PERS 42 DRUMBEAT (DEC 2016)

Head Submarine Officer Detailer/Nuclear Propulsion Program Manager Update

We are excited to bring you the second and final installment of the 2016 *Drumbeat*. We appreciate the feedback we've received throughout the year and always welcome the opportunity to improve our talent management efforts.

There is a great deal of new and detailed information in this *Drumbeat*. 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. I also encourage wardroom training on select topics to help your officers' professional development.

Topics included in this installment:

- PERS-42 New Staff
- Junior Officer (JO) Policy Changes
  - Shift Engineer Incentive Pay (SEIP)
  - JO Split Tours
  - PNEO Timing
  - JO Tour Length
- PCU Manning Changes
- Nuclear Officer Incentive Pay (NOIP) Increase
- Updated Co-location (COLO) Policy Information
- PCS Financial Posture
- Department Head Resignation\Retirement Timing
- LDO Program Information
- Navy Legislative Fellowship
- FY17 DH/XO/CO Board Preparations
  - FITREP Soft Break-Outs and Billet Recommendations
  - Command Qualifications, JPME, and Masters Degrees
  - Letters to the Board
  - Officer Photos
- Placement of XOSS Screened Officers on DECOM Submarines
- FITREP Mailing and Corrections
- Updating your Contact Information
- FY18 Major Command and LDO Board Results
- Quick Reference: Board Schedule and Information

Major topics in this Drumbeat focus on JO retention. This year we completed the first JO retention survey in nearly 10 years. The response was overwhelming with more than 550 responses. Many of the initiatives listed above were implemented as a result of the JO retention survey and associated JO Symposium which was hosted by both TYCOMs and Naval Reactors in December in San Diego. We are already starting to see positive returns on these initiatives with no "red details" on the last two consecutive JO shore slates and a record number of JOs participating in the 2nd quarter slate.

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

Very respectfully,

CAPT William J. Houston
Director Submarine/Nuclear Officer Distribution (PERS 42)
Nuclear Propulsion Program Manager (N133)
william.j.houston@navy.mil; [redacted]

PERS-42 New Staff

PERS-42 Welcomes:

LCDR Sammie Green – Arrived in June from Defense Threat Reduction Agency (DTRA) KIRKLAND Air Force Base, Albuquerque, NM, and has relieved LCDR Eric Rion as the Nuclear LDO/CWO Submarine Detailer (Desk 422A).

LCDR John Actkinson – Arrived in June from the USS HARRY S. TRUMAN (CVN-75) and has relieved LCDR Noah Rich as the Assistant Surface Nuclear Community Manager (Desk 42D1).

LT Jordan Keough – Arrived in August from COMSUBPAC, and has relieved LT Jeremy Bricco as the New Accessions Detailer (Desk 421E). LT Bricco has relieved LT Jarrett Crossgrove as the Division Officer Shore detailer (Desk 421C).

LT Michael DeBoer – Arrived in October and has relieved LCDR Chad Ingle as the Post Department Head Detailer (Desk 421A). LT Deboer is reporting from the USS PROVIDENCE (Navigator).

LT Jake Kutzer – Arrived in November and has relieved LT Craig Potthast as the Nuclear Compliance Officer (Desk 421N). LT Kutzer is reporting from the USS KENTUCKY GOLD.

LT Michael Dahlgren - Arrived in December and will be the Junior LDO Nuclear Detailer (Desk 422B). LT Dahlgren is reporting from the USS SEAWOLF.

Junior Officer Policy Changes

Shift Engineer Incentive Pay (SEIP)

Effective this past November (2016), all NPTU and MTS Shift Engineers are eligible to receive a $500/month incentive pay for serving as a shift engineer. Shift engineers on their sabbatical will also continue to receive SEIP so long as they remain at their current command/UIC.

PERS-42 POC for SEIP is LT Joshua Wingfield, joshua.wingfield@navy.mil.

Junior Officer Split Tours

All JOs are eligible to split tour from their ship as long as the following requirements have been met:

1. Have sustained superior operational performance proving readiness for Department Head (DH)
2. Completed PNEO.
3. Completed 24 months on board.

Split tour opportunities are available for prototypes and Pre-Commissioning Units (PCUs). A split tour to prototype or a PCU at the 24 month point facilitates a normal shore tour on the back end of the 24 month prototype or 18 month PCU tour. If you are interested in a split tour, please inform your XO/CO.

In addition to the split tour option discussed above, a limited number of top performing JOs (42 per YG) will be pre-approved for split tour prior to reporting to their first submarine. These JOs will be authorized for a split tour based on performance at NNPTC and NPTU. They will be detailed to an operational submarine (not in a major maintenance availability) for 24 months, and then to either a 24 month NPTU assignment or an 18 month PCU assignment. They will then be able to complete a 24 month shore duty assignment.

PNEO Timing and Policy Changes

PNEO Timing Guidance: Junior officers should take the PNEO exam between 18 and 20 months on board. The goal is to use your Engineer Qualification, experience, and leadership for 12 months post-PNEO.

Commands are permitted and encouraged to send JOs to take the exam between 16 and 18 months with a Naval Reactors waiver. If a JO is to take the exam after the 20 month point, TYCOM concurrence is required. Beyond 24 months Naval Reactors should be notified.

Two-Time PNEO Failures: If an officer fails PNEO a second time, the XO should contact PERS-42 to determine the path forward. The officer will be sent to a Probationary Officer Continuation and Redesignation (POCR) board at a time agreed upon by the ship and PERS-42. This process is required and gives the officer a chance to continue their naval service by applying for and potentially being accepted into another community in the Navy. Two-time PNEO failures are not eligible for lateral transfer and will not be considered for release to the lateral transfer boards.

The POCR board will determine if the officer will be retained with a new designator or administratively separated from the Navy. POCR boards are held every other month, starting in November of the fiscal year. Officer's record should be reviewed by a POCR board near the end of their JO sea tour.

PERS-42 PNEO POC is LT Jake Kutzer; jacob.kutzer@navy.mil.

JO Tour Length Change

The goal for every JO will be to serve 12 months onboard after completion of PNEO. JO nominal tour lengths have been returned to 32 months based on the accelerated PNEO timing discussed above. Wardrooms are expected to shorten their current JO tour lengths if manning and operational requirements are met. All new orders to the boat from the training pipeline are being written for 32 months.

If you would like to change the PRDs on some of your JOs, please let us know as early as possible. Wardroom planning conferences are a great tool to manage the health of your wardoom manning. Please contact LT Josh Wingfield (Joshua.wingfield@navy.mil) to move PRDs or to arrange a wardroom planning conference.

PCU Manning Changes

Major PCU manning changes have been implemented to account for actual builder performance and also to account for the increase in VA class experience throughout the Force. Highlights include having split tour JOs arrive later in the build and also staggering them at 6 month arrival intervals to ensure wardroom continuity. Limited Duty Officers are not required for the PSA period and will be evaluated for assignment based on available LDO inventory. Greater flexibility in Engineer Officer assignment timing is now available to enable top performing Navigators and Weapons Officers to be assigned to these positions as a split tour option.

NOIP Increase

The Continuation Pay (COPAY) bonuses are in the process of being increased by $5,000 (from $30K/yr to $35K/yr) for all eligible pay grades. Submarine force leadership has already approved the increase and the paperwork is in the internal staffing approval stages. We expect the increase to be official before May 2017 when the vast majority of contracts are up for renewal.

If your contract expires before May, do not hesitate to renew your contract at the current rate of $30K. You may renegotiate your contract when the pay increase becomes official.

NOIP POC is LT Josh Wingfield, Joshua.wingfield@navy.mil.

Updated Co-location (COLO) MILPERSMAN

If you and your military spouse request co-location, both service members must submit a one-time request with command endorsement to your detailers. This request must be submitted on a NAVPERS 1301/85 Officer Personnel Action Request IAW MILPERSMAN 1300-1000 MILITARY COUPLE AND SINGLE PARENT ASSIGNMENT POLICY. Every effort will be made by detailers to ensure that both service members' assignments are within the guidelines of the MILPERSMAN for both inter-service and intra-service COLO requests.

If co-location is not a high priority for you and your spouse, indicate this on your 1301/85 so your detailers can detail you and your spouse accordingly.

Co-location is not always feasible but detailers will make every attempt to do what is best for you and your family. Co-location is not required during training pipelines.

PCS Financial Posture

From Chief of Naval Personnel Public Affairs
(Statement shortened for *Drumbeat* purposes)

Due to budgetary pressures and a perennially decreased top line for Navy's Manpower Account, we knew PCS funds would be tight toward the end of the fiscal year. Consequently, the Navy began to carefully manage the issuance of PCS orders earlier this year, which resulted in shorter lead times for PCS moves. Each year, approximately 66,000 Sailors receive operational, rotational and training orders. The Navy also moves approximately 70,000 Sailors as they are accessed, separate, retire or execute organized unit moves (for homeport changes). Traditionally, operational and rotational moves have averaged three months advance notice for the past several years. However, in some cases this summer, those timelines have been shortened to one month due to budgetary pressure.

However, given the current fiscal constraints, the Navy is prioritizing PCS moves in order to remain within budget. Highest priority moves are those to fill critical gaps at sea, billets for individual augmentees, force protection, humanitarian, safety and overseas billets - they will be issued first. All other orders will be released following a sequenced move schedule to ensure the Fleet is manned properly.

The Navy recognizes that these shortened lead times limit Sailors' time to prepare for moves, and burdens them and their families.

Leadership is engaged at all levels to develop and implement solutions to minimize the impact to our Sailors. The focus and priority remains on manning the Fleet, and taking care of Sailors and their families.

For more information see the website below.
http://navylive.dodlive.mil/2016/06/22/pcs-orders-lead-times-three-things-you-need-to-know/

Department Head Resignations\Retirement Timing

PERS-42 will not recommend approval on resignations\retirement from a Department Head tour unless the DH will complete their 36 month obligation based on accepting orders to SOAC. This is to facilitate detailing flexibility in getting a proper relief onboard and ensuring that the ship's DH planning and rotations maintain around the nominal 32 month point. Resigning at the 36 month point affords the incumbent a 4 month period to take terminal leave and transition from the Navy (based on a 32 month nominal tour length). Strategic Weapons Officers (SWO) will need to inform their XO and their detailer at least 12 months in advance vice the MILPERS guidance of 9-12 months. The 12 month minimum is because it takes a minimum of 12 months to complete SWO training (SOAC + Pipeline).

LDO Program Information

The Limited Duty Officer (LDO) program provides a path for senior enlisted Sailors and Chiefs to obtain a commission as an Ensign. LDOs fill billets related to their occupational fields, require authority equivalent to other officer categories, require strong managerial skills, and are outside the normal development pattern for unrestricted or restricted line officers.

For a Sailor to apply for the nuclear LDO program they must be E6 or above, eligible for CPO, with the exception of meeting time-in-grade requirements (passed the CPO exam with a score high enough to be board eligible), have 8-16 years of service as of 1 October of the year the board is actually held (e.g. for the board being held in January 2017 must meet years of service requirement by 1 October 2017), be EWS/PPWS qualified, and be recommended for the program by the CO.

Over the last few years, interest in this vital program has dropped. There are tremendous benefits of this program for the Sailor, including guaranteed advancement to Lieutenant, increased authority, pay and retirement benefits, a change in career while increasing the value of the Navy retirement benefit, and chances to qualify as OOD and Surface Warfare Officer. We should be actively recruiting our best Sailors and Chiefs for this valuable and necessary program.

Please contact CDR Todd Nichols (Christopher.t.nicho2@navy.mil) or LCDR Sammie Green (Sammie.green@navy.mil) if you have questions regarding the LDO program.

Navy Legislative Fellowship

The 2018 Navy Legislative Fellowship call for applications message has been released. This fellowship allows officers to broaden their understanding of the legislative process and the operation of the U.S. Congress through a year-long assignment to the office of a member of the House of Representatives or the Senate.

This program is available to O-3 through O-5 officers who have demonstrated sustained superior performance throughout their career.

Applicants must be available for PCS assignment to Washington, DC, from November 2017 through December 2018. Applications are due by 31 March 2017.

Ref: NAVADMIN 265/16: MSGID 061641ZDEC16: SUBJ/2018 NAVY LEGISLATIVE FELLOWSHIP CALL FOR APPLICATIONS

FY17 DH/XO/CO Board Preparations

FITREP Soft Break Outs & Billet Recommendations

Soft breakouts and billet recommendations are extremely important on FITREPs and are to be considered essential items for promotion to the next rank and career milestone. Not putting a soft break out in your service member's FITREP after they received one on their previous FITREP should be a very conscious decision- this will be viewed by a board as an indication of decreasing performance. Ambiguity in the FITREP is not good for the member and may be seen as negative for screening or promotion purposes. This can be the difference between screening or not screening between two equally qualified individuals.

The same is true for billet recommendations in block 40. Block 40 should always have the next career milestone in it unless the CO does not recommend them for their next career milestone. If the service member has already screened for their next career milestone, ensure that is clearly identified in block 41. Do not let the board attempt to decipher what the CO was trying to recommend in a FITREP. Be very clear and explain any inconsistencies in block 41.

One of the most challenging promotion boards for submarine officers is LCDR. Ensure your eligible officers are recommended for both XO and LCDR.

Command Qualifications, JPME, and Masters Degrees

Ensure that your command qualifications are complete prior to your final look for XO and are updated in your record. Although completing your command qualification prior to your final look as XO is not a requirement, it can be used by the screening board as a tie breaker between two equally performing individuals. Email LT Jordan Keough or LT DeBoer proof of your command qualification at any point throughout the year and they will update your record. Proof can either be by scanning the back page of your qualification card, a letter from your squadron, or the qualification listed as complete on your FITREP.

The same is also true for Masters Degrees and JPME completion. Ensure that you complete these professional obligations early on in your career to set yourself apart from the other equally performing peers. We have seen it take up to two months for records to show the completion of JPME once members complete the course. If you do not see your record updated with the JPME completion after two months, contact your detailer for assistance in getting your record updated.

To update the status of your degrees and JPME completion, refer to the Officer Record Management Guide on our website: http://www.public.navy.mil/bupers-npc/officer/Documents/Officer%20Record_Management_Brief.pdf

Letters to the Board (LTB)

Update your record via official means with enough time to verify your information is updated prior to the board convening. Although a LTB will ensure that your record is viewed in full to the board, it does not update your official record.

Verify and update your record early and often to avoid having to write a letter to the board. Always CC your LTB to LCDR Edward May. This is the only way that PERS-42 can track and verify that your LTB was received by the board.

Further information, instructions and a LTB template can be found on the NPC PERS-42 website.

Board POC is LCDR Edward May, Edward.may@navy.mil.

Officer Photos

Officer photos are no longer required for the board but are still required for your record. PERS-42 and other PERS codes use these photos for nomination packages. Continue to update your photo every time you are promoted as directed by NAVADMIN.

NAVADMIN 186/16 231731ZAUG16: ELIMINATION OF THE REQUIREMENT TO DISPLAY THE OFFICER PHOTOGRAPH DURING SELECTION BOARDS

Placement of XOSS Officers on Decommissioning Subs

We have the opportunity to place high talent XOSS individuals on decommissioning vessels as XO. An XOSS officer who is selected for this assignment will not receive XO Afloat credit, but they do have an increased chance of promoting to Commander due to their record reflecting service as an XO. There are eligibility requirements and YG stipulations that are followed for these placements. Questions regarding these placements can be directed to the XO detailer at PERS-42.

FITREP Mailing and Corrections

It can be a challenging endeavor to correct your record when a FITREP is missing. PERS-42 frequently receives original FITREPS in the mail to be scanned into records. Do not send your original FITREPs to PERS-42. We are not the office that should be receiving these documents. By instruction they should be sent to PERS-32. These documents are required to be submitted to: Commander, Navy Personnel Command PERS 32, 5720 Integrity Drive, Millington, TN 38055-3200. See enclosure (2) of Navy Performance Evaluation System (BUPERINST 1610.10D).

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 account that is checked often.
- It is also recommended to include your cell phone number.

*****Detailers do not have the ability to update your contact information for you.*****

FY18 Major Command and LDO Board Results

Congratulations to everyone who screened for their next career milestone! Results can be found on the PERS-42 website or via Facebook.

Quick Reference Section

Division Officer Detailing

Upcoming shore slate dates:

Qtr	Opens	Closes	PRD
3rd	11 JAN 17	10 MAR 17	1706 – 1708
4th	10 APR 17	09 JUN 17	1709 - 1711
1st	10 JUL 17	08 SEP 17	1712-1802
2nd	09 OCT 17	08 DEC 17	1803-1805

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
17030	13 Mar 17	25 Aug 17
17040	08 May 17	20 Oct 17
17050	10 Jul 17	21 Dec 17
17060	5 SEP 17	2 MAR 18
18010	30 OCT17	27 APR18

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 (Pearl)	03 JAN 17	24 FEB 17
SCC (Groton)	03 MAR 17	02 JUN 17
SCC (Pearl)	03 JUL 17	31 AUG 17
SCC (Groton)	25 SEP 17	01 DEC 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:
18 JAN 17 - FY18 O-6 Line (#160)
14 FEB 17 - FY18 O-5 Line (#230)
22 MAY 17 - FY18 Submarine DH (#146)
22 MAY 17 - FY18 Submarine CO/XO (#350)
22 MAY 17 - FY18 O-4 Line (#275)

Upcoming Detailer Trips: Exact dates TBD
January 2017 - Ballston Spa/Charleston
February 2017 – San Diego
March 2017 - Kings Bay
March 2017 - Groton
April 2017 – Norfolk