC (Pearl)	6/24/19	7/1/19	8/29/19
SCC (Groton)	9/24/19	10/1/19	12/6/19

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.

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:

O-6: 16 January 2019
O-5: 12 February 2019
O-4/CO/XO/DH: 20 May 2019

Upcoming Detailer Trips: Exact dates TBD

4-8 February: Bangor (Waterfront Brief)
Dates are tentative and subject to change

CAPT Brian Davies	**Division Director**	**brian.davies@navy.mil**
CAPT Andrew Miller	**Deputy/CO detailer**	**andrew.t.miller@navy.mil**
CDR Carlos Martinez	**Branch Head/XO detailer**	**carlos.f.martinez2@navy.mil**
LCDR Michael Deboer	**Post-DH detailer**	**michael.deboer@navy.mil**
LT Chris Wilber	**DH detailer**	**christopher.r.wilber@navy.mil**
LT Jeanne Van Gilder	**DO Shore detailer**	**jeanne.vangilder@navy.mil**
LT Jason Koncsol	**Nuclear AQD Manager**	**jason.d.koncsol3@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**