

PERS 42 DRUMBEAT (JUL 2021)



As this is my first *Drumbeat* since relieving RDML Cavanaugh, I wanted to thank him for turning over such a tremendous team of professionals. Please know the PERS-42 team is standing by to assist each of you and your commands 24/7/365 along with MyNavy Career Center (MNCC). This edition of the *Drumbeat* discusses recent community management initiatives. Specific topics in this edition:

- 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

The *Drumbeat* is available on PERS-42's website. The new website went live in January and is: <https://mynavyhr.navy.afpims.mil/Career-Management/Detailing/Officer/Pers-42-Submarine/>. Detailer contact information, frequently asked questions, the Submarine Force community brief, and past issues of the *Drumbeat* are also available at the PERS-42 website.

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 continuous improvement in 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,

CAPT Robert E. Wirth
Director Submarine/Nuclear Officer Distribution (PERS 42)
Nuclear Propulsion Program Manager (N133)
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Warrior Toughness

We must be a resilient submarine force, ready to respond when crisis strikes. Based on the lessons learned from the surface warship collisions of 2017, Recruit Training Command (RTC) has commenced the Warrior Toughness training program to enforce the necessary mental fortitude required in high stress situations. By instilling the Navy Core Attributes of Initiative, Integrity, Toughness and Accountability, and developing their mind, body and soul, Sailors will possess the toughness required to effectively respond in life-threatening situations. The program has also been expanded to follow-on training commands, including USNA, NPTU, and NNPTC. For more information, go to <https://www.usni.org/magazines/proceedings/2019/july/warrior-toughness-making-mind-body-soul-connection>.

If you are having a difficult time managing stress, there are multiple avenues to receive help to include but not limited to:

- Embedded mental health
- Suicide Hotline (1-800-273-8255)
- Navy Chaplain
- Real warriors live chat
- Military One Source

Embedded mental health is available and there are no repercussions of receiving care!

Help Us Help You – Please Keep Your NSIPS/NFAAS Updated

PERS-42 conducts many community outreach programs to provide you career assistance. Oftentimes the team at PERS-42 will reach out to an officer and will find that we are unable to make contact. The primary driver for failed contact is officers do not update their contact information in NFAAS and NSIPS. Help us help you! Anytime you change an email address, official or unofficial, or phone number, take the time to update the information in NFAAS and NSIPS. This is the ONLY data source we have with your contact information.

Nuclear Qualifications (What Causes a Loss of AQDs)

Nuclear Additional Qualification Designators (AQDs) are required to be maintained for all nuclear trained officers. They are effectively your professional credentials/license to operate a naval nuclear propulsion plant. To maintain AQDs, an officer must periodically perform nuclear duties. If you leave a nuclear billet, you must return to a nuclear duty within 3 years to prevent a loss of AQDs. Waivers may be granted on a case by case basis, but officers are expected to take ownership of their proficiency and a waiver should not be the primary course of action. Officers should be familiar with their detachment date from their last nuclear assignment.

A direct correlation exists between COBO and nuclear AQD retention and a removal will subsequently result in the recoument of any unearned portions of COBO. For questions about nuclear AQDs, please see BUPERSINST 1540.41E or contact LT Lars Monia or LT John Diritto at (901) 874-4441.

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Common ways to ensure you maintain your nuclear AQDs include, but are not limited to:

- Committing to Department Head prior to exceeding 8 Years of Commissioned Service (YCS) as a Post-Division Officer
- Adhere to the normal timelines for the submarine officer career path (mainly by limiting shore duty assignments to two years in between sea tours)
- Maintain medical qualifications for submarine or nuclear field duty
- Qualifying for Nuclear Engineer by passing PNEO Course

Graduate Education Opportunities

In support of the Navy's increasing emphasis on education, Naval Postgraduate School (NPS) is an excellent shore duty opportunity! Division Officers within one year of PRD who are interested in NPS should contact the Division Officer Shore Duty detailer, LT Tony Mistrion, to inquire about available quotas. We will align NPS volunteers with their quotas, to the maximum extent possible, and allow them to bypass the quarterly slating process.

The Submarine Force priorities for graduate education, along with associated NPS quotas for FY22, are provided below:

Priority	Discipline	NPS Course (Quotas Available FY22)
1	RF / Electronic Warfare	590 – Electronic Systems Engineering (4) 525 – Undersea Warfare (3)
2	Computer Science / Information Technology	386 – Network Operations and Technology (1)
3	Cyber Systems and Cyber Warfare	326 – Cyber Systems and Operations (2)
4	“Big Data” and Operations Research	360 – OR Analysis (2)
5	Financial Management	837 – Financial Management MBA (3)
6	Operational Oceanography	374 – Operational Oceanography (0)
7	Acoustics	533 – Combat Systems Science and Engineering (3) 525 – Undersea Warfare (3)
8	Other Technical Disciplines and Strategic Studies	570 – Naval/Mechanical Engineering (2) 308 – Systems Engineering Analysis (1) 688 – Naval Strategy (1)

Additional graduate degree opportunities include the Political-Military Masters Program, Olmsted Scholarship Program, Fleet Scholars Education Program, MIT/Woods Hole Oceanographic Institution Program, Naval War College, and Graduate Education + Teaching at the Naval Academy. Specific program details and application processes are available at:

<https://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-42-Submarine/Graduate-Education/>

There are opportunities for the Navy to pay for your master's degree at other civilian institutions as well. These programs include Tuition Assistance (TA), Graduate Education Voucher (GEV), and Navy Postgraduate School distance learning. PERS-42 currently has seven quotas for GEV funding in the fields of Engineering (2), Financial Management (3), Cyber Systems (1) and Regional Studies (1).

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As a reminder, Navy-funded graduate education incurs additional service obligation, normally through the next career milestone (*e.g.*, Department Head tour).

PERS-42 POC: LT Antonio Mistrion (PERS-421C) at antonio.c.mistrion.mil@us.navy.mil or (901) 874-3943.

Naval War College Fleet Seminar Program

The Naval War College Fleet Seminar Program (FSP) consists of the three core Naval Command and Staff College courses offered through distance learning. The application window runs from April 1st through May 31st for the new academic year beginning in September.

This program provides Joint Intermediate-Level Professional Military Education (JPME-I) in a seminar format at 19 Navy and Joint bases to foster a deliberate and flexible learning environment. Each course runs from September through May, meeting one evening a week for three hours. Seminars are conducted at the graduate level and require appropriate initiative, research work, writing, and class participation.

After successfully completing the first course, students may apply for the Naval War College's Graduate Degree Program and, with additional elective coursework, can earn a Master of Arts degree in Defense and Strategic Studies. Nearly 1,000 students are currently enrolled, and more than 900 have earned a master's degree through this program in the past five years. Enrollment is open to eligible active and reserve officers in the Navy, Marine Corps, and Coast Guard in the grade of O-3 and above.

For more information on course locations and application procedures, visit the FSP website or contact the points of contact (POCs) listed below:

Website: <https://usnwc.edu/college-of-distance-education/Fleet-Seminar-Program>

NWC POC: Professor Ron Oard at fsp@usnwc.edu

PERS-42 POC: LT Antonio Mistrion (PERS-421C) at antonio.c.mistrion.mil@us.navy.mil or (901) 874-3943

Total Operational Submarine Service (TOSS)

Submarine URL officers are eligible for continuous submarine pay (CONSUBPAY) if they (a) hold a submarine designator (1120 or 1170), (b) have a valid Submarine Service Entry Date (SSED), (c) have met the required Total Operational Submarine Service (TOSS) at the completion of the 12th and 18th years of submarine service, and (d) are physically qualified. Most submarine officers meet the prescribed amount of TOSS by their 12 year gate (YRGT) and 18 YRGT with the normal career pipeline, 72 months and 120 months, respectively. Shorter sea tours or longer shore tours may result in insufficient TOSS to continue to receive CONSUBPAY. The officers particularly at risk of missing a CONSUBPAY gate are post-XOs and prospective COs. PERS-42 is able to automatically account for sea tours and training immediately prior to a sea tour. However, if any submarine rides are completed while on shore tour or while not permanently assigned to a submarine, that time will not be automatically added to your TOSS. In order to ensure you reach 120 months by your

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18YRGT, any and all ride letters need to be forwarded to PERS-42MP. Post-XOs may need to start PCO pipeline earlier to ensure that they can accumulate sufficient TOSS before their 18YRGT. A detailed flow chart explaining CONSUBPAY eligibility can be found at:

<https://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-42-Submarine/Incentive-Programs/>

Career Intermission Program (CIP)/Targeted Reentry Program

The Career Intermission Program (CIP) was established as a means of addressing the life/work challenges Sailors might face. Each year, CIP allows active duty officers and enlisted to take a sabbatical from their military service, transitioning into the Individual Ready Reserve (IRR) for up to three years. Following their career intermission, Sailors return to active duty with a two-for-one service obligation for time spent in the IRR. The participant's date of rank and year group are adjusted upon return from CIP, allowing the participant to remain competitive with those people at the same experience level. Service members must apply for CIP 12 months in advance of their projected rotation date and should talk to their detailer to coordinate CIP with follow-on orders.

Ref: OPNAVINST 1330.2C

<https://www.mynavyhr.navy.mil/Career-Management/Reserve-Personnel-Mgmt/IRR/Career-Intermission/>

Targeted Reentry Program (TRP) empowers Commanding Officers to identify and nominate their Sailors for an accelerated return to Active Duty. Through the nomination process, the Sailor will be considered for a "Golden Ticket" or "Silver Ticket." Golden ticket recipients are awarded a guaranteed return to duty in the AC or FTS within 1 year of separation provided they remain fully qualified. Silver ticket recipients may have the opportunity to return to duty in the AC or FTS within 2 years of separation, subject to the needs of the Navy, provided they remain fully qualified.

Similar to CIP, the participant's date of rank and year group will be adjusted upon return to active duty. The program is designed to benefit both the Navy and the Sailor through continued service of sustained superior performers. Officers interested in applying for TRP should have their COs submit an endorsement letter with their NSIPS resignation under the "Attach/Comment/Recommend" tab of the request.

Ref: MILPERSMAN 1001-260

<https://www.mynavyhr.navy.mil/Career-Management/Transition/Targeted-Re-Entry-Program/>

FY23 Submarine Major Command Screening Board

The FY23 Submarine Major Command Screening Board will convene on 07DEC21. Eligible officers will be contacted approximately 3 months prior to the board notifying them of their eligibility. We encourage officers that believe they will be eligible to conduct a review of their record and reach out to LCDR Seth Romo, PERS-421B, with any questions. The deadline for Letters to the Board (LTB) is 2359 CST on 26NOV21.

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Selection Board Support

PERS-42 has opportunities for submariners of all ranks to participate in statutory or administrative selection boards, both as voting members and as recorders. Navy Personnel Command funds all travel for board participants. This is an incredibly valuable opportunity for professional development! Please contact LT Sean Williams at sean.m.williams159.mil@us.navy.mil for details.

LDO/CWO Program Information

COs and XO's, if you have a hot running first class or Chief, please talk to them about applying for the Limited Duty Officer (LDO) or Chief Warrant Officer (CWO) Program. The LDO/CWO program provides a path for senior enlisted Sailors and Chiefs to obtain a commission as an Ensign, CWO2 or CWO3. LDOs and CWOs fill billets related to their occupational fields requiring increased authority, strong managerial skills, and that are outside the normal development pattern for unrestricted line officers.

There are tremendous program benefits including increased authority and responsibility, increased pay and retirement benefits, and diversity of future assignments. We should be actively recruiting our best Sailors and Chiefs for this valuable and necessary program.

For a Sailor to apply for the LDO program, they must be E6 or above, eligible for the CPO Board, have 8-14 years of service (8-16 years of service for Nuclear LDO). To apply for CWO, they must be a CPO with 14-22 years of service. Time in service is calculated as of 1 October of the year they could be commissioned. All applicants must be recommended by the CO.

Please contact PERS-422B; LT Willie Ruthart (Nuclear LDO), at william.s.ruthart.mil@us.navy.mil or (901) 874-3938, or PERS-422A; LCDR Brian Purvis (Non-nuclear LDO/CWO), at brian.r.purvis.mil@us.navy.mil or (901) 874-3945, if you have questions regarding the LDO program.

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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.mil@us.navy.mil or (901)-874-3932.

<https://mynavyhr.navy.afpims.mil/Career-Management/Detailing/Officer/Pers-42-Submarine/>

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

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
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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?

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PRD and Slate	1Q22	2Q22	3Q22
Slate Opens	2 nd Week of June 21	2 nd Week of September	2 nd Week of December
Slate Closes	2 nd Week of August 21	1 st Week of November	1 st Week of February
Detach Dates	December 21-February 22	March 22-May 22	June 22-August 22
Talent Management Board (next board August 21)			
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:					
Class	Start	Finish	NR	Start	Finish	SCC	Start	Finish
21060	30AUG21	25FEB22	21-04	20SEP21	17DEC21	SCC 70 (CT)	27SEP21	03DEC21
22010	25OCT21	22APR22	22-01	03JAN22	01APR21	SCC 71 (PH)	10JAN22	18MAR22
22020	10JAN22	24JUN22	22-02	04APR22	01JUL22	SCC 72 (CT)	11APR22	17JUN22
22030	07MAR22	12AUG22	22-03	27JUN22	23SEP22	SCC 73 (PH)	11JUL22	16SEP22
22040	02MAY22	14OCT22	22-04	19SEP22	16DEC22	SCC 74 (CT)	26SEP22	09DEC22
22050	27JUN22	09DEC22						

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)

CAPT Bob Wirth	Division Director	Robert.e.wirth.mil@us.navy.mil
CAPT Ken Douglas	Deputy/CO Detailer	Kenneth.S.Douglas3.mil@us.navy.mil
LCDR Chris Smith	Branch Head/XO Detailer	Christopher.R.Smit11@navy.mil
LCDR Jeff Guise	Post DH Detailer	Jeffrey.D.Guise@navy.mil
LCDR Seth Romo	DH Sea Detailer	Seth.A.Romo.mil@us.navy.mil
LT Tony Mistrion	DO Shore Detailer	Antonio.C.Mistrion.mil@us.navy.mil
LT Katie Wilson	NOBIP/CONSUBPAY Manager	Kathleen.T.Wilson4.mil@us.navy.mil
LT Manny Diaz	DO Sea/Accessions Detailer	Juan.M.Diaz36.mil@us.navy.mil
LT Lars Monia	Nuclear Compliance Officer	Keith.L.Monia.mil@us.navy.mil
LT John Dirito	P-Nuclear Compliance Officer	John.N.Dirito@navy.mil
LT Sean Williams	Nuclear Placement Officer	Sean.M.Williams159.mil@us.navy.mil
CDR Steve Dwyer	CDR/CAPT LDO Detailer	Steven.J.Dwyer3.mil@us.navy.mil
LCDR Brian Purvis	Non-Nuclear LDO Detailer	Brian.R.Purvis.mil@us.navy.mil
LT Willie Ruthart	Nuclear LDO Detailer	William.S.Ruthart.mil@us.navy.mil