

PERS 42 DRUMBEAT (APR 2021)



This edition of the *Drumbeat* discusses recent community management initiatives and lessons learned from recently completed boards. Specific topics in this edition:

- Upcoming Department Head (DH) Symposium
- DH Detailing—Deep Dive into the Process
- Warfare Tactics Instructor (WTI)
- What is a Precedence Number (Lineal Number)?
- How do I Know if I am In-Zone for Promotion?
- What Information in my Record Matters Most?
- CO/XO/DH Screening Board Lessons Learned
- Sea-Shore Concentration Areas
- Selection Board Participation
- Virtual Outreach Update

The *Drumbeat* is available on PERS-42's website. The new website went live in January and is: <https://mynavyhr.navy.afpims.mil/Career-Management/Detailing/Officer/Pers-42-Submarine/>. Detailer contact information, frequently asked questions, the Submarine Force community brief, and past issues of the *Drumbeat* are also available at the PERS-42 website.

I encourage you to follow us on Facebook to stay up to date with the latest information from the PERS-42 team. Your feedback and interaction with your detailers are vital to continuous improvement in submarine officer distribution processes.

Please read this *Drumbeat* in full and discuss it with your subordinate commands and wardrooms. It is intended as a professional development tool that can be used for wardroom training.

This is my final Drumbeat as PERS-42. CAPT Bob Wirth will be relieving me in May, and I would be remiss if I didn't take this opportunity to thank each of you for your support of the PERS-42 team and our detailing initiatives over the past 18 months. I wish you all the best in the future and look forward to seeing you on the waterfront!

Very respectfully,

CAPT Christopher J. Cavanaugh
Director Submarine/Nuclear Officer Distribution (PERS 42)
Nuclear Propulsion Program Manager (N133)
christopher.j.cavan1@navy.mil



Upcoming DH Symposium

Several participants in the most recent Division Officer (DO) survey recommended we conduct a similar survey/symposium for DHs. As a result, we conducted the first-ever Submarine Force DH survey concluded in the fall of 2020 to solicit feedback and recommendations for force improvement.

Building on the survey feedback, COMSUBLANT, COMSUPAC, PERS-42, and N133 will host an in-person DH symposium this summer to further refine feedback and develop actionable recommendations. Symposium participants will focus on five lines of effort: (1) warfighting readiness, (2) leadership and mentoring, (3) detailing, (4) quality of service, and (5) inclusion and diversity. An official announcement and request for participants will be promulgated soon with additional details. If you are currently serving as a DH or recently completed your DH tour, please consider volunteering to participate. Several changes over the past 18 months resulted from fleet feedback. **Your perspective can and will make a difference.**

DH Detailing—Deep Dive into the Process

You spoke and we listened! We welcome your feedback, and PERS-42 has taken several steps to improve DH detailing transparency over the past year. Additionally, based on constructive feedback received during a recent SOAC slating, we've issued a new document: "*DH Detailing—Deep Dive into the Process.*" It is posted at the PERS-42 website (under the PERS-421B portion of Career Information).

The document discusses the four milestones of DH detailing (6 months prior to SOAC convening through verbal assignments):

- Milestone 1: Initial preferences (4-6 months prior to SOAC)
- Milestone 2: Slate preferences (2-4 months prior to SOAC)
- Milestone 3: Slate determination, approval, and concurrence (2-8 weeks prior to SOAC)
- Milestone 4: Verbal assignments (1-2 weeks prior to SOAC)

Please read this document and provide any additional feedback on how we can better assign our future leaders.

We will also be addressing frequently asked questions about the DH detailing process during the next PERS-42 virtual outreach on May 25th (details below). Questions to be addressed include:

- *While at SOAC how likely is it that my orders will change? Why does this happen?*
- *What is the benefit of a split tour? Who has to approve it and when? Since your Engineer tour is ~24 months, is this looked upon negatively when being selected for post-Engineer billets (NR, Squadron, NPEB)?*
- *The DH slate I received had limited information regarding ship schedules. How can I obtain more information so I know what my DH tour schedule will look like?*

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Warfare Tactics Instructor (WTI)

CSLCSPINST 1213.1 established a new Warfare Tactics Instructor (WTI) additional qualification designator (AQD), ST1. From the instruction:

“Great power competition in the undersea domain necessitates a method to identify and track top talent officers who excel at the application, development, and instruction of advanced warfighting tactics to maintain a decisive advantage.”

Officers who demonstrate superior warfighting skills while serving greater than 12 months at one of the following commands are eligible:

- Commander, Submarine Force Atlantic
- Commander, Submarine Force Pacific
- Submarine Learning Center (SLC)
- Submarine Learning Sites
- Undersea Warfare Development Center (UWDC) Tactical Analysis Group
- UWDC Aggressor Squadron

Eligible officers should coordinate with their chain of command to receive a recommendation letter per CSLCSPINST 1213.1. Submit the recommendation letter to your detailer for personnel record entry.

What is a Precedence Number (Lineal Number)?

An officer's grade and date of rank determine their position on the Navy Active Duty List (ADL). The relative seniority of officers is indicated by a six-digit whole number and a two-digit suffix. Suffixes allow additional placement of officers on the ADL in proper precedence order between whole numbers. An officer's date of rank determines their seniority among officers of the same grade. An officer whose lineal number is lower than that of another officer is senior to that officer.

An officer's date of rank is the date the appointment to their grade is made, with one exception for Ensigns. The date of rank of officers appointed as Ensigns in May or June of any year is the same as the date of the U.S. Naval Academy graduation that year. For example; if a NROTC midshipman commissions on 13 May, their date of rank is the date of the Naval Academy commissioning (normally the week before Memorial Day weekend).

Ensigns commissioned with the same date of rank are ordered by percentile of class standing across all commissioning sources. The Naval Academy graduate who ranked highest in the class and who was appointed an Ensign will be assigned the lowest (most senior) lineal number of those Ensigns appointed with the same date of rank.

When an officer is promoted to the next rank, they are assigned a new precedence number in the higher grade based on their promotion date and their precedence positions in the previous grade. Lineal numbers are primarily used by most officers to determine when they will be eligible for a statutory promotion board (discussed below).

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More information can be found in OPNAVINST 1427.2, RANK, SENIORITY, AND PLACEMENT OF OFFICERS ON THE ACTIVE DUTY LIST AND RESERVE ACTIVE STATUS LIST OF THE NAVY.

How do I Know if I am In Zone for Promotion?

The first step in determining if you are eligible for a statutory promotion board is to locate your precedence/lineal number on your Officer Data Card (ODC). ODCs are available via MyNavy Portal and BUPERS Online (BOL).

Second, a NAVADMIN message setting promotion “zones” is normally released in mid-December for the upcoming year. This message establishes the senior and junior person in zone for each grade and competitive category. The active duty zone message also includes a “junior eligible.” The junior eligible marks the end of the zone list of eligible officers. This NAVADMIN can be found on the MyNavyHR website under References ->Messages ->NAVADMIN.

<https://www.mynavyhr.navy.mil/Portals/55/Messages/NAVADMIN/NAV2021/NAV21061.txt>

If your lineal number is lower than the number for the junior in-zone officer on the message, you will be considered in zone by the upcoming promotion board.

If your number is higher than the junior in-zone officer but lower than the junior eligible officer, you will be considered below zone by the upcoming board. Boards are allowed to select a certain percentage of highly qualified below-zone officers. A below-zone look is essentially a “free” look with no penalty for non-selection below zone. The number of below-zone officers actually selected is very small. It is possible for an officer to receive one or two (in rare cases, three) below-zone looks.

What Information in my Record Matters the Most?

The single most important element of your record is your FITREPs, which document your performance. They should demonstrate sustained, superior performance—most importantly during sea tours—and continued progression of responsibility. It is important to verify all FITREPs are included in your record by reviewing your Performance Summary Record (PSR), which can be accessed via MyNavy Portal and BOL. **Do not assume a FITREP is included in your record just because your command submitted it.** There are many reasons FITREPs may be delayed or rejected by Navy Personnel Command. Consider sending a Letter to the Board (LTB) if significant performance or achievements are not captured in your record. Examples include: updated rankings, awards, degrees, subspecialty codes, and additional qualification designators (AQDs). Also consider submitting a LTB if there are elements of your record that may be unclear to the board. For example, you may ask a CO or Commodore to write a letter explaining a change in ranking after a homeport and/or ISIC shift.



CO/XO/DH Screening Board Lessons Learned

Record of Performance: Officers must have documented superior performance in their milestone tour to be competitive for screening to the next milestone. The most common problem during our most recent board was Lieutenants missing their most recent FITREP. As a result, some officers competing for DH or XO had over a year of undocumented performance. PERS-42 communicates with officers eligible for upcoming boards to inform them of identified record discrepancies, but this should be considered an “operator aide.” **Each officer is responsible for ensuring their own record is updated prior to an administrative or statutory board.**

Sustained, superior performance: As always, our recent boards valued sustained superior performance during sea tours. Those sea tours do not need to include deployments or patrols to be considered challenging or successful. For example, officers with a significant period of time in a shipyard environment were just as likely to screen for XO or CO as officers who were operational during their entire tours. We also see similar screening rates across platforms, homeports, and DH assignments. **Performance in the job assigned is what counts!**

Diversity of experience: Our screening boards consistently value officers with a diversity of experience across platforms and mission areas. For example, we saw higher screening rates to XO and CO among officers who served in both SSBNs and SSNs/SSGNs.

Sea-Shore Concentration Areas

Many officers during surveys and symposia have expressed a desire for more geographic stability over the course of multiple assignments. The Navy and Submarine Force continue to value diversity of experience in challenging assignments, and we are evaluating several options to accomplish that with more geographic stability. One way to improve opportunities for remaining in the same location for subsequent assignments is to seek billets in fleet concentration areas that have a large number of sea and shore opportunities. **For the Submarine Force, these areas are Pearl Harbor, Norfolk, and Groton.** In addition to a large number of waterfront assignments, these locations include large fleet and submarine staffs, training facilities, and inspection teams. As a result, sea tours in those locations enhance opportunities for a follow-on shore assignment in the area. Early and clear communication with both sea and shore detailers—thinking at least one tour ahead—are recommended if geographic stability is a high priority for you and your family.

Selection Board Participation

PERS-42 has opportunities for submariners of all ranks to participate in statutory or administrative selection boards, both as voting members and as recorders. Navy Personnel Command funds all travel for board participants. This is an incredibly valuable opportunity for professional development! Please contact LT Sean Williams at sean.m.williams5@navy.mil for details.

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Virtual Outreach Update

PERS-42 historically makes annual trips to each Submarine Force fleet concentration area for community briefs, spouse question and answer sessions, command wardroom planning conferences, and face-to-face interaction with constituents. As COVID-19 travel requirements are lifted, PERS-42 will resume fleet concentration area visits.

In the interim, PERS-42 has shifted to a virtual form of engagement, primarily via Facebook Live and brief videos on specific topics. Follow PERS-42 on Facebook for updates and to provide input on future video topics.

The next Facebook Live Q&A session will be May 25th at 1700 CDT.

If a group of officers or family members would like to schedule a specific question and answer session with the PERS-42 team, we are happy to do so. An example would be spouses in Groton, commanding officers in San Diego, a brief to the officers at USSTRATCOM, etc.

Recent videos include:

- Facebook Live Q&A Sessions
- Division Officer Sea Detailing Process
- Division Officer Shore Slating Process Updates
- Changes to Nuclear Officer Incentive Pay
- Department Head Sea Detailing Updates

For questions on topics already posted, we recommend making a comment associated with that video on Facebook. If you want to set up a specific virtual outreach, or have recommendations for future topics, contact LCDR Jeff Guise at jeffrey.d.guise@navy.mil.

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Previous Drumbeat Topics

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

The *Drumbeat* POC is PERS-421B; LCDR Seth Romo, at Seth.A.Romo@navy.mil

<https://mynavyhr.navy.afpims.mil/Career-Management/Detailing/Officer/Pers-42-Submarine/>

JAN 2021

- PERS-42 Contact Information and NFAAS
- FY22 Board Update
- Command Qualification and Command Screening Boards
- Fellowship Opportunities
- Talent Management Board
- Direct to Department Head
- Department Head Split Tour Opportunities
- Overseas PCS Travel
- COVID Waiver Process for PCS
- Division Officer Symposium
- Department Head Survey
- Engineer SPOT Promote Process
- COBO Two Payment Process
- Virtual Outreach Update
- Selection Board Participation

OCT 2020

- Nuclear Officer Continuation Bonus Rate Updates
- Expansion of Female Officer Integration
- PCU Commanding Officer Assignment Policy
- Announcement of CO-Special Mission Career Path
- Additional Eligibility for Administrative Screening
- Engineering Duty Officer Option
- Commander and Captain Spot Promotion Updates
- Photographs at Administrative and Statutory Boards
- FY22 Board Schedule and Eligibility
- PERS-42 Virtual Outreach
- Previous *Drumbeat* Topics

JUNE 2020:

- Upcoming Administrative Board Dates
- Submarine CO/XO/DH Eligibility
- Administrative vs. Statutory Boards
- Board Correspondence Policy (Letter to the Board (LTB) Submission)
- Board Lessons Learned
- 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 my record matters the most?
- Officer Photographs at Selection Boards
- How do I review and update my record?
- FITREP Milestone and Promotion Recommendations
- How will PERS-42 contact me before the board?

MAY 2020:

- COVID-19 Impact on Boards
- Graduate Education Opportunities
- Naval War College Fleet Seminar Program
- Contact Information
- Junior Officer Survey and Symposium
- Junior Officer Shore Slating Updates
- Department Head Sea Tour Slating Updates
- Department Head Manning in CNO Availabilities
- CO Ashore Administrative Screening Update
- LDO Program Information
- Previous *Drumbeat* Topics
- Quick Reference Section

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PRD and Slate	4Q21	1Q22	2Q22
Slate Opens	2 nd Week March 21	2 nd Week of June 21	2 nd Week of September
Slate Closes	1 st Week May 21	1 st Week of August 21	1 st Week of November
Detach Dates	September 21-November 21	December 21-February 22	March 22-May 22
Talent Management Board (next board August 21)			
Submission Guidance to be promulgated by COMSUBFOR message two months prior to board. If selected, COBO contract is required to be submitted within 2 weeks to accept nomination/ assignment.	FSEP	PEP/High Visibility Overseas tours	Additional programs and opportunity may be added for consideration at the board.
	GEV (7)	USNA Company Officer	
	MIT/WHOI	Direct to DH Option	
	USNA GE+T	Career Intermission Program (CIP)	
	SNTWI		

Department Head Detailing Upcoming SOAC dates:			CO and XO Detailing Upcoming SCC dates:					
Class	Start	Finish	NR	Start	Finish	SCC	Start	Finish
21040	03MAY21	15OCT21	21-03	28JUN21	24SEP21	SCC 70 (CT)	27SEP21	03DEC21
21050	05JUL21	17DEC21	21-04	20SEP21	17DEC21	SCC 71 (PH)	10JAN22	18MAR22
21060	30AUG21	25FEB22	22-01	03JAN22	01APR21	SCC 72 (CT)	04APR22	17JUN22
22010	25OCT21	22APR22	22-02	04APR22	01JUL22	SCC 73 (PH)	05JUL22	16SEP22
22020	10JAN22	24JUN22	22-03	27JUN22	23SEP22	SCC 74 (CT)	19SEP22	09DEC22
22030	07MAR22	12AUG22						

Class Schedules and Shore Slates can be found at our NPC/PERS-42 Website:
<https://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-42-Submarine/Career-Info/>

Upcoming FY22 Board Schedule:
 10 May: Active O-4 Line (#275)

CAPT Chris Cavanaugh	Division Director	Christopher.j.cavan1@navy.mil
CAPT Bob Wirth	P-Division Director	Robert.Wirth@navy.mil
CAPT Ken Douglas	Deputy/CO Detailer	Kenneth.S.Doug@navy.mil
CDR Chris Rose	Branch Head/XO Detailer	Christopher.W.Rose@navy.mil
LCDR Chris Smith	P-Branch Head/XO Detailer	Christopher.R.Smit11@navy.mil
LCDR Jeff Guise	Post DH Detailer	Jeffrey.D.Guise@navy.mil
LCDR Seth Romo	DH Sea Detailer	Seth.A.Romo@navy.mil
LT Tony Mistrion	DO Shore Detailer	Antonio.C.Mistrion1@navy.mil
LT Katie Wilson	NOBIP/CONSUBPAY Manager	Kathleen.T.Wilson1@navy.mil
LT Manny Diaz	DO Sea/Accessions Detailer	Juan.M.Diaz5@navy.mil
LT Lars Monia	Nuclear Compliance Officer	Keith.L.Monia@navy.mil
LT Sean Williams	Nuclear Placement Officer	Sean.M.Williams5@navy.mil
CDR Steve Dwyer	CDR/CAPT LDO Detailer	Steven.j.dwyer2@navy.mil
LCDR Brian Purvis	Non-Nuclear LDO Detailer	Brian.Purvis@navy.mil
LT Willie Ruthart	Nuclear LDO Detailer	William.S.Ruthart@navy.mil