

PERS 42 DRUMBEAT (JULY 2019)



Pay & Graduate Education Edition

We are excited to bring you a *Drumbeat* that specifically covers Pay and Graduate Education topics. Please support its dissemination by forwarding this document within the lifelines of our community. XO's, print out a copy, place it in your Wardroom and encourage your officers to read its contents!

Topics in this edition of the *Drumbeat* Include.

- Nuclear Pay Acronyms
- COBO Contract Process and Common Questions
- Recommended Contract Start Dates
- Time of Submarine Service (TOSS) – CONSUBPAY/OPSUBPAY
- AIP and Voluntary Retirement Information
- COSS Retention Bonus
- Pay and Bonus POC
- Graduate Education Priorities and Opportunities
- LDO Program Information
- Contact with PERS-42
- E-mail Address Updates
- Previous Drumbeat Article Reference
- Quick Reference Section

The PERS 42 website is updated and available on Navy Personnel Command's website at the following address:
<http://www.public.navy.mil/bupersnpc/officer/Detailing/submarinenuclear/Pages/default.aspx>.

The homepage includes detailer contact information, frequently asked questions, our submarine community status brief, and past issues of the PERS-42 Drumbeat.

As always, your feedback and interaction with my detailers help us improve the submarine officer distribution process including our constituents' customer service experience. Please read this Drumbeat in full and discuss it with your subordinate commands and wardrooms.

Very respectfully,

A handwritten signature in black ink, appearing to read 'Brian L. Davies'.

CAPT Brian L. Davies
Director Submarine/Nuclear Officer
Distribution (PERS 42)
Nuclear Propulsion Program Manager (N133)
brian.davies@navy.mil;

PERS 42 DRUMBEAT (JULY 2019)



Nuclear Pay Terminology

There are several types of nuclear bonuses, some of which have changed names over the years. Here are the most up to date acronyms from OPNAVINST 7220.11 (Series); NUCLEAR OFFICER BONUS AND INCENTIVE PAY PROGRAM.

Nuclear Officer Bonus and Incentive Pay (NOBIP) – This term refers to all nuclear bonuses and pay listed below.

Special Bonus Pay

Nuclear Officer Accession Bonus (NOAB)– An accession bonus is paid to individuals who are selected for officer naval nuclear propulsion training and who execute a written contract to participate in a program of training for duty in connection with the supervision, operation and maintenance of naval nuclear propulsion plants. (\$15,000)

Nuclear Career Accession Bonus (NCAB) – An accession bonus paid to URL officers upon successful completion of the nuclear propulsion training program. (\$2,000)

Nuclear Officer Continuation Bonus (COBO)– The sum of money paid in annual installments to nuclear qualified officers who agree to remain on active duty an additional set period beyond their existing service obligation. COBO is paid out at the beginning of every year of obligated service on their contract signing date. (\$30,000, \$35,000, and \$45,000)

Special Incentive Pay

Nuclear Officer Incentive Pay (NOIP) – This term refers to all nuclear pay, including Shift Engineer Pay (SEIP) and the Annual Incentive Pay (AIP).

Nuclear Career Annual Incentive Pay (AIP) – AIP is a sum of money paid annually to nuclear-qualified officers with nuclear AQDs who have completed their initial service requirement. AIP is paid out at the completion of time already served on 30 September. (\$12,500) AIP is not prorated if the officer voluntarily resigns or retires. For example, AIP is prorated if a LCDR must statutorily retire, or if someone signs a COBO contract late.

Shift Engineer Incentive Pay (SEIP)– The monthly Shift Engineer (SE) pay when attached to NPTU as an instructor. Officers on their sabbatical after completing their 24-month period as SEs remain entitled to SEIP. (\$500 /month)

LES Verification

Please ensure that you are periodically verifying your Leave and Earnings Statement (LES). Your LES is your responsibility. It is possible errors are made that result in either an underpayment or overpayment of entitlements. The Navy will recoup any money that you received for which you are not entitled. Likewise, the Navy will back-pay you entitled money that was not properly paid. PERS-42 conducts various audits throughout the year to identify over and under payments. Please do not go into EMCON if you find an error or this may delay your correct payment or result in a recoupment at an inopportune time. If you find an error, please immediately call PERS-421D; LT Chase Cummins, so we can work with you to make your payments correct.

PERS 42 DRUMBEAT (JULY 2019)



Initial COBO Contract Process and Common Questions

If you are interested in signing a contract, please go to the NPC/PERS-42 website and read OPNAVINST 722.011(series) NUCLEAR OFFICER BONUS AND INCENTIVE PAY PROGRAM. After reading the instruction, print and route a COBO Application with CO's endorsement letter (enclosure 5) through your chain of command. Please do not alter anything in the application letter besides the number of years, the number of installments that you want, and the amount for which you are eligible.

Listed below are some common questions:

Q: When can I sign a contract?

A: You can sign a contract at any point past 4 years of commissioned service. Normally, the number of years requested in the contract is equal to the number of installments given annually on the contract date. Contract dates should align with your commissioning date if possible as this maximizes future payments leading to retirement.

If you sign between 4 and 5 years of commissioned service, you are eligible to sign a "plus one" contract. A "plus one" contract allows you to sign a contract before your minimum service requirement, giving you an additional installment on the initial contract date (normally as soon as the contract is processed). Remaining installments are then paid on the member's contract anniversary date (must be commissioning date) based on the length of the contract. The sum of all paid installments is equal to the original value of the contract. The main benefit of the "plus one" contract is the member gets a bonus prior to their initial five-year Minimum Service Requirement (MSR; typically five years for most officers). For example, a 5-year contract is worth \$175,000 (5 installments of \$35,000). If you elect to receive a "plus one," you would receive six installments of \$29,166. The total contract would still be worth \$175,000.

If you do not elect to receive a "plus one" installment, your contract will start on the 5th anniversary of your commissioning date. This is when your MSR ends (for most officers) and your contractual obligated service begins.

To be eligible for COBO you also need to be Engineer Qualified (PNEO). You do not need to be department head screened to sign a contract but you should be on track to screen.

Q. For how many years can I sign a contract?

A. For initial contracts (before department head tour), the term is between 4 and 7 years. For all other contracts, the term is between 3 and 7 years. An officer with greater than 26 years commissioned service (YCS) serving as a major commander or post-major command can sign a contract between 1 and 4 years; however, consecutive 1 year contracts are not authorized.

Q. Who do I send my contract to?

A. The PERS-42 POC for all contracts and pay is the Division Officer Sea Detailer, PERS-421D, LT Chase Cummins. You can also send your contract to your detailer and they will ensure that PERS-421D receives and process it. Please send your contract via email PDF. We will accept US Mail but it is not as efficient as email and email also provides better OQE for any future questions.

PERS 42 DRUMBEAT (JULY 2019)



Q. How long does it take to receive my payment?

A. It takes approximately 2-3 weeks from PERS-42 receiving your contract to the money being deposited in your bank account. If you have not received a payment after 1 month, please contact PERS-421D.

Q. When am I eligible for the \$45,000 COBO rate?

A. Per NAVADMIN 219/18, 1120's who are serving or have served in Major Command, and have completed 26 years of commissioned service, may sign a 2 to 4 year contract at \$45,000 per year. In execution of this contract, the end of the contract either must be two-years beyond the officer's current Projected Rotation Date or must end at the officer's statutory retirement (30 years of service).

Recommended Contract Start Dates

The recommended start date for your contract is on the anniversary of your commissioning. If your contract is not aligned to this date, there is a risk that you would not be able to receive the maximum amount of COBO as you approach a retirement date (most retire on a date consistent with commissioning dates).

Changing the contract anniversary date is possible, but is not always an option. It is best to avoid this scenario altogether and have your contract properly aligned to your commissioning date.

Total Operational Submarine Service (TOSS) **CONSUBPAY/OPSUBPAY**

There are two different types of SUBPAY: Continuous Submarine Duty Incentive Pay (CONSUBPAY) and Operational Submarine Duty Incentive Pay (OPSUBPAY). Most due-course submariners receive CONSUBPAY. It starts in power school, appears on your LES every month, and goes up over time. OPSUBPAY is paid month-by-month for time served on submarines (i.e., CHOPS on submarines, riding inspection teams, etc.).

CONSUBPAY is not a "permanent" pay. Officers must be due-course submariners and remain in the submarine force on a career basis. By policy, (OPNAVINST 7220.15, SUBMARINE DUTY INCENTIVE PAY), only officers with sufficient career sea time are considered to be in the submarine force on a career basis. The metric used to determine an officer's submarine time is called Total Operational Submarine Service (TOSS). This represents the number of months of a career that an officer was on a submarine, or serving in certain training assignments (such as Nuclear Power School or at the Submarine Officer Basic Course) which are directly related to submarine operations.

Power School, Prototype, SOBC, SOAC, SCC, and all milestone sea tours automatically count towards TOSS credit for the entirety of the tour. There is a "Fifteen Day rule" associate with TOSS. By this rule, you must check-in on or before the 15th of a month to have your reporting month count towards TOSS. Likewise, you must detach from a command later than the 15th to have your detaching month count as TOSS. Most officers have no trouble achieving the milestone TOSS requirements as long as they stick to the submarine officer career path and the sea-shore flow

PERS 42 DRUMBEAT (JULY 2019)



rotation milestones. We see issues with TOSS when officers have multiple short sea tours and long shore tours.

TOSS is not automatically accrued during shore tours that require an officer to ride submarines in execution of their duties (Squadron Staff, NPEB, TRE team, etc.). Ride letters can be submitted to PERS-42 and earn up to a month of TOSS for every 48 hours underway when stationed at eligible shore duties. These shore commands should submit ride letters to local PSDs to account for this time but we can provide backup as necessary.

So why does TOSS matter? At certain points in our career, our TOSS is evaluated to see if we are still eligible for CONSUBPAY. These points are TOSS Gates, and they are positioned at 12 and 18 years of submarine service (which is based on your first day of power school). Prior to 12 years, everyone receives CONSUBPAY. At 12 years, you are required to have 72 months of TOSS, or CONSUBPAY stops.

The 18-year gate is slightly more complicated. At 18 years of submarine service, you must have 120 months of TOSS to be eligible to receive CONSUBPAY until 26 years of commissioned service. If you do not have 120 months of TOSS, you must have 96 months of TOSS to be eligible to receive CONSUBPAY until 22 years of commissioned service. If you do not have 96 months of TOSS at the 18-year gate, CONSUBPAY stops at 18 years of commissioned service.

Again, TOSS is generally not a concern for the “due course” submariner. Some individuals will have upwards of 130 months of toss at the 18-year gate without ride time. It becomes an issue when short sea tours and long shore tours are involved. It is possible that a CO could face losing CONSUBPAY after their command tour. In this instance, it is important to have access to your ride letters so that sea time during shore tours can count towards your TOSS.

PERS-42 audits TOSS to determine when officers need to start the NR PCO course to ensure they accrue 120 months of TOSS prior to their 18-year gate. You will be notified by your detailer if you are in danger of not meeting a TOSS gate and this will often be a driving factor in timing for starting the PCO pipeline.

If you think you have earned more TOSS than we are accounting for, please submit ride letters, a screen shot of your BUPERS PERSTEMPO sea counter, or radiation exposure records (as a last resort) to PERS-421D to ensure that your ride time is counted towards your TOSS.

Pay and Bonus POC

All pay and bonus related questions should be directed to PERS-421D; LT Chase Cummins, at chase.m.cummins@navy.mil.

PERS 42 DRUMBEAT (JULY 2019)



Graduate Education Priorities and Opportunities

SUBFOR has updated their priorities with respect to graduate education:

Priority	Discipline	NPS Course
1	RF / Electronic Warfare	590 – Electronic Systems Engineering 525 – Undersea Warfare
2	Computer Science / Information Technology	368 – Computer Science
3	Cyber Systems and Cyber Warfare	326 – Cyber Systems and Operations
4	“Big Data” and Operations Research	360 – OR Analysis
5	Financial Management	837 – Financial Management MBA
6	Operational Oceanography	374 – Operational Oceanography
7	Acoustics	533 – Combat Systems Science and Engineering 525 – Undersea Warfare
8	Other Technical Disciplines	570 – Naval/Mechanical Engineering 580 – Systems Engineering 308 – Systems Engineering Analysis

The Navy, as well as the Submarine Force support several In Residence Graduate Education opportunities, in addition to the Naval Post Graduate School, that allow officers to earn unique skill sets. For YG15 and junior, one year of In Residence Graduate Education is a requirement prior to assuming Major Command. Many of these programs, in addition to several others, allow officers to meet this requirement:

The Olmsted Scholarship Program: NAVADMIN 061/19

The MIT/Woods Hole Institute Program: NAVADMIN 162/18

Naval War College Advanced Strategist Program (also earns JPME Phase I)

Naval War College Advanced Research Project (also earns JPME Phase I)

Graduate Education + Teaching (GE+T): NAVADMIN 204/18

Leadership Education and Development (LEAD): NAVADMIN 205/18

LDO 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) Program. The 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 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) as of 1 October of the year they could be commissioned, and be recommended by the CO.

PERS 42 DRUMBEAT (JULY 2019)



Please contact PERS-422B; LT Mike Dahlgren (Nuclear LDO), at michael.dahlgren@navy.mil or PERS-422A; LCDR Brian Purvis (Non-nuclear LDO), at brian.purvis@navy.mil if you have questions regarding the LDO program.

Contact with PERS-42

When contacting PERS-42 via email, please ensure that you have a signature line that includes a job title, phone numbers (work and cell), and a secondary email (e.g., personal email) if applicable. You will receive a faster and more efficient response from PERS-42. Additionally, detailers will refer back to constituents' emails from time to time to find contact info to reach out to constituents so if we don't have your contact info, it is difficult for us to contact you, which may result in missed opportunities.

Another method to ensure that you get a more efficient response time from PERS-42 is to ensure that your NMCI outlook profile is up to date with your office phone number, location, etc.

E-mail Address and Phone Number Updates

PERS-42 utilizes NFAAS contact information to reach out to officers, especially during selection board season. If you list your work email address in NFAAS, please ensure that you update it every time you receive a new email address from the Navy. For example, if you are going from a boat to CSP, you will need to update NFAAS to reflect your new CSP NMCI email address. Personal emails are always encouraged, as well.

If you do not regularly update your email address in NFAAS, you will risk not receiving career information regarding administrative and statutory promotion boards.

PERS 42 DRUMBEAT (JULY 2019)



Previous Drumbeat Topics

All previous versions of the *Drumbeat* can be found at the NPC/PERS-42 website. If you use a previous topic as a reference, please refer to the source reference/document to verify its accuracy as policies and references change frequently. Please contact us if you have any questions.

Drumbeat POC is PERS-421B; LT Chris Wilber, at christopher.r.wilber@navy.mil.

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

FEB 2019: Board Edition

- Upcoming board dates
- Submarine CO/XO/DH eligibility
- Administrative vs Statutory Boards
- Board correspondence policy change (Letter to the board (LTB) submission)
- 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 your record matters the most?
- Officer Photographs at Selection Boards
- How to review and update my record?
- How will PERS-42 contact me before the board?
- Who can answer your board questions at PERS-42?
- Other Board Resources and Points of Contact

JAN 2019:

- NPS Distance EMBA Graduate Education
- JO Shore Tour Length and Early O-4 Screening
- JO Manning
- XO/O-4 Administrative/Statutory Boards
- DH Split Tour Opportunities
- ENG SPOT Promote Process
- Limited Duty (LIMDU) Process
- PFA Impact on Promotion Boards
- COSS Retention Bonus
- AIP and Voluntary Retirement Information
- Retirement and Resignation Information
- Permanent PRP De-certification
- FITREP Submission

SEP 2018:

- New Junior Officer Preference Submission Method Status Report
- MIT/WHOI Message
- FY20 Board Schedule and Eligibility
- FY19 Board Lessons learned
- Officer Photographs for Boards
- PFA Exemption FITREP Guidance
- Post 9/11 GI Bill Update
- NOBIP Change for Major Commanders
- FITREP 101 Tri-Fold
- FITREP 201 Quick Reference Guide

PERS 42 DRUMBEAT (JULY 2019)



Quick Reference Section

JO Slate Schedule				
PRD and applicable slate	1Q20	2Q20	3Q20	4Q20
Slate Opens	2nd week June 19	2nd week September 19	2nd week of December 19	2nd week March 2020
Slate Closes	1st week August 19	1st week of November 19	1st week of February 20	1st week May 2020
Detach Dates	Dec19 - Feb20	Mar20-May20	Jun20-Aug20	Sep20-Nov20
Talent Management Due Date	1-Aug-19	1-Nov-19	1-Feb-20	1-May-20
Talent Management Programs (play the slate)	NPS (5)	NPS (5)	NPS (5) SNTWI (3)	NPS (5)
Talent Management Programs (don't play the slate)	GEV (3) WAR COLLEGE (1) FSEP (5)	GEV (3) WAR COLLEGE (1) MIT/WHOI 31-Oct-19 GE+T (2)/LEAD (2) 1-Oct-19	GEV (3) WAR COLLEGE (1)	GEV (3) WAR COLLEGE (1)

Department Head Detailing

Upcoming SOAC dates:

Class	Start	Finish
19050	08 JUL 19	19 DEC 19
19060	03 SEP 19	28 FEB 20
20010	28 OCT 19	24 APR 20
20020	13 JAN 20	26 JUN 20
20030	09 MAR 20	21 AUG 20

CO and XO Detailing

Upcoming SCC dates:

Class	Start	Finish
SCC 62	01 OCT 19	06 DEC 19
SCC 63	06 JAN 20	06 MAR 20
SCC 64	06 APR 20	05 JUN 20
SCC 65	06 JUL 20	04 SEP 20

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 FY21 Board Schedule:

FY21 Major Command: 13 November 2019
 FY21 LDO Dry Dock CO: 13 November 2019
 FY21 CO/XO and DH: 18 May 2020

Upcoming Detailer Trips:

19-22 August: Pearl Harbor
 16-20 September: Groton
 October: STRATCOM
 Dates are tentative and subject to change

CAPT Brian Davies	Division Director	Brian.Davies@navy.mil
CDR Kenneth Douglas	Deputy/CO Detailer	Kenneth.S.Doug@navy.mil
CDR Carlos Martinez	Branch Head/XO Detailer	Carlos.F.Martinez2@navy.mil
LCDR Eric Stinson	Post DH Detailer	Eric.A.Stinson1@navy.mil
LT Chris Wilber	DH Sea Detailer	Christopher.R.Wilber@navy.mil
LT Jeanne Van Gilder	JO Shore Detailer	Jeanne.VanGilder@navy.mil
LT Chase Cummins	JO Sea Detailer	Chase.M.Cummins@navy.mil
LT Dan Kindervater	Accessions Detailer	Daniel.J.Kindervater@navy.mil
LT Jason Kongsol	Nuclear Compliance Officer	Jason.D.Koncsol3@navy.mil
LT Sean Williams	Nuclear Placement Officer	Sean.M.Williams5@navy.mil
CAPT Todd Nichols	CDR/CAPT LDO Detailer	Christopher.T.Nicho2@navy.mil
LCDR Brian Purvis	01-04 LDO Detailer	Brian.purvis@navy.mil
LT Mike Dahlgren	Nuclear LDO Detailer	Michael.Dahlgren@navy.mil