PERS 42 DRUMBEAT (FEB 2016)

Head Submarine Officer Detailer/Nuclear Propulsion Program Manager Update

We are excited to bring you the first installment of the 2016 "*Drumbeat*". We continue to receive positive feedback on the new format and we hope to reach more of our shipmates with this streamlined product.

The CO/XO/DH board is right around the corner! Please see the enclosed pages to determine if you are eligible for these boards as well as helpful tips on how to ensure your record is as up to date as possible. If you haven't been on BUPERS Online (BOL) recently to update your record, there is no time like the present!

The PERS 42 website is updated and available on Navy Personnel Command's website at the following address: http://www.public.navy.mil/bupers-npc/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*.

There is a great deal of detailed information in the following pages. Please support its dissemination by forwarding this document within the lifelines of our community. XOs, print out a copy, place it in your Wardroom and encourage your officers to read its contents!

Topics included in this installment:

- 2015 Submarine Force Junior Officers of the Year
- Submarine Force Junior Officer Survey
- Submarine Officer "Pathway to Success" release
- FY17 CO/XO/DH Board
- CO SHORE Screening – Update
- SECNAV Tours With Industry Program
- Universities offering credit for Nuclear Power
- Letter from a split tour PCU Officer
- Turnover Interlocks
- Nuclear Additional Qualification Designator (AQD) Management
- PRD Extension Requests
- Exceptional Family Member Program
- Updating Contact Information
- Updating Board Records
- Quick Reference Section

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

Very Respectfully,

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Nuclear Propulsion Program Manager (N133)
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2015 Submarine Force Junior Officers of the Year

Congratulations to our Junior Officers of the Year:

LT ERIC MOORE	USS FRANK CABLE (AS 40)
LT ERIC ANDERSON	USS TEXAS (SSN 775)
LT NICHOLAS GERACI	USS NEW HAMPSHIRE (SSN 778)
LT RICHARD LAUBER	USS CONNECTICUT (SSN 22)
LT KEVIN RADER	USS MONTPELIER (SSN 765)
LT BRYAN BOLDON	USS CHEYENNE (SSN 773)
LT TYLER ARP	USS HAMPTON (SSN 767)
LT MICHAEL PLUMMER	USS NEW MEXICO (SSN 779)
LT STEPHEN EDWARDS	USS TOPEKA (SSN 754)
LT KATHERINE IRGENS	USS GEORGIA (SSGN 729) (GOLD)
LT RYAN ELLWOOD	USS PENNSYLVANIA (SSBN 735) (GOLD)
LT PETER WENKE	USS MICHIGAN (SSGN 727) (GOLD)
LT MATTHEW WHITE	USS TENNEESSEE (SSBN 734) (GOLD)

Submarine Force Junior Officer Survey

We are currently retaining the best and the brightest of our Submarine Officers, however it has been nine years since we last conducted a holistic JO Retention Survey. Utilizing input provided by submarine junior officers, we partnered with Navy Personnel Research, Studies, and Technology (NPRST) to design a survey to determine the root causes for JO retention, as well as JO resignations. The questions have been developed to give us a sense of the factors that most influence our Officers' career decisions. The intended recipients of the survey are submarine qualified Junior Officers from year groups 2009-2012. During the month of March, I expect that invitations to complete these surveys will be promulgated to each command via message traffic. I ask that each junior officer invited to partake in the survey provide candid and honest feedback; it is designed to be completed in less than 20 minutes. I also ask that our Commanding Officers and Executive Officers fully support this effort. The survey will have a duration of three months, and results will be briefed to the submarine force when they become available. If you are a junior officer that meets the criteria for survey participation but do not receive an invitation prior to May 2016, please contact LT Ryan Pifer (N133C3) at ryan.j.pifer@navy.mil.

Submarine Officer "Pathway to Success"

A Submarine Officer "Pathway to Success" was recently promulgated to the submarine force. This booklet is modeled similar to the Enlisted Nuclear "Pathway to Success". Wardrooms should utilize this tool for mentoring Junior Officers and providing information to officers and their spouses on career timelines, topics, and opportunities. An accompanying leadership guide has also been promulgated that provides guidance on how to implement the "Pathway to Success" booklet. Each command has been provided an editable PDF version of the "Pathway to Success." Additionally, the Officer "Pathway to Success" and Leadership Guide have both been posted on the PERS-42 website.

Pamphlet: http://www.public.navy.mil/bupers-npc/officer/Detailing/submarinenuclear/Documents/Submarine%20Pathway%20to%20Success_18DEC15.pdf.

Leadership Guide: http://www.public.navy.mil/bupers-npc/officer/Detailing/submarinenuclear/Documents/PathwaytoSuccess_LeadershipGuide.pdf.

FY17 CO/XO and DH board

The FY17 CO/XO board (#350) and the FY17 DH board (#146) will convene 16 May 16. The eligible year groups are as follows:

Milestone	Look #	Year Group (YG)
CO	First Look: Second Look: Third Look:	02 01 00
XO	First Look: Second Look: Third Look: Fourth Look:	07 06 05 04*
DH	First Look: Second Look:	11 10

* Officers selected XOSS during the FY16 board will have a fourth and final opportunity to screen for XO.

CO SHORE Screening - Update

PERS-42 has received a significant amount of phone and email traffic asking questions about this new screening category.

The intent of this screening process is not to reach back into past year groups and pull individuals into a pool of XO and XOSS officers and screen them "CO Ashore." Moving forward, the intent of the screening is to ensure that officers who screen XO and those XOSS officers who promote to O-5, have been evaluated through a board process to be screened "CO Ashore." An XOSS officer who subsequently is selected for 0-5, will be eligible for "CO Ashore" in the same manner as the rest of their YG who had been previously screened XO and “CO Ashore”. As we move forward, this is the process that will ensure our XOSS Officers who have made 0-5 earn the credentials to serve as a Shore Commanding Officer.

The "CO Ashore" screening will begin with officers (YG 04 and Junior) who screen for XO at this year’s board. In future boards we will then consider those XOSS officers who have been called up to XO and those XOSS officers who are selected for promotion to O-5 for “CO Ashore” screening.

SECNAV TOURS WITH INDUSTRY

The submarine force has the unique opportunity of sending one officer this fall to Oak Ridge National Laboratory (ORNL) and one officer to Boeing, Huntington Beach, CA (UUVs) to participate in the SECNAV Tours with Industry program. Recently we sent one of our detailers to ORNL to tour the facility and understand what our Tour with Industry participant would be doing while assigned to ORNL. The officer that is selected will have the opportunity to work with some of the most cutting edge technology that is in use today. During the orientation trip, our detailer was introduced to teams that work with a High Flux Isotope Reactor, Spallation Neutron Source, High Performance Computing systems, Advanced Small Arms Technologies, Advanced Higher Energy and Safer Batteries, and Advanced Power Electronics. He was also able to tour an Advanced Materials Magnetic Lab, a Fuels and Engines Research Center, and received a brief on developments in Radiochemical Engineering and Battery Manufacturing. Overall, the officer who is selected will have the rare opportunity to work with highly advanced technologies and the minds that are in charge of bringing this leading-edge technology into our world today. The program will consist of 11-12 months in Oak Ridge, TN with a follow-on tour within the Submarine Force to utilize the skills that were gained at ORNL. Interested personnel should contact PERS-421C or PERS-421E with questions. Refer to COMSUBLANT message DTG 091745Z FEB 16 for specifics on applying to this program.

More information on pioneering research that is being performed at Oak Ridge National Laboratories can be found at the following website: https://www.ornl.gov.

Universities That Offer Credit for Nuclear Power Training

The four universities below will give credit for the Naval Nuclear Power training pipeline. These are outstanding schools and provide a great opportunity to receive a graduate degree. Even if you are not pursuing a degree from one of the universities below, we recommend you try to receive credit for the Nuclear Power training pipeline courses that you've completed from the university you are attending. Every little bit helps.

Old Dominion University
Master of Engineering Management (Not eligible for GEV)
(https://online.odu.edu/programs/engineering-management-by-portable-media)
12 credits transferred from completion of NPS/NPTU
19 additional credits needed to graduate

Catholic University
Master of Science in Engineering (Engineering Management)
(http://engrmgmt.cua.edu/nuclear-officer-prog.cfm)
12 credits transferred from completion of NPS/NPTU
18 additional credits needed to graduate

Naval Post Graduate School
Master of Science Engineering Science
(http://nps.edu/Academics/GSEAS/MAE/DL/nuc.asp#prerequisites)
Abbreviated Coursework based on completion of NPS/NPTU

Kansas State University
Master of Science in Nuclear Engineering
(http://www.universityengineeringalliance.org/bres-and-nuclear-power-school-graduates.html)
3 credits transferred from completion of NPS/NPTU
27 additional credits needed to graduate

Letter from Split Tour PCU Officer

The numbered items below are from a Split tour Junior Officer talking about his experience aboard a new construction submarine. If you are interested in this rewarding experience please contact LT Jarrett Crossgrove at jarrett.crossgrove@navy.mil, or give him a call at 901-874-3934.

1. Rewarding experience which allows a split tour JO the opportunity to help establish a command climate on a new unit and team. You will receive more authority and responsibility than on your current unit.

2. Limited sea time, but some shift work required to support nuclear testing. SDO is not stood up for approximately 6 months providing an excellent duty rotation until before Christening. This allows a decent work/life balance for family.

3. For future engineers, design school provides a one month opportunity to learn S9G without any distractions (and regular access to the design engineers).

4. Opportunity to work with quality senior enlisted as most COB, EDMC, ANAV, etc. are previously served.

5. More opportunity to train junior enlisted and junior officers in shipboard operations. Unlike the boat you qualified on, you are coming to the PCU to be a served OOD and train the crew to get to sea and complete Sea Trials.

6. I had the opportunity (and challenge) to build our EKMS program. You will most likely be needed to build a program from scratch (EKMS, QAO, Dive, etc.).

7. Excellent preparation for a DH tour and pick of the shore duty slate after completing your split tour.

Turnover Interlocks

The arrival, departure, and turnover timeframes of the CO, XO, and ENG must be tracked very closely. These personnel must meet the interlock and turnover requirements described in the table below to provide continuity and stability in the Chain of Command. PERS-42 is working to revise OPNAVINST 1540.41D in an effort to outline these interlocks and provide the Fleet with written guidance. If questions arise regarding any of these turnover interlocks contact PERS-42 for clarification.

CO and XO reliefs	Reliefs should be separated by at least three months (90 days)
CO and ENG (SSN) reliefs	Reliefs should be separated by at least three months* (90 days)
CO turnover	Relief requires a 30 day turnover period **
ENG turnover	Relief requires a 30 day turnover period **
* On a two crew ship inside the pre-deployment training period PDTP, there is no specific separation of these two positions – however - these reliefs should not occur simultaneously	
** On a two crew ship – these reliefs may be shortened to minimum of 10 days if they occur inside the PDTP. This should normally occur as soon as possible during the PDTP.	

PERS-42 now includes a note in each officer's PCS orders outlining these turnover interlocks.

Nuclear Additional Qualification Designator (AQD) Management

The statement below outlines PERS-42's nuclear AQD management policy for Department Head (DH) screened officers that are uncommitted to serve as a DH (have refused orders to SOAC):

DH-screened (uncommitted to DH assignment) officers will maintain their nuclear AQDs until they reach 1 October of 8 YCS or have been out of a nuclear assignment for three years, whichever occurs first. Removal of nuclear AQDs results in the loss of eligibility for Nuclear Officer Incentive Pay (AIB and COPAY) and Continuous Submarine Duty Incentive Pay (CONSUBPAY).

PRD Extension Requests

PERS-42 has received several recent PRD extension requests that have arrived within months of the PRD of the officer. In several cases, the officer has already been in receipt of follow-on orders when the PRD extension has been sent to PERS-42. Commands should strive to identify the need for a PRD extension and submit this extension to PERS-42 at least 12 months prior to the officer's PRD. This will allow sufficient time to adjust downstream manning and will improve the officer's odds that the extension request will be granted.

Exceptional Family Member Program (EFMP)

If you have a family member who is part of the Exceptional Family Member Program (EFMP), please ensure that your status is as up-to-date as possible. This will help ensure that your detailing process goes as smooth as possible and you do not have a delay in your detailing.

Service members are required to update their EFM status when a family member's condition changes or upon completion of diagnostic evaluations. In addition, a periodic update is required at a minimum of every 3 years. Ensuring current EFM status allows for distribution and assignment of service members in the most efficient manner.

For additional information please use the governing instructions (OPNAVINST 1754.2D and SECNAVINST 1754.5B) or visit the NPC website at http://www.public.navy.mil/bupers-npc/support/efm/Pages/default.aspx.

Updating Your Contact Information

This is a reminder to update your contact information on BUPERS online. The information is commonly used by detailers to contact service members regarding follow on assignments and during Administrative Board reviews to assist in updating your record.

- To update your information log on to BUPERS online using the following link: https://www.bol.navy.mil/DefaultPub.aspx?Cookies=Yes (CAC is required for this).
- On the left side of the page there is an option to select update info.
- It is recommended that the primary email be your work email and the secondary email be a personal one that is checked often.
- It is also recommended to include your cell phone number.

Updating Board Records

The most important thing is to review your record using BUPERS Online (https://www.bol.navy.mil) via the "Official Military Personnel File – My Record" selection. During your review, make sure that your photo is up-to-date, all your awards are present, and all FITREPs and FITREP continuity are correct. Additionally, ensure you verify the accuracy of your OSR and PSR using the "ODC, OSR, PSR" selection. The accuracy and administrative correctness of your record is a direct reflection of your professionalism to the Board.

The PERS 42 website lists the process to update your record under the new "frequently asked questions" section. The link for record management is http://www.public.navy.mil/bupers-npc/officer/Detailing/submarinenuclear/Documents/Officer%20Record_Management_Brief_(Updated_Mar14).pdf. Should you not have enough time to officially update your record, we recommend you submit a letter to the Board. This link will provide you with a sample letter and it is also included on the PERS 42 website under board information http://www.public.navy.mil/bupers-npc/officer/Detailing/submarinenuclear/Documents/BoardInformation/Active_Sample_Ltr_to_Brd1.pdf.

Quick Reference Section

Division Officer Detailing

Upcoming shore slate dates:

Qtr	Opens	Closes	PRD
3rd	18 JAN 16	04 MAR 16	1606-1608
4th	13 APR 16	09 JUN 16	1609-1611
1ST	18 JUL 16	09 SEP 16	1612-1702
2nd	10 OCT 16	9 DEC 16	1703-1705

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

Please hit cancel when the prompt for credentials is shown.

Department Head Detailing

Upcoming SOAC dates:

Class	Start	Finish
15060	08 SEP 15	04 MAR 16
16010	02 NOV 15	29 APR 16
16020	11 JAN 16	24 JUN 16
16030	14 MAR 16	26 AUG 16
16040	09 MAY 16	21 OCT 16

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

Executive Officer and O5 Detailing

Upcoming SCC dates:

Class	Start	Finish
SCC 48 (Groton)	04 APR 16	03 JUN 16
SCC 49 (Pearl)	05 JUL 16	02 SEP 16
SCC 50 (Groton)	28 SEP 16	02 DEC 16
SCC 51 (Pearl)	03 JAN 17	24 FEB 17

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

PCC and CO Detailing

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

Upcoming Board Schedule:
19 APR 16 - LAT XFR Board #2 (#325)
16 MAY 16 - FY17 Act Duty LCDR Board(#275)
16 MAY 16 - FY17 Sub CO/XO Board (#350)
16 MAY 16 - FY17 Sub DH Board (#146)
TBD NOV 16 - LAT XFR Board #1 (#040)
TBD NOV 16 - FY17 Sub Major Command (#145)
TBD NOV 16 - FY17 Submarine LDO (#147)

Upcoming Detailer Trips:
7-11Mar16 - Groton
15-17 Mar16 – Norfolk
5-7 Apr16 – Washington D.C.