

PERS 42 DRUMBEAT (OCT 2020)



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

- 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

The *Drumbeat* is available on PERS-42's website at: <http://www.public.navy.mil/bupers-npc/officer/Detailing/submarinenuclear/Pages/default.aspx>. Also available at the PERS-42 website are detailer contact information, frequently asked questions, the Submarine Force community status 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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PERS 42 DRUMBEAT (OCT 2020)



Nuclear Officer Continuation Bonus Rate Updates

We recently announced significant changes to the Nuclear Officer Bonus and Incentive Pay (NOBIP) Continuation Bonus (COBO) rates and structure. The new rates are in effect as of October 1st and are listed below.

Type of Contract	Rate
Initial Contract (4/5-years)	\$35k
Initial Contract (6/7-years)	\$40k
Subsequent Contract <12 YCS	\$40k
Subsequent Contract >12 YCS	\$45k
Major Commander/Program Manager >26 YCS	\$50k

These changes are consistent with the value Navy leadership places on retaining top-performing nuclear officers. The tiered structure rewards officers who sign longer initial contracts based on overall contract length. Additionally, the new COBO payment structure is aligned with the Blended Retirement System (BRS) with a rate increase at 12 years of commissioned service (YCS), which also coincides with a period of increased responsibility (e.g., service as XO and CO).

Officers on a current contract may renegotiate for the higher rate per NAVADMIN 241/20 and OPNAVINST 7220.11G. The renegotiated rate will go into effect on either the current contract anniversary date or, for officers whose contract date is not currently aligned with their commissioning date, on the commissioning date (per the officer's request). Minimum contract length is three years for all officers except Major Commanders/Major Program Managers past 26 YCS. Officers on their initial contract are eligible to receive the higher rate if time already completed under the existing contract plus the length of a renegotiated contract is at least six years.

Unfortunately, due to fiscal constraints in early FY21, officers cannot renegotiate a current contract immediately to receive a pro-rated bonus payment at the higher rate.

For more information about the new COBO rates, visit the PERS-42 page at the NPC website to review the Renegotiation Guide and to download updated COBO contract letter templates. To submit a contract or ask questions regarding contract policies, contact the PERS-42 NOBIP Manager, LT Katie Wilson at Kathleen.T.Wilson1@navy.mil

Expansion of Female Officer Integration

COMSUBFOR recently made updates to the Women in Submarines Officer Integration Plan. Female accessions have doubled over the past few years, increasing from 36 in FY18 to 80 in FY21. However, decommissioning SSGNs over the next decade will significantly reduce female officer assignments opportunities if not mitigated. The updated plan provides female officers with diverse career opportunities in OPTEMPO, platform, and homeport assignment.

Over the next ten years, 21 additional crews will integrate, resulting in a total of 33 integrated crews by 2030. Additional ships will include SSBNs, NEWCON and operational VIRGINIA-class, SEAWOLF class, and several LOS ANGELES class submarines. The additional ships will be

PERS 42 DRUMBEAT (OCT 2020)



homeported across all submarine homeports with the exception of Guam. This includes opening Bremerton SSN opportunities (SEAWOLF-class) as well as San Diego opportunities.

The updated instruction, COMSUBLANT/COMSUBPACINST 1300.1A ASSIGNMENT OF WOMEN ON SUBMARINES, can be found at: <https://usff.navy.deps.mil/sites/csl/directives/default.aspx>.

For more information about the expanded Women in Submarines Integration Plan, contact the COMSUBFOR Women in Submarines Coordinator, LT Sabrina Reyes-Dods, at Sabrina.Reyesdods@navy.mil

For more information about female officer detailing implications, contact the Department Head Sea Detailer, LCDR Seth Romo, at Seth.A.Romo@navy.mil

PCU Commanding Officer Assignment Policy

Recent policy has been to keep the first CO of VIRGINIA-class PCUs in command from initial manning through sea trials. However, construction timelines resulted in the initial CO tour length exceeding 42 months, and, in some cases the CO was relieved prior to sea trials. With the addition of VIRGINIA Payload Modules to future PCUs, construction timelines are not expected to shrink.

Beginning with PCU OKLAHOMA (SSN 802), the first CO will report with initial manning and remain in command through propulsion plant testing (a 32-36 month tour). He/she will normally be a COSS screened officer called up to command afloat, which will improve call-up opportunity by one or two officers per year. The second CO will be assigned approximately four months prior to sea trials using the normal CO detailing process. He/she will remain in command through the beginning of the deployment preparation period or end of the first deployment (a 28-40 month tour). This change will improve continuity during initial sea trials, the post-shakedown availability, and potentially deployment without excessively long CO tours.

For more information about PCU CO assignments, contact the PERS-42 CO Detailer, CAPT Ken Douglas, at Kenneth.S.Doug@navy.mil

Announcement of CO – Special Mission Career Path

To best utilize the talent of submarine officers who serve in command ashore assignments, and to establish a more structured career path with rewarding post-command tours and increasing levels of responsibility, the “Commanding Officer – Special Mission” (CO-SM) career path will replace the legacy “CO Shore” career path. This change also better aligns the Submarine Force with other unrestricted line communities, which should make our CO-SM officers more competitive at statutory promotion boards.

PERS 42 DRUMBEAT (OCT 2020)



There are several paths to the CO-SM category:

- COSS screened Squadron Deputies who are not called up for command at sea.
- CO Afloat screened officers who do not serve as submarine CO due to medical disqualification or failure to complete the command training pipeline.
- XOSS or XO Shore screened officers who serve in XO or XO-equivalent assignments and are selected for promotion to O-5. These officers will compete to screen for CO-SM at the CO-SM screening board, which is held in conjunction with the Major Command screening board each year (normally November).

Examples of CO-SM billet assignments:

- Naval Submarine Support Commands (soon to be called Submarine Readiness Squadrons)
- Naval Submarine Training Facilities
- Undersea Rescue Command
- Naval Oceanographic Processing Facilities
- Naval Data Center in Yokosuka
- Yorktown Torpedo Facility

Eligible officers will be contacted by the CO/PCC Detailer to apply for assignment to a CO-SM command billet during slating twice per year. These billets are competitive, and not all eligible officers will have the opportunity to serve in command. Those officers who complete CO-SM command assignments will be considered post-commander command (PCC) served officers and will be detailed to post-command CDR and CAPT billets by the CO/PCC Detailer.

CO-SM PCCs will be eligible for screening for MC Ashore if selected for promotion to CAPT.

PERS-42 is also pursuing expansion of the current COSS Retention Bonus to all serving and served CO-SM officers without nuclear AQDs. PERS-42 will communicate additional details on this initiative once it is approved.

Additional information on the CO-SM career path is available in a Fact Sheet available on the PERS-42 website. For specific information on eligibility for CO-SM, contact the XO/Post-XO Detailer, CDR Chris Rose, at Christopher.W.Rose@navy.mil

[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.

PERS 42 DRUMBEAT (OCT 2020)



- 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.

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 Tony Mistrion, at Antonio.C.Mistrion@navy.mil

Commander and Captain Spot Promotion Updates

The Navy expanded the spot promotion program to include O-5 and O-6 billets in FY20, with additional billets subsequently added for FY21. PERS-8 conducts spot promotion boards in a manner similar to O-4 spot promotion boards. Instead of occurring quarterly, however, they occur semi-annually in October and April. PERS-421 will coordinate with officers detailed to eligible O-5 spot promotion billets, and PERS-42B will coordinate with officers detailed to eligible O-6 spot promotion billets.

PERS 42 DRUMBEAT (OCT 2020)



New billets eligible for spot promotion include:

Commander:

- COMSUBLANT/COMSUBPAC Force Nuclear Power Officer

Captain:

- Submarine Command Course PCO Instructors
- Commander Carrier Strike Group TEN Chief of Staff
- Naval Reactors Line Locker (Policy/Plans Assistant and Fleet Technical Liaison)
- Commander Task Force 69 Deputy
- COMSUBGRU EIGHT N3
- Commander Task Force 54/74 Deputy
- COMSUBGRU SEVEN N3
- Commander Task Force 114 JFMCC –STRAT Chief of Staff

Photographs at Administrative and Statutory Boards

The recent Secretary of Defense memorandum on Immediate Actions to Address Diversity, Inclusion, and Equal Opportunity in the Military Service (14 Jul 20) removes the use of photographs during promotion boards and administrative selection processes. Photographs were previously displayed in the “tank” during voting and were available in the service member’s online record. Photographs are still required to be updated per MILPERSMAN 1070-180 in an officer’s current paygrade, but they are not used for boards.

FY22 Board Schedule and Eligibility

1 Dec: Submarine Major Command/Major Program Manager/CO – Special Mission (#145)
LDO Drydock CO, LDO Commander Command (#147)

13 Jan: Active O-6 Line (#160)

28 Jan: Nuclear LDO ISPB (#182)

16 Feb: Active O-5 Line (#230)

TBD May: Active O-4 Line (#275)
Sub DH (#146)
Submarine CO/XO (#350)

# 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.

PERS 42 DRUMBEAT (OCT 2020)



PERS-42 Virtual Outreach

Typically, PERS-42 makes annual trips to each Submarine Force fleet concentration area for community status 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 more “virtual” form of engagement, primarily via Facebook, with brief videos on specific topics. Current posts include “JO Slating Process Update” and “Changes to Nuclear Officer Incentive Pay.” We intend to post one or two new videos per month, and we are also scheduling Facebook “live” sessions to address questions from the fleet. Follow PERS-42 on Facebook for updates and to provide input on future topics.

If there is a group of officers or family members who 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, submarine COs in San Diego, a brief to the officers at USSTRATCOM, etc.

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

PERS 42 DRUMBEAT (OCT 2020)



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

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

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?
- Other Board Resources and Points of Contact

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

OCT 2019:

- CDR/CAPT Spot Promotion Announcement
- Electronic Photo Submission
- Electronic Submission of Selection Board Documents
- FY21 Virtual Board Announcement
- FY21 Board Schedule and Eligibility
- FY20 Board Lessons learned
- PFA Exemption FITREP Guidance
- Post 9/11 GI Bill Update
- Department Head Tour Length
- FITREP 201 Quick Reference Guide

PERS 42 DRUMBEAT (OCT 2020)



PRD and Slate	2Q21	3Q21	4Q21
Slate Opens	2 nd Week September 20	2 nd Week December 20	2 nd Week March 21
Slate Closes	1 st Week November 20	1 st Week February 21	1 st Week May 21
Detach Dates	Mar21-May21	Jun21-Aug21	Sep21-Nov21
Talent Management Board (August 2020 (Complete) and February 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
21010	26OCT20	23APR21	20-04	21SEP20	18DEC20	SCC 67	2JAN21	19MAR21
21020	11JAN21	25JUN21	21-01	4JAN21	2APR21	SCC 68	5APR21	4JUN21
21030	08MAR21	20AUG21	21-02	5APR21	2JUL21	SCC 69	28JUN21	2SEP21
21040	03MAY21	15OCT21	21-03	28JUN21	24SEP21	SCC 70	27SEP21	2DEC21
21050	05JUL21	17DEC21						
21060	30AUG21	25FEB22						

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:
 2 Dec: Submarine Major Command (#145) & LDO Drydock CO (#147)
 13 Jan: Active O-6 Line (#160)
 28 Jan: Nuclear LDO ISPB (#182)
 16 Feb: Active O-5 Line (#230)
 TBD May: Active O-4 Line (#275); Sub DH (#146); Submarine CO/XO (#350)

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