

PERS 42 DRUMBEAT (JAN 2021)



This edition of the *Drumbeat* discusses recent community management initiatives and important information regarding board preparations. Specific topics in this edition:

- 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

The *Drumbeat* is available on PERS-42's website. The website address is being updated. The new website will go live on 31 January and is: <https://mynavyhr.navy.afpims.mil/Career-Management/Detailing/Officer/Pers-42-Submarine/>. Also available at the PERS-42 website are detailer contact information, frequently asked questions, the Submarine Force community brief, and past issues of the *Drumbeat*.

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 us continuing to improve 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.

Very respectfully,

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Nuclear Propulsion Program Manager (N133)
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PERS-42 Contact Information and NFAAS

The Navy Family Accountability and Assessment System (NFAAS) is PERS-42's primary source of constituent contact information. PERS-42 conducts a monthly data pull from NFAAS to generate a database of contact information for all 1170, 1120, and 62XX officers to populate bulk emails from board notifications to our distribution list for periodic updates (for example, the *Drumbeat*).

Please remind personnel to update their work email in NFAAS to reflect an active email address. For two-crew submarines, using an "out of office" reply to notify senders of your primary use of shipboard email is also very helpful. Following these processes will ensure accurate and timely dissemination of board record reviews and notification of eligibility for administrative boards. If you do not regularly update your email, or if there are typographical errors in NFAAS, PERS-42 may be unable to contact you with important professional notifications.

FY22 Board Update

The Submarine CO/XO and DH Screening Boards will convene March 30th, 2021. This is earlier than the normal May timeframe, and officers are encouraged to submit any Letters to the Board (LTB) early if your ship's operational schedule conflicts with the deadline of March 21st. Additionally, officers should review of the JUNE 2020 *Drumbeat*, which should answer most board-related questions.

Look	Commanding Officer	Executive officer	Department Head
1 st	YG 07	YG 12	YG 16
2 nd	YG 06	YG 11	YG 15
3 rd	YG 05	YG 10	---
4 th	---	YG 09 ¹	---

Note 1: Officers selected for XOSS during the FY21 CO/XO board (Jul 20) will have a 4th and final look, during which they compete against 3rd look officers. If not selected for XO, their XOSS status does not change.

Command Qualification and Command Screening Boards

OPNAVINST 1412.14 requires all officers to complete Command Qualifications prior to consideration for Command Screening. This is not just true for Submarine Command; it also applies for LDO Major Command, LDO Commander Command, LDO Drydock Command, and Commanding Officer Special Mission.

If you have completed Command Qualification and do not see the Command Qualification AQD (SC2 or 2D1) in your Officer Summary Record (OSR), contact your detailer to correct your record.

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Fellowship Opportunities

NAVADMIN 328/20 announced selectees for academic year 2021-2022 Navy fellowship programs. Congratulations to the following submarine officers selected:

- LCDR DANIEL JONES (Federal Executive Fellowship)
- LCDR GRANT WANIER (Federal Executive Fellowship)
- CDR BRENT SPILLNER (U.S. Navy Hudson Fellowship)

Council on Foreign Relations (CFR): Each year, one outstanding officer from each service is selected to spend a year in residence at CFR headquarters in New York. Fellows expand their knowledge of international relations through a program of individual study, research and reflection, extensive participation in CFR's active program of meetings and events, and interaction with CFR's diverse membership. Applicants must be a Captain or Captain (select). Nominations are due in February for consideration to the year-long program that begins in summer 2021. Individuals interested should send an email to the CO/PCC Detailer, CAPT Ken Douglas, as soon as possible. Additional program details are located at www.cfr.org/.

Talent Management Board

The Talent Management Board (TMB) allows submarine division officers to compete for unique educational opportunities and other career broadening programs on the basis of performance. PERS-42 conducts a TMB semi-annually in February and August. Details associated with each TMB are promulgated via message traffic to the fleet. This semi-annual timeline supports service-wide programs such as Naval Academy Graduate Education and Teaching (GE+T), Fleet Scholar Education Program (FSEP), AND Massachusetts Institute of Technology/Woods Hole Oceanographic Institution (MIT/WHOI).

Officers selected for assignment via the TMB will be required to submit a nuclear officer continuation pay contract (excluding those selected for Career Intermission Program) within two weeks of the board results announcement. If selected as a nominee for a program not controlled by PERS-42 (MIT/WHOI, USNA GE+T, etc.), officers will submit a contract within two weeks of final program selection notification. Opportunities that go unfilled on the TMB may be added to the next quarterly shore slate.

Applications for the current February 2021 TMB are due to PERS-421C by February 3rd, 2021 with results released the week of February 22nd. Further information is on the PERS-42 website and Facebook page; however, opportunities on this TMB include:

- Georgia Tech Research Institute (GTRI) Program
- University of Rhode Island Master's Degree Program
- Graduate Education Voucher (GEV)
- SECNAV Tours with Industry (SNTWI)
- USNA Instructor
- Personnel Exchange Program Canada Halifax – CANSUBFOR Operations Liaison Officer

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- Personnel Exchange Program Canada Esquimalt (Victoria) – Submarine Operations Readiness Officer
- NATO HQ MARCOM (Northwood England) – Submarine Controller for COMSUBNATO
- European Command (EUCOM) HQ (Stuttgart, Germany) – Operations/Staff Officer
- Naval Reactors Fleet Lieutenant
- Direct to Department Head Option
- Career Intermision Program (for screening based on community management constraints)

Direct to Department Head

Division officers may apply to proceed directly to the Submarine Officer Advanced Course (SOAC) to start their department head tour. Officers selected for this program should expect to complete a nominal department head tour, with the opportunity to complete back-to-back shore duty assignments prior to proceeding to the Submarine Command Course (SCC) as a prospective executive officer. This option provides flexibility and the potential for geographic stability within the submarine officer career path.

Officers who desire this option must apply via the Talent Management Board (TMB), be warfare qualified, and be recommended for department head by their commanding officer. The TMB selects up to two officers per quarter based on performance. Selected officers have the opportunity to receive temporary duty orders to a command in Groton to decompress the sea-to-sea transition. Selected officers should expect to submit preferences approximately four months prior to starting SOAC (the same as all other officers attending SOAC).

Department Head Split Tour Opportunities

We are looking for ways to increase the number of Engineer-served submarine officers. If you are a department head early in your tour or you have a department head in your command who has the interest and aptitude to split-tour to Engineer, discuss this option with your chain of command and inform PERS-421B. Nominees must have completed 12-18 months as a Navigator or Weapons Officer with a strong chance of screening for executive officer. Split-tour officers typically stay in the same squadron for geographic stability and continuity in rankings, but exceptions are possible. The follow-on Engineer tour will be approximately 24 months.

Serving in multiple department head assignments is excellent preparation for executive officer and command.

Overseas PCS Travel

Per NAVADMIN 03/21, anyone executing PCS travel OCONUS should be aware that most host nations require proof of a negative COVID-19 test within 72 hours of arrival in country. Coordinate



with your gaining command to ensure you meet all requirements. Denial of boarding on military contracted rotator flights will occur for you and your family if you do not meet entry requirements.

COVID Waiver Process for PCS

As a reminder for anyone PCSing in the coming months, COVID-19 waivers are still required for transfer. Once you have PCS orders in hand, your losing command should submit a waiver to PERS-451 in accordance with NAVADMIN 189/20. The losing command should obtain the concurrence of the gaining command for this waiver. If, for some reason, the two commands do not agree on the waiver, contact your detailer so PERS-4 can adjudicate your situation.

Division Officer Symposium

The 2020 Division Officer Symposium took place virtually the last week of October. Thirty-nine division officers and post-division officers from CONUS and Hawaii met to provide their recommendations to senior Submarine Force leaders concerning five lines of effort: Warfighting Readiness, Leadership and Mentoring, Quality of Service, Detailing, and Inclusion and Diversity. In addition to the main symposium, Submarine Group SEVEN and Submarine Group EIGHT convened their own symposia in their respective areas (and time zones).

The feedback provided by officers during the symposia generated a list of specific findings which were published in the 2020 Division Officer Symposium – SITREP Number One. The detailers, community managers, and Submarine Force leadership have developed specific actions and initiatives to address these findings—which will be addressed in future SITREPS as we work together to continuously improve the Submarine Force.

Department Head Survey

The Submarine Department Head Career Survey closed on November 1st, 2020 with over 60 percent participation. PERS-42 has formed a working group to identify recurring topics and significant takeaways based on the survey results. These results will be used to develop which will be used to develop lines for a Submarine Department Head Symposium scheduled for spring 2021.

Engineer SPOT Promote Process

Per SECNAVINST 1421.3M, 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.

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Most Engineers reporting to their ships will already be Senate-confirmed for a SPOT promotion and authorized for promotion to O-4 from the date that they check onboard. However, pay cannot be initiated until the prospective engineer is “diaried” onboard. The command and PSD must complete this process in a timely manner so PERS-8 can activate the officer’s pay as close as possible to the check-in date.

Additionally, please inform PERS-421B when a new Engineer reports onboard. PERS-421B will coordinate with PERS-8 to activate their pay and send the SPOT promotion acceptance form to the ship for signature. No additional forms or paperwork from the ship are necessary.

If your Engineer 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 yet* selected for permanent promotion to O-4. In some cases, these officers can be transferred to another qualifying billet such as Squadron Engineer.

COBO Two Payment Process

Due to DFAS system limitations, DFAS cannot disburse the higher COBO rates in one payment. Instead, an initial payment is disbursed on the contract anniversary date, followed by the remainder in a second disbursement several days later. If you do not receive your entire bonus within 7 business days of your contract anniversary date, contact PERS-42MP at pers-42mp_desk.fct@navy.mil.

Virtual Outreach Update

Typically, PERS-42 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. Due to COVID-19 travel restrictions, PERS-42 has shifted to a virtual form of engagement, primarily via Facebook, with 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 February 4th at 1700 CST.

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

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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 Eric Stinson at Eric.A.Stinson1@navy.mil

Selection Board Participation

PERS-42 has opportunities for submariners of all ranks to participate in statutory or administrative selection boards as both voting members and as recorders. Naval Personnel Command funds all travel for board participants. This is a valuable opportunity and further develops your professional knowledge of board processes. Please contact LT Sean Williams (sean.m.williams5@navy.mil) for details.

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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/>

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

JAN 2020:

- PERS-42 Contact Information and NFAAS
- MyNavy Career Center
- Modernizing the PCS Move Process
- Command Qualification and Command Screening Boards
- FY21 Board Update
- Additional Qualification Designation Codes
- Executive Officer Administrative and O-4 Statutory Boards
- Department Head Split Tour Opportunities
- Engineer SPOT Promote Process
- Department Head Assignment Letters
- Department Head Guarantee Options
- Projected Rotation Dates for Junior Officers Ashore
- Detachment for Cause Notification
- Electronic Submission of Letters to the Board

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PRD and Slate	3Q21	4Q21	1Q22
Slate Opens	2 nd Week December 20	2 nd Week March 21	2 nd Week of June 21
Slate Closes	1 st Week February 21	1 st Week May 21	1 st Week of August 21
Detach Dates	June 21-August 21	September 21-November 21	December 21-February 22
Talent Management Board (February 2021 and August 2021)			
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
21030	08MAR21	20AUG21	21-02	5APR21	2JUL21	SCC 68	5APR21	04JUN21
21040	03MAY21	15OCT21	21-03	28JUN21	24SEP21	SCC 69	6JUL21	3SEP21
21050	05JUL21	17DEC21	21-04	20SEP21	17DEC21	SCC 70	27SEP21	2DEC21
21060	30AUG21	25FEB22	22-01	03JAN22	01APR21	SCC-71	10JAN22	01APR22
22010	25OCT21	22APR22	OLW SCC 67/69	14MAR21	2APR21	OLW SCC 68/70	6JUN21	25JUN21
22020	10JAN22	24JUN22						

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 FY22 Board Schedule:
 20 Jan: Nuclear LDO ISPB (#182)
 16 Feb: Active O-5 Line (#230)
 30 Mar: Submarine CO/XO (#350) and DH (#146)
 10 May: Active O-4 Line (#275)

CAPT Chris Cavanaugh	Division Director	Christopher.j.cavan1@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 Eric Stinson	Post DH Detailer	Eric.A.Stinson1@navy.mil
LCDR Seth Romo	DH Sea Detailer	Seth.A.Romo@navy.mil
LT Tony Mistrion	JO Shore Detailer	Antonio.C.Mistrion1@navy.mil
LT Katie Wilson	NOBIP/CONSUBPAY Manager	Kathleen.T.Wilson1@navy.mil
LT Manny Diaz	JO 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	O1-04 LDO Detailer	Brian.Purvis@navy.mil
LT Willie Ruthart	Nuclear LDO Detailer	William.S.Ruthart@navy.mil