



COVID-19 Impacts and Graduate Education and Edition

COVID-19 has impacted all of us, particularly officers and families planning and executing PCS moves. The PERS-42 team and I appreciate your patience, understanding, feedback, and even assistance as we continue to work together to keep the fleet manned and ready to strike from the depths!

This edition of the *Drumbeat* covers COVID-19 and graduate education topics. While this *Drumbeat* would normally have been a board-specific edition, we are delaying the majority of those topics to be in line with updated board schedules. Topics included in this installment:

- 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

The PERS 42 website is updated and available on Navy Personnel Command's website at: <https://www.public.navy.mil/bupers-npc/officer/Detailing/submarinenuclear/Pages/default.aspx>. It includes 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 the submarine officer distribution process.

Please read this *Drumbeat* in full, disseminate it, and discuss it with your subordinate commands and wardrooms.

Very respectfully,

CAPT Christopher J. Cavanaugh
Director, Submarine/Nuclear Officer Distribution (PERS-42)
Nuclear Propulsion Program Manager (OPNAV N133)
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COVID-19 Impacts on Boards

The Navy announced via NAVADMIN 072/20 that all selection boards are on hold. This NAVADMIN also contained specific information for statutory (promotion) boards, stating that eligibility zones and deadlines for letters to the board (LTBs) will not change from those previously announced. This policy is intended for consistency from year to year.

PERS-42, as sponsor for administrative boards such as the upcoming Submarine CO, XO, and DH Screening Boards, has significantly more flexibility in setting eligibility and LTB requirements.

Eligibility for the CO, XO, and DH boards is generally based on year groups (YGs) and is unaffected by their delay. However, we will continue to evaluate medical and nuclear AQD status up to the convening date of the board to determine final eligibility. For example, officers whose nuclear AQDs are removed after the previously published board date but prior to the actual board convening will not be considered eligible. Similarly, officers who have AQDs restored between those dates will be considered eligible.

Record updates and LTB submissions will be due 10 days prior to the actual board convening date. **We anticipate conducting the CO/XO/DH Board the week of June 30th, which makes record updates and LTB submissions due by 2359 Central Time on June 19th.** We will advertise updates to the board convening date via the PERS-42 Facebook page and other communications with Submarine Force leadership. If this board is delayed until September, which is unlikely, we will “lock” record updates and LTB submissions no later than August 31st ahead of the subsequent Squadron ranking cycle.

The Submarine Major Command/Drydock CO/LDO Command Board will likely shift to December.

POC: LCDR Chris Wilber (PERS-421B) at christopher.r.wilber@navy.mil

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 Junior 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 FY21, are provided below:

Priority	Discipline	NPS Course (Quotas Available FY21)
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)

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Priority	Discipline	NPS Course (Quotas Available FY21)
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 Master's 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 the PERS-42 website.

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).

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@navy.mil

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.

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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@navy.mil

Contact Information

The recent COVID-19 PCS restrictions and modifications highlighted the importance of maintaining contact information up to date. PERS-42 uses NFAAS as our primary source of information when we need to contact you. Please keep NFAAS up to date, particularly after a move or change in assignment, to ensure you are receiving the latest career information.

Additionally, it is helpful if your email signature block includes contact information. Email files are passed on when you change detailers (*e.g.*, transition from shore duty to SOAC) and can also be a valuable source of contact information.

POC: LT Sean Williams (PERS-423) at sean.m.williams5@navy.mil

Junior Officer Survey and Symposium

Thank you to everyone who participated in the 2019 Submarine Junior Officer Survey! 945 junior officers participated, which is approximately double the response rate of a similar survey conducted in 2016. The officers who responded this year were representative of the entire force demographically and provided very insightful and helpful comments to improve warfighting readiness and quality of life/quality of service.

PERS-42/N133 organized a cross-functional analysis team consisting of Junior Officers from several headquarters commands to evaluate the survey results. The team identified four categories for analysis: (1) warfighting readiness, (2) leadership and climate, (3) detailing, and (4) quality of service. **We are planning the next Junior Officer symposium for later this year to delve into these areas and develop recommendations for Submarine Force leadership.** Watch for a message formally announcing the symposium and soliciting participants.

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

Junior Officer Shore Slating Updates

Officers participating in the recent Submarine Junior Officer Survey (discussed above) made it clear that the current Junior Officer shore slating process is unnecessarily complex and not well understood by the fleet. Furthermore, Junior Officers expressed frustration at a lack of transparency in the process and a perception that top performers are not rewarded or retained.

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Beginning with the 1Q21 slate, which opens later this month, PERS-42 will update the assignment process to provide simplicity, improve transparency, and align with the following priorities:

- (1) Value continued service in the Submarine Force and service in challenging assignments
- (2) Reward performance and provide educational/career broadening opportunities
- (3) Offer career path flexibility.

The details of this update will be announced via the PERS-42 Facebook page, Navy Personnel Command, and email correspondence with Commodores and COs. More to follow.

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

Department Head Sea Tour Slating Updates

PERS-42 recently updated the Department Head sea tour slating process to improve transparency. Specifically, the Department Head detailer provides a list of billets expected to be filled from each Submarine Officer Advanced Course (SOAC) that students can rank in conjunction with providing general preferences on homeport, ship type, billet, etc. This process provides significantly better visibility on expected assignments to best align officer desires with fleet needs.

Additionally, we will begin posting upcoming Department Head sea billets on the PERS-42 website. This list will show anticipated assignments 6-18 months into the future. (Department Head reliefs within the next 6 months should already be assigned, and reliefs beyond 18 months are likely to change.) This will give prospective Department Heads an opportunity to view upcoming assignments, and it will give submarine commands an opportunity to validate PRDs.

POC: LCDR Chris Wilber (PERS-421B) at christopher.r.wilber@navy.mil

Department Head Manning in CNO Availabilities

PERS-42 will be reducing SOAC-graduate manning during CNO availabilities greater than 12 months to the Engineer and the Combat Systems Officer. The ship's CO, at his discretion, will assign a Junior Officer with the duties and responsibilities of the Navigator/Operations Officer. PERS-42 will then assign a SOAC graduate approximately three months prior to sea trials to support propulsion plant testing and crew certification. An additional Junior Officer will be assigned to these ships, when possible, to support the watchbill and training/qualification embarks.

Squadrons and submarines affected by the initial round of Department Head consolidation have already been contacted by PERS-42. In the future, the detailers will contact ships approximately one year ahead of the availability start date to discuss and coordinate this transition.

The purpose of this policy is to help mitigate an anticipated increase in fleet-wide Department Head tour lengths over the next few years.

POC: LCDR Chris Rose (PERS-421) at christopher.w.rose@navy.mil

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CO Ashore Administrative Screening Update

Previously, PERS-42 conducted CO Shore screening in concert with an officer's selection for XO Afloat or, for officers not screened XO Afloat, upon selection for promotion to Commander after serving in an XO Shore (or equivalent) assignment. This process resulted in many officers screening for CO Ashore who were unlikely to serve in that capacity, and it was confusing to the Force.

Beginning this year, the CO Ashore screening process will be simplified. Eligibility will be reserved for officers not previously screened for CO Afloat who may have the opportunity to serve in a CO Ashore assignment. Examples include Naval Submarine Support Centers, Submarine Learning Center training commands, Undersea Rescue Command, Naval Oceanographic Processing Facilities, and Naval Data Centers. Officers screened for CO Afloat (including CO Submarine Support) are eligible for CO Ashore assignment without a separate screening.

CO Ashore screening will be conducted in conjunction with Major Command screening boards, normally convening in November. Submarine officers screened XOSS and XO Ashore who served in XO (Afloat, Ashore, or equivalent) assignments, completed command qualifications, and were selected for promotion to O-5 will be eligible for CO Ashore screening. Nuclear AQDs are not required to screen but are required for assignment to some Command Ashore billets.

POC: LCDR Chris Wilber (PERS-421B) at christopher.r.wilber@navy.mil

LDO Program Information

COs and XOs, please consider encouraging your top performing First Class and Chief Petty Officers to consider the Limited Duty Officer (LDO) Program. This program provides enlisted Sailors a path to commission as an Ensign and fill billets related to their operational fields that require strong managerial skills, entail additional responsibility and authority and are outside the normal path for unrestricted line officers.

LDO applicants must be E6 or above, eligible for the CPO Board, recommended by their CO, and have 8-14 years of service (8-16 years of service for Nuclear LDO applicants) as of October 1st the year they could be commissioned.

Submarine LDO POC: LCDR Brian Purvis (PERS-422A) at brian.purvis@navy.mil
Nuclear LDO POC: LT Willie Ruthart (PERS-422B) at william.s.ruthart@navy.mil

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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.

POC: LCDR Chris Wilber (PERS-421B) at christopher.r.wilber@navy.mil

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

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

JUL 2019:

- 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

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

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Quick Reference Section

JO Slate Schedule				
PRD and applicable slate	1Q21	2Q21	3Q21	4Q21
Slate Opens	2nd week June 20	2nd week September 20	2nd week of December 20	2nd week of March 21
Slate Closes	1st week August 20	1st week of November 20	1st week of February 21	1st week of May 2021
Detach Dates	Dec20 - Feb21	Mar21-May21	Jun21-Aug21	Sep21-Nov21
Talent Management Due Date	1-Aug-20	1-Nov-20	1-Feb-21	1-May-21
Talent Management Programs (don't play the slate)	NPS (5)	NPS (5)	NPS (5)	NPS (5)
	GEV (3)	GEV (3)	GEV (2)	GEV (2)
	WAR COLLEGE (1)	WAR COLLEGE (1)	WAR COLLEGE (1)	WAR COLLEGE (1)
	FSEP (5)			

Department Head Detailing

Upcoming SOAC dates:

Class	Start	Finish
20050	29 JUN 20	11 DEC 20
20060	31 AUG 20	26 FEB 21
21010	26 OCT 20	23 APR 21
21020	11 JAN 21	25 JUN 21
21030	08 MAR 21	20 AUG 21

CO and XO Detailing

Upcoming NR and SCC dates:

NR	Start	Finish	SCC	Start	Finish
20-03	22 JUN 20	18 SEP 20	SCC 66	21 SEP 20	4 DEC 20
20-04	21 SEP 20	18 DEC 20	SCC 67	2 JAN 21	19 MAR 21
21-01	4 JAN 21	2 APR 21	SCC 68	5 APR 21	4 JUN 21
21-02	5 APR 21	2 JUL 21	SCC 69	28 JUN 21	2 SEP 21

Class Schedules and Shore Slates can be found at our NPC/PERS-42 Website:

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

Upcoming FY21 Board Schedule:

FY21 CO/XO and DH: 30 June2020 (tentative)

CAPT Chris Cavanaugh
 CAPT Ken Douglas
 LCDR Chris Rose
 LCDR Eric Stinson
 LCDR Chris Wilber
 LT Antonio Mistrion
 LT Katie Wilson
 LT Dan Kindervater
 LT Jason Koncsol
 LT Sean Williams
 CDR Steve Dwyer
 LCDR Brian Purvis
 LT Willie Ruthart

Division Director
 Deputy/CO Detailer
 Branch Head/XO Detailer
 Post DH Detailer
 DH Sea Detailer
 JO Shore Detailer
 NOBIP/CONSUBPAY Manager
 JO Sea/Accessions Detailer
 Nuclear Compliance Officer
 Nuclear Placement Officer
 CDR/CAPT LDO Detailer
 O1-04 LDO Detailer
 Nuclear LDO Detailer

Upcoming Detailer Trips:

Postponed due to COVID-19

Christopher.j.cavan1@navy.mil
 Kenneth.S.Doug@navy.mil
 Christopher.W.Rose@navy.mil
 Eric.A.Stinson1@navy.mil
 Christopher.R.Wilber@navy.mil
 Antonio.C.Mistrion1@navy.mil
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