

PERS 42 DRUMBEAT (OCT 2021)



This edition of the *Drumbeat* discusses changes to SUBPAY and other recent community management initiatives. It also includes important information regarding board preparations and board lessons learned. Specific topics in this edition:

- Nuclear Final Technical Number
- Additional Eligibility for Administrative Screening
- Engineering Duty Officer Option
- FY23 Board Schedule and Eligibility
- PERS-42 Outreach
- Department Head Symposium
- SUBPAY Update
- FY23 Major Command Board
- FY23 LDO Commander Command and Drydock CO Board
- FY23 O-5/O-6 Statutory Selection Board
- Review of Post-Division Officer Initiatives
- Split-tour DH Opportunities/Requirements
- Operational Requirements for Qualifications in Submarines
- Submarine Acquisition Professional Opportunity
- Previous *Drumbeat* Topics

The *Drumbeat* is available on [PERS-42's website](https://go.usa.gov/xMSx3) at: <https://go.usa.gov/xMSx3>. Detailer contact information, frequently asked questions, the Submarine Force community status brief, and past issues of the *Drumbeat* are also available on the PERS-42 MyNavyHR page.

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,

A handwritten signature in black ink, appearing to read 'REW', with a stylized flourish at the end.

CAPT Robert E. Wirth
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Nuclear Propulsion Program Manager (N133)
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Nuclear Final Technical Number

Over the years, PERS-42 has fielded many questions about an Officer's Nuclear Final Technical Number (FTN).

FTNs are one factor used by PERS-42 and Naval Reactors to ensure an equal distribution of technical performance in the Nuclear Navy. In the past, it was considered part of internal deliberations. Since it was only one factor used to decide assignments it was not disclosed. Over time, with a lack of official information, officers in the Fleet began to think that the "tech number" had more of an influence than it actually does. PERS-42, in coordination with Naval Reactors, has decided that the Fleet would benefit from releasing an officer's FTN.

The FTN is a numerical grade calculated from an officer's academic performance during initial nuclear training (Nuclear Power School and Nuclear Prototype) and their Prospective Nuclear Engineer Officer Examination (PNEO) performance. FTNs are a number between 79 and 98, with an average number for the Fleet around 87. In order to balance technical quality amongst the nuclear ship's in the Fleet, FTNs are used as one factor when making assignments to nuclear billets. The goal is to prevent one ship, or command, in the Fleet from having all high FTN officers and another ship from having all low FTN officers.

FTNs are used by PERS-42 as one input into submarine Post-Division Officer Shore slating, Department Head (DH), CVN Principal Assistant (PA), CVN Reactor Officer (RO), and some nuclear shore duty assignments.

Lower FTNs do not exclude an officer from any assignment. All officers who pass the PNEO Examination are able to be assigned to any nuclear billet including as a Submarine Engineer Officer, any CVN Principle Assistant (PA) or as a CVN Reactor Officer (RO). FTNs are maintained in a database at Navy Personnel Command that is only visible to detailers and community managers, they are not provided to reporting seniors and do not appear in any form at any statutory or administrative screening board. Your FTN should not go on any FITREP.

If you would like to know your FTN, please contact your detailer who can provide it to you.

Additional Eligibility for Administrative Screening

Officers past their final look for administrative screening for DH, XO, or CO may request an additional look from PERS-42. The purpose of this policy is to recognize and reward talent in unique circumstances that do not conform to normal administrative screening processes.

An additional look may be granted if circumstances prevented an officer from being competitive at a previous board and those circumstances have since been resolved. Examples include:

- An officer who failed to select for statutory promotion but later selects above zone.
- An officer who was not screened due to a medical condition that was later resolved.
- An officer successfully petitioned to have information that was in their record at a previous board removed (*i.e.* through Board for Correction of Naval Records (BCNR) process).
- An officer who had a retirement or resignation pending during a previous board that is subsequently withdrawn.

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Officers assigned to a second DH or XO tour may also request an additional screening look from PERS-42 so the board can consider performance in the second milestone tour. Officers making this type of request must understand that follow-on career timing will likely be compressed to remain competitive for promotion (e.g., an officer may need to go directly from a second DH tour to an XO assignment to meet career gates).

Officers who desire additional administrative screening looks as discussed above must do so via formal written request to PERS-42. PERS-42 will evaluate each request on a case basis and provide a formal response to the service member.

Send these requests via your commanding officer, your detailer, and the PERS-42 administrative board subject matter expert, LCDR Seth Romo, at Seth.A.Romo@navy.mil.

Engineering Duty Officer Option

The Engineering Duty Officer (EDO) option provides a path for submarine Division Officers (DOs) to transfer to the EDO community post-DH. The normal method of opting into this program is prior to commissioning, with an overall quota set for each year group.

Officers who opted into this program prior to commissioning and want to exercise the EDO option, as well as those officers interested in opting in after commissioning (normally during the DO sea tour) should contact PERS-421C prior to participating in a post-DO shore slate. PERS-421C will coordinate with the EDO community to determine if additional quotas are available and the officer's viability for EDO option assignment. PERS-421C and the EDO detailer will work to arrange orders to Naval Postgraduate School or Massachusetts Institute of Technology to meet SOAC timing. Following graduate education, the officer will complete a DH tour, elect to activate their EDO option, and transfer to the EDO community.

For more information about EDO option, contact the Division Officer Shore detailer, LT Jake Dewitt, at Jacob.A.Dewitt@navy.mil.

FY23 Board Schedule and Eligibility

- 7 Dec: Submarine Major Command/Major Program Manager/CO – Special Mission (#145)
LDO Drydock CO, LDO Commander Command (#147)
- 10 Jan: Active LDO In-service Procurement Board (#182)
- 12 Jan: Active O-6 Line (#160)
- 15 Feb: Active O-5 Line (#230)
- 9 May: Active O-4 Line (#275)
- 23 May: Sub DH (#146)
- 23 May: Submarine CO/XO (#350)

# Look	Commanding Officer	Executive officer	Department Head
1 st	YG 08	YG 13	YG 17
2 nd	YG 07	YG 12	YG 16
3 rd	YG 06	YG 11	---
4 th	---	YG 10 ¹	---

Note 1: Officers selected for XOSS during the FY22 CO/XO board (May 21) 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.

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PERS-42 Outreach

The declining trend in COVID-19 and Congressional budget approvals should support PERS-42 officially getting back on the road again starting in January 2022! We appreciate everyone's patience and attendance at previous virtual outreach events. Please pay attention to Facebook announcements for updates to our first quarter 2022 travel schedule to see when PERS-42 will be traveling to your duty station!

In the meantime, if there is a group of officers, family members, or a shore command who would like to schedule a specific question and answer session or community status brief virtually with the PERS-42 team, we are happy to do so. Please contact LCDR Jeff Guise at jeffrey.d.guise@navy.mil.

Department Head Symposium

The TYCOMS, PERS-42, and N133 hosted the first ever Submarine Force DH and DH spouse symposium from 4-6 August in San Diego, CA. Twenty-two DHs and post-DHs along with six spouses from across the Submarine Force provided insightful feedback and actionable recommendations across five lines of effort (LOEs): Warfighting Readiness, Leadership and Mentoring, Quality of Service, Detailing and Career Intentions, and Diversity, Equity, and Inclusion (DE&I). Symposium key findings were summarized in the Department Head Symposium Completion SITREP (CSL 211745Z SEP 21). The community management team continues to analyze and prioritize symposium recommendations. COMSUBFOR will promulgate updates to actions taken in response to the Department Head and Division Officer Symposia via future Submarine Force SITREPs.

SUBPAY Update

As of 1 October 2021, SUBPAY rates were raised across the board for the first time since FY05. SUBPAY rates were increased approximately 10 to 15 percent depending on rank and years of service with the exception of E-8/E-9s with greater than 18 years of service due to a previous increase for these individuals in FY11. Additionally, flag officer rates remain unchanged. Complete tables with updated SUBPAY rates can be found by visiting the DFAS pay tables and then clicking on the Submarine Duty Pay link. (<https://go.usa.gov/xMSxY>)

FY23 Major Command Board

The FY-23 Submarine Major Command/Major Program Manager selection board will convene on 7 December 2021. An officer receives their first of three looks at the board following their selection to O-6. Additionally, command qualified (possess 2D1 AQD) 62XX Limited Duty Officers (LDOs) serving as, or selected for, CAPT who have completed CDR Command or LDO O-5 Milestone tours (typically as a CVN CHENG) will be considered to screen for Major Command alongside due-course submarine officers. To be eligible for the board, a LDO must have at least three years remaining before statutory retirement at the commencement of the board.

The board will consist of 12 served or serving submarine major commanders and will be presided over by a submarine flag officer. Letters to the board are required to be submitted 10 days prior to the convening date (2359 CST on 26 November 2021).

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The Major Command Board will also select officers for Commanding Officer – Special Mission (CO-SM). The board will consider command qualified 1120 officers serving as, or selected for, CDR who have completed XO Shore or XO Shore equivalent assignments (i.e. OIC). Officers screened as CO-SM will be eligible to compete for one of our 13 CO-SM assignments alongside COSS officers.

FY-23 LDO Commander Command and Drydock CO Board

The FY-23 LDO Commander Command/Drydock CO Board also convenes on 7 December. In a change to previous years, selectees will no longer be identified as Primary or Alternates. Personnel screened for these milestone tours will be placed in a bank of screened officers. Assignment to Drydock Command or Commander Command will then be made from amongst these screened officers.

Command qualified non-nuclear submarine LDOs in YG09 will undergo screening for Submarine Drydock Command. Additionally, command qualified non-nuclear LDOs with the 62XX designator who hold the rank of Commander or are selected for Commander will undergo screening for Commander Command.

As a reminder, the 2D1 AQD (LDO Command Qualified) must be reflected in your record to be eligible. Personnel who have not completed the 2D1 qualification will NOT be considered. The Submarine LDO/Nuclear LDO Command Qualification Card can be found in COMSUBLANT/COMSUBPACINST 1412.1.

FY23 O-5/O-6 Statutory Selection Board

The FY23 statutory board season kicks off in January with the convening of the FY23 O-6 statutory selection board and will be shortly followed by the FY23 O-5 statutory selection board. These are Navy-wide selection boards, 1120s compete competitively against all other Unrestricted Line (URL) Officers (SWOs, Aviators, Seals, etc.). It is imperative that your record is properly updated and accurately reflects your performance to give you the best chance at selection for promotion. BUPERS-31 and BUPERS-32 publish guides for record reviews (<https://go.usa.gov/xMSx2>) which can assist a service member in ensuring that their record is up-to-date. PERS-42 conducts courtesy reviews of your record, but this does not catch all mistakes or errors. Each officer is responsible for maintaining their own record.

For those officers that are in-zone for O-5, PERS-42 recommends submitting a special FITREP to document your time as XO if your OCT 2021 FITREP does not show that you are serving as an XO. Be sure to look at BUPERSINST 1610.1D **CH-1** and FITREP 201 for more details. If you will not relieve as XO prior to the cutoff date for submission of a letter to the board, contact PERS-421 and PERS-421A to coordinate a letter on your behalf. For XOSS officers that will be in-zone for O-5 and desire a courtesy record review, contact PERS-421A at jeffrey.d.guise@navy.mil.

Review of Post-Division Officer Initiatives

PERS-42 has made several changes to the Division Officer shore detailing process over the past year. These changes were based on feedback received via the 2020 DO survey and were intended to make the process simpler, more transparent and align with the following three priorities: (1) reward performance and provide educational/career broadening opportunities, (2) value commitment to continued service in the Submarine Force and service in challenging assignments, and (3) to offer career path flexibility. The changes centered on the convening of the semi-annual

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Talent Management Board (TMB) and the execution of the Early Slating Opportunity (ESO) during the quarterly detailing process. Since their inception in late 2020 over 160 officers have participated in one or both of these initiatives!

Officers selected at the last three TMBs have been assigned to several unique and career broadening graduate education and shore duty opportunities such as: the Fleet Scholar Education Program (FSEP), the University of Rhode Island/UCONN Master's Degree Program, the Georgia Tech Research Institute, USNA GE+T/LEAD, MIT/WHOI, leadership opportunities at USNA, Direct to Department Head and assignment to the Personnel Exchange Programs (PEP)/Overseas opportunities in the United Kingdom, Canada, Germany and Australia. As the TMB continues, these opportunities will continue to grow and will look to reward and celebrate our force's talented division officers. Through this process we have detailed 24 officers to Naval Postgraduate School, 20 to overseas assignments (to include non-traditional shore duties – NTSDs), and the remainder to other assignments including NROTC units, Training commands and NPTU. Officers have utilized this opportunity to increase their likelihood of going to an overseas assignment, provide some geographic stability prior to Department Head, or to be assigned to a unique/desired shore duty. Officers participating in the standard portion of the slate are not dis-advantaged as the detailing process again focuses on the same priorities.

Feedback is always appreciated, as PERS-42 continues to look for process improvements, increased transparency and methods to improve customer service!

[Split-tour DH Opportunities/Requirements](#)

We are looking for ways to increase the number of engineer-served submarine officers. If you are a Department Head early in your tour (<12 months) or you have a Department Head who would make a good engineer, please discuss this with your chain of command and inform PERS-421B about a possible split-tour to an engineer billet. Split-tours are normally conducted after completing 6-18 months as a NAV or WEPS with a strong chance of screening for XO. Split-tour officers typically stay in the same Squadron for geographic stability and continuity in rankings, but exceptions are possible. The ENG tour will be approximately 24 months or 18 months with an approved waiver.

Serving in multiple Department Head assignments is excellent preparation for Executive Officer and Command. Contact LCDR Seth Romo, PERS-421B for additional details.

[Operational Requirements for Qualifications in Submarines](#)

BUPERSINST 1540.41E and MPM 1210-100 require that an officer have at least 6 months of time on an operational submarine prior to qualifications in submarines. This is valuable time to hone an officer's warfighting edge and cannot be readily learned in a trainer.

To this end, force leadership has approved a pilot program to split-tour division officers currently serving on operational submarines to a shipyard or PCU assignment, and directly from the pipeline to an operational submarine for 12-15 months prior to reporting to a shipyard or PCU assignment. The pilot program will begin in December 2021 and will be rolled out for select officers on submarines homeported in Pearl Harbor, Norfolk and Groton.

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Submarine Acquisition Professional Opportunity

Submarine Acquisition Professionals (AP) are high potential, command-served submarine officers (1120) who lead the development of future Navy capabilities. Submarine AP Members (APMs) lead diverse teams of military, government civilian and contractors in the development, procurement, fielding, and sustainment of submarines and their associated warfighting systems. If you are looking for an opportunity to apply your operational experience, develop new skills, determine the future of the submarine force and lead a diverse and talented team, then becoming an APM may be for you.

Some Key Points:

- Submarine APs remain 1120s and are eligible for all pay and bonuses their non-AP counterparts receive.
- Submarine AP Officers serve primarily in Washington DC or San Diego CA. Geographical stability is an advantage of the AP community, though opportunity exist to serve in Newport RI or Keyport WA as Commanding Officers of the Naval Undersea Warfare Centers.
- Initial acquisition assignments are in leadership positions in Program Offices.
- Following one or two Program Office assignments, Submarine AP Officers are eligible to apply for assignment as a Major Program Manager (MPM). Selection for MPM assignments is via a competitive slating panel. MPM is equivalent to Submarine Major Command. MPMs command a Navy Program Office, responsible for cost, schedule and performance in their cognizant area, and manage hundreds of millions to billion dollar budgets.
- Annual Selection Board: FY23 Board submission due date is May '22; Board convenes July '22, an ALSUBFOR message will announce exact dates as we get closer.

If you are interested in learning more about becoming a Submarine AP, please contact either CAPT Kevin Moller (Kevin.o.moller@navy.mil) or CAPT Jim Hurt (james.f.hurt2.mil@us.navy.mil)

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.mil@us.navy.mil.

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JUL 2021

- Warrior Toughness
- Help Us Help You – Please Keep Your NSIPS/NFAAS Updated
- Nuclear Qualifications (What Causes a Loss of AQDs)
- Graduate Education Opportunities
- Naval War College Fleet Seminar Program
- Total Operational Submarine Service (TOSS)
- Career Intermission Program/Targeted Reentry Program
- FY23 Submarine Major Command Screening Board
- Selection Board Support
- LDO/CWO Program Information
- Previous *Drumbeat* Topics
- Quick Reference Section

APR 2021

- 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

JAN 2021

- 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

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PRD and Slate	2Q22	3Q22	4Q22
Slate Opens	2 nd Week of September	2 nd Week of December	2 nd Week of March
Slate Closes	1 st Week of November	1 st Week of February	1 st Week of May
Detach Dates	March 22-May 22	June 22-August 22	September 22-November 22
Talent Management Board (next board February 22)			
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/LEAD	Career Intermission Program (CIP)	
	SNTWI		

Department Head Detailing Upcoming SOAC dates:	CO and XO Detailing Upcoming SCC dates:																																																			
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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 FY23 Board Schedule:
 07 Dec: Submarine Major Command (#145)
 12 Jan: Active O-6 Line (#160)
 15 Feb: Active O-5 Line (#230)
 09 May: Active O-4 Line (#275)
 23 May: Submarine CO/XO and DH (#146/350)

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