

# PERS-42 DRUMBEAT (APR 2015)



## Head Submarine Officer Detailer/Nuclear Propulsion Program Manager Update

We are excited to bring you another installment of the new and improved “Drumbeat”. We received positive feedback to the new format and we hope to continue to reach more and more of our shipmates with this streamlined product. Board season is well underway here in Millington as we prepare for the CO/XO/DH boards on 18 May and the Active Duty LCDR board also convening on 18 May. If you haven’t been on BOL recently to update your record, there is no time like the present!

PERS 42 will continue to maintain the reference section previously included with the Drumbeat on the PERS-42 page of Navy Personnel Command’s website at the following address:

<http://www.public.navy.mil/bupers-npc/officer/Detailing/submarinenuclear/Documents/Drumbeat%20Reference%20Section%20Final.docx>

This reference section contains valuable information such as your detailer’s email address and phone number, career progression, DH/XO/CO slating, pipeline training and assignments, shore duty assignments and much more.

There is a great deal of detailed information in the following pages. Please support its dissemination by forwarding this document within the lifelines of our community. XOs, print out a copy and place it in your Wardroom.

Topics included in this installment:

- Lateral Transfer Guidelines
- SOAC Detailing has been Overhauled
- PNEO Travel Update
- Division Officer Shore Duty Length
- Changes to NOIP Instruction
- Update to Per Diem Allowances
- Word from a Shift Engineer
- Undersea Warfare Master’s Degree Program
- Olmsted Scholar Program
- Quick Reference Section

Your feedback in support of the career management of our officers and engagement to help us improve the submarine officer distribution process are invaluable and greatly appreciated. As this product evolves, we hope you find utility in the Drumbeat and continue to provide your honest feedback toward its improvement.

I would also like to send my sincere congratulations to our new Junior Officers of the Year!

CSP	ENS JASON D. VEDDER
CSS-1	LT NEAL P. HUTSELL
CSS-4	LT BENJAMIN J. REED
CSDS-5	LT JACOB R. HARTSFIELD
CSS-6	LT BRETT P. CAMPBELL

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CSS-7	LT AARON M. KALFUS
CSS-11	LT SEAN M. HEENAN
CSDS-12	LT ZACHARY J. PREFONTAINE
CSS-15	LT HUDSON L. SPEARS
CSS-16	LT BRIAN D. BINK
CSS-17	LT MATTHEW E. DIVITTORE
CSS-19	LT SCOTT S. MACADAMS
CSS-20	LTJG MITCHEL R. NORMAND

Very Respectfully,

CAPT Jeff Jablon

Director Submarine/Nuclear Officer Distribution (PERS-42)

Nuclear Propulsion Program Manager (N133)

[jeffrey.jablon@navy.mil](mailto:jeffrey.jablon@navy.mil)

901-874-3930 (DSN: 822-3930)

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## Lateral Transfer Guidelines

Every year, a small number of submarine officers express interest in lateral transfer to other communities. The Naval Nuclear Propulsion Program and the Submarine Force have invested training, at-sea mission and patrol experience, and in-port maintenance expertise in each officer, making all submariners valued by our community—and we strongly desire to retain our most talented officers. Officers considering lateral transfer should discuss their career options, both in and out of the Submarine Force, with their chain of command.

Officers desiring lateral transfer should review OPNAVINST 1210.5 (Lateral Transfer/Redesignation and Augmentation of Officers in the Navy) and MILPERSMAN 1212-010 (Lateral Transfer and Change of Designator Codes of Regular and Reserve Officers). Additionally, a NAVADMIN is released before every lateral transfer board with additional guidance.

The following guidelines apply:

- Nuclear-trained officers are not normally released for lateral transfer until completion of their department head tour (OPNAVINST 1210.5 para 5.f.(1), MILPERSMAN 1212-010 para 4.h.(1)). A limited number of lateral transfers may be authorized, normally after retention in a given year group has met or exceeded department head requirements.
- Officers are not normally released for lateral transfer if they have more than a year left on a COPAY contract (OPNAVINST 1210.5 para 5.n, MILPERSMAN 1212-010 para 4.i).
- Officers selected for lateral transfer will change designators and begin their new assignment within six months of the message announcing their selection for lateral transfer (OPNAVINST 1210.5 para 11, MILPERSMAN 1212-010 para. 21.b). Parent commands endorsing a lateral transfer request should understand that lateral transfer of an officer in advance of his/her PRD may result in a gap. If no gap is authorized, officers will not normally be released for lateral transfer unless they are within one year of their PRD.
- PERS-42 will inform individuals if they have not been released from the submarine community to be considered for lateral transfer.

Decisions to release officers for lateral transfer are made on a case by case basis using these guidelines, with consideration given to individual desires, skill sets, screening status, and current assignment.

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## SOAC Detailing has been Overhauled

The continued feedback from the schoolhouse and SOAC students is there is simply too much “churn” in orders during SOAC. An analysis of all SOAC classes in FY14 identified that on average, over 50% of SOAC students experience some sort of change from their original “verbal” orders to their ultimate duty station. Further analysis into “why” this happens showed that, contrary to the popular belief that most churn is the result of unplanned losses at the department head level, the main factor was wardroom DH PRD changes occurring after the SOAC class had started. In an effort to reduce the number of changes to SOAC students’ orders, PERS-42 will implement the following:

- Eight weeks prior to SOAC class X convening, PERS-421B will email the proposed SOAC class X slate to all ISICs and all boats with billets on the slate. Additionally, PERS-421B will email the SOAC class X+1 slate to all ISICs and all boats with billets on that slate to give them a heads up as to what is coming in the following SOAC class.
- ISICs and boats will have 4 weeks to provide feedback.
- At four weeks prior to SOAC class X convening, the slate will “close”. At this point, PERS-421B will slate the officers in the class.
- At one week prior to SOAC class X convening, the slate will be approved.
- PERS-421B will write orders as soon as all SOAC students diary onboard NAVSUBSCHOL and release those orders as soon as possible thereafter. Expected time is 2-3 weeks into SOAC.
- Changes in assignments due to unexpected losses are understandable; however, a nominal shifting of PRD after the slate is closed will not be considered.

## PNEO Travel Update

Our office frequently receives “11<sup>th</sup> hour” phone calls from admin officers requesting immediate approval for DTS travel such that a division officer can fly to his/her PNEO interview the next day. The following is an attempt to prevent such a crisis:

- The PNEO student’s command should ensure that the student has a government travel card prior to check in at the PNEO schoolhouse. If they do not have one, they will have to submit the paperwork the first week to ensure the card arrives in time for travel.
- The division officer should schedule travel as soon as he/she checks in for PNEO. In no case should the DIVO delay scheduling travel later than 2 weeks out from the interview in DC.

Additionally, we periodically receive requests from officers asking for reimbursement for hotels above the per diem rate. PERS-42 will not reimburse officers for any lodging above the per diem rate.

The reference for PNEO, including PNEO travel, is COMSUBLANT/COMSUBPACINST C9210.6 (the Nuclear Power Notes).

## Division Officer Shore Duty Length

During recent interactions with the Fleet, division officers have expressed concern regarding the implications of delays some officers have experienced during the initial training pipeline. Some officers in year groups 2009 through 2012 have PRDs after their minimum service requirement (5 YCS). Based on

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this, executing a 2 year shore tour will place these officers past their SOAC gate (7 YCS). For officers in this situation, PERS 42 determines the amount of time they will be able to execute on shore without detriment to their career. In all but the most extreme cases (IGEP, VGEP, delays greater than 12 months) officers are able to execute the nominal 24 months on shore prior to reporting to SOAC and not negatively affect their ability to receive a DH FITREP prior to the O4 board. Officers who are concerned with their timing should contact their detailer (PERS-421C) who will be able to provide an individualized analysis.

## Changes to the NOIP Instruction

A new revision ("E") of OPNAVINST 7220.11 became effective on 29 December 2014. The major changes to the instruction are:

- Authorizes select officers with greater than 26 YCS to sign a 1/2/3/4 year COPAY contract if they meet the following requirements:
  - Must have served or are serving in a Major Command assignment
  - Must be willing to accept or extend orders as needed by PERS-42
  - Acquisition Corps Officers are not eligible
  - Consecutive one year contracts are not authorized
- Changed the terms of Replacement COPAY Contracts to stipulate the annual amount of the new contract must be greater than the annual amount of the existing contract and the new contract length must be equal to or greater than the period remaining on the existing contract.
- PERS-42 may allow officers to enter a new contract when required to align the COPAY contract service obligation with another service obligation. The contract must extend to or beyond the end of the existing obligated service.
- Clarifies inconsistent use of separation and retirement in previous revision.
- Eliminated 3-year initial COPAY contracts.
- Updated the COPAY rate for SWO(N) officers - \$35,000 (due to retention issues).
- Updated sample letters for COPAY contracts.

## Update to Per Diem Allowances for Travel after 01 NOV 2014

Our office has fielded quite a few phone calls from constituents unaware of the recent changes to per diem entitlements. The following is provided for your situational awareness:

- TDY for 30 days or less: The member receives the full per diem allotted.
- TDY at the same location for 31 days to 180 days: Member receives 75% per diem.
- TDY at the same location for 181 days or greater: Member receives 55% per diem.
- When booking travel, the Defense Travel System (DTS) doesn't automatically book at the appropriate per diem rates and must be adjusted.

The following frequently asked questions are provided in reference to MAP/CAP 118-13, Flat Rate Per Diem for Long Term TDY (JTR, par. 4250). The official policy change is available at:

[http://www.defensetravel.dod.mil/Docs/perdiem/browse/Travel\\_Regulations/Regulations\\_Changes/Immediate/UTDCTD118-13\(R\).pdf](http://www.defensetravel.dod.mil/Docs/perdiem/browse/Travel_Regulations/Regulations_Changes/Immediate/UTDCTD118-13(R).pdf)

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## Word from a Shift Engineer

Assignment to prototype is both professionally and personally rewarding. Below is an email I wanted to share from a recent NPTU Charleston shift engineer.

Dear PERS-42,

I spent the first 6 months qualifying with no real responsibilities other than to get qualified. The first 3 months you are qualifying EOOW/EDO, although I have never had to stand EDO. The second 3 months you are finishing qualifications and/or maintaining proficiency as EOOW (2 x 4 hr watches/35 days).

Once you are fully qualified Shift Engineer (SE), you will go into rotation with the other LTs on your crew standing SE. Right now there are two qualified LTs on every crew with one LT in quals. Every now and then a crew will get 3 qualified LTs, that's a fat rotation (2-3 x 8 hr watch/7days). There is no crew that has less than 2 qualified LTs. This was not the case when we were going through as students so I think a lot of guys think of themselves as an island stuck in 7 day shifts and it's just not the case anymore.

For guys doing the 2 yr deal, you're really only a SE for 18 mos. On top of that, whoever is the senior LT on crew is the Lead SE, so he has a bit more responsibility than the other LTs. So the worst NPTU could be is only going to last 6-8 months while you are Lead SE, then you will get relieved and be the gentleman on crew to help the new lead SE get settled in and then you rotate or go on your 3rd year option. All that to say it's far different than 2 years of standing SDO every day - which I think is the general consensus and what I was expecting coming into the tour.

Outside of work, Charleston is awesome (most will agree on that). There is plenty of time to take leave and travel (I've been to NYC, home to Alabama, LA, DC, Las Vegas, and also had a couple of 4 days chilling at the house in the past 10 mos). I've done all that traveling and only taken 6 days of leave (ie... on your 4 days you can do whatever you want). The only real permission you need as staff to take special liberty for 1-2 days is SE permission, so between the two qualified LTs you just make sure all the bases are covered and there is never a time where I've needed/wanted to do something and haven't been able to.

Grad school: I started distance learning through the University of South Carolina in August. I just took one class this semester because I didn't want to take too much. I'm bored with only one class so I'm going to take 3 classes next semester (I have that much extra time). Aside from school and work, I usually get 3-5 x 1 hour workouts in a week no problem and attend church regularly. I'm in the best shape I've been in since the academy. Bottom line: if guys are afraid they aren't going to have time to get stuff done on shore duty that is simply not true. Oh yeah, and if you take the 3 year option you have A YEAR (getting paid >100k) to do grad school or whatever you want, which is more than enough to compensate you time wise.

Facts about work hours: Average NPTU work day on shift as a qualified SE is 10.5 hours with a bad day at 12 hrs. When you average out "off" days, t-week, etc. you are logging about a 50 hour work week. During that first 6 months it was 40 or less.

Myth: After about a year you will get to day staff. There are only 3 permanent day staff billets for LTs (per MTS). Sometimes there will be an extra 1 or 2 if we are in a maintenance shutdown. For the most part, guys stay on crew. So when you break it down, everyone does the first 6 month qualification period where you are assigned to a crew. Then you have ~1/6 chance of getting picked up for day staff and that is mostly a function of when the guy that has that job is scheduled to rotate.

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Overall I'm really happy with what I'm getting from NPTU with what I'm giving. The fact that I snagged the 3 year (\$17,500 contract) before you guys killed it only sweetens my deal, but realistically all that money did was get invested so it doesn't really impact my quality of life.

One other thing is there are many Professional Engineers that work at Bettis. I've gotten all my sub experience verified and am applying to take the Professional Engineers Exam in SC next year. So that is a benefit that wouldn't necessarily be available elsewhere that would be appealing for guys wanting to get out.

Sincerely,

Shift ENG

## [Undersea Warfare Master's Degree Program](#)

*"The undersea environment is the one domain in which the United States has clear maritime superiority—but this superiority will not go unchallenged... To keep our undersea advantage, we need a combination of new operating concepts, innovative technology, and the continued proficiency and confidence of our sailors."- Chief of Naval Operations Admiral Jonathan Greenert memo to the current Strategic Studies Group, 2013.*

While earning a master's of science degree in one of several possible disciplines (applied physics, physical oceanography, operations research, electrical engineering, mechanical engineering, engineering acoustics, or applied mathematics), officers also obtain the 6301P subspecialty code for Undersea Warfare and Phase I JPME certification while attending the Naval Postgraduate School (NPS) in beautiful Monterey, California. With the acquisition of a technical degree and a highly valued warfighting subspecialty code, graduates will have strong consideration for some of the Submarine Force's most interesting and rewarding post-department head, post-executive officer and post-command assignments. Furthermore, such a technical degree coupled with strong leadership skills learned as a naval officer, has proven to be extremely valuable in post-Navy careers.

Officers interested in this vital and rewarding opportunity should contact the junior officer shore detailer - PERS-421C at (901) 874-3943 and visit the NPS website below which includes a short video that further explains the Undersea Warfare degree program:

<http://www.nps.edu/Academics/Schools/GSEAS/Departments/USW/index.html>

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## Olmsted Scholar Program

Since 1959, the Olmsted Scholar Program has challenged young military officers to learn a foreign language and pursue graduate studies in that language at a foreign university. This two-and-a-half to three year program is a life-changing experience for our officers and their families.

Open to officers between 3-11 years of service, the Olmsted Scholar Program is the preeminent DoD scholarship program with the intent of developing officers as future operational leaders who have significant experience in foreign lands. The life-changing experience comes from the cultural immersion, especially with families, managing every aspect of daily life, from housing to children's schooling.

In a unique way, the Olmsted Program is a great opportunity to fulfill the CNO's three tenets - 'Warfighting First, Operate Forward, Be Ready' - and to do so with full support of the Navy. Stateside, the Scholar along with family are prepared for this adventure by orientation at the Foundation and attendance at a DoD-sponsored school to learn a second language. Afterwards, they're immersed in another culture while living independently overseas, all while afforded time to pursue a Master's at a foreign university, to travel through the region, and if done right, to achieve important career milestones like JPME.

We all know that our officers should consider career timing in any decision that affects orders, including a decision to apply for the Olmsted Program. It's important that the Submarine force continues to be well represented within the Olmsted Scholar community by encouraging our top submarine officers to apply and to work with their CoC and detailers to both experience this important program and stay on track with respect to career progression.

The recent Olmsted GENADMIN message is at the below link, and as each service has an active duty officer who is Director at the Olmsted Foundation, the Navy's incoming Director contact information is below. PERS-42 and the Olmsted Navy Director are available to speak with any submarine officer interested in becoming a candidate, but also to provide insight on the Olmsted Scholar Program. COs and XO's with JOs or DHs who are interested in applying are encouraged to ask questions if you have them.

BL - The submarine force has been under-represented in Olmsted scholars in the recent past. There are ways to manage career paths for our most promising and talented young officers, and allow them to pursue a scholarship while not disadvantaging career timing. Please share this information with your wardrooms, and help us identify the next generation of dolphin-wearing Olmsted scholars.

FY-17 Olmsted Scholar Program GENADMIN: <http://www.public.navy.mil/bupers-npc/reference/messages/Documents/NAVADMINS/NAV2015/NAV15064.txt>

Olmsted Foundation site (as published in the GENADMIN): <http://www.olmstedfoundation.org/>

Navy Active Duty Director:  
CDR David 'Rico' Sauve, OPNAV N81  
Office: (703) 692-4477  
Email: david.sauve@navy.mil

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## Quick Reference Section

<p style="text-align: center;"><b><u>Division Officer Detailing</u></b></p> <p>Upcoming shore slate dates:</p> <table border="1"> <thead> <tr> <th>Qtr</th> <th>Opens</th> <th>Closes</th> <th>PRD</th> </tr> </thead> <tbody> <tr> <td>4<sup>th</sup></td> <td>24APR15</td> <td>05JUN15</td> <td>1509-1511</td> </tr> <tr> <td>1<sup>st</sup></td> <td>17JUL15</td> <td>04SEP15</td> <td>1512-1602</td> </tr> <tr> <td>2<sup>nd</sup></td> <td>16OCT15</td> <td>04DEC15</td> <td>1603-1605</td> </tr> </tbody> </table>	Qtr	Opens	Closes	PRD	4 <sup>th</sup>	24APR15	05JUN15	1509-1511	1 <sup>st</sup>	17JUL15	04SEP15	1512-1602	2 <sup>nd</sup>	16OCT15	04DEC15	1603-1605	<p style="text-align: center;"><b><u>Department Head Detailing</u></b></p> <p>Upcoming SOAC dates:</p> <table border="1"> <thead> <tr> <th>Class</th> <th>Start</th> <th>Finish</th> </tr> </thead> <tbody> <tr> <td>15040</td> <td>11MAY15</td> <td>23OCT15</td> </tr> <tr> <td>15050</td> <td>06JUL15</td> <td>17DEC15</td> </tr> <tr> <td>15060</td> <td>08SEP15</td> <td>04MAR16</td> </tr> </tbody> </table> <p><b>Post DH Detailing slate available online at:</b>  <a href="http://www.public.navy.mil/bupers-npc/officer/Detailing/submarinenuclear/career/Documents/Post%20DH%20Job%20Listing/Post-DH%20Slate.pdf">http://www.public.navy.mil/bupers-npc/officer/Detailing/submarinenuclear/career/Documents/Post%20DH%20Job%20Listing/Post-DH Slate.pdf</a></p>	Class	Start	Finish	15040	11MAY15	23OCT15	15050	06JUL15	17DEC15	15060	08SEP15	04MAR16
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<p style="text-align: center;"><b><u>Executive Officer and O5 Detailing</u></b></p> <p>Upcoming SCC dates:</p> <table border="1"> <thead> <tr> <th>Class</th> <th>Start</th> <th>Finish</th> </tr> </thead> <tbody> <tr> <td>SCC 46 (Groton)</td> <td>01OCT15</td> <td>04DEC15</td> </tr> <tr> <td>SCC 47 (Pearl)</td> <td>04JAN16</td> <td>04MAR16</td> </tr> <tr> <td>SCC 48 (Groton)</td> <td>04APR16</td> <td>03JUN16</td> </tr> </tbody> </table> <p>Post-XO and O5 shore duty billets are available on the PERS 42 website at:  <a href="http://www.public.navy.mil/bupers-npc/officer/Detailing/submarinenuclear/career/Documents/Post-XO-CDR%20Shore%20Billets%20as%20of%2002-21-2015.pdf">http://www.public.navy.mil/bupers-npc/officer/Detailing/submarinenuclear/career/Documents/Post-XO-CDR%20Shore%20Billets%20as%20of%2002-21-2015.pdf</a></p>	Class	Start	Finish	SCC 46 (Groton)	01OCT15	04DEC15	SCC 47 (Pearl)	04JAN16	04MAR16	SCC 48 (Groton)	04APR16	03JUN16	<p style="text-align: center;"><b><u>PCC and CO Detailing</u></b></p> <ul style="list-style-type: none"> <li>• CO Detailing: Per NAVADMIN 136/10, all restricted 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.</li> <li>• PCC Detailing: If your PRD is between JAN to SEP16 you will receive an email with all PCC assignments available during this time period, to include FY16 MC rollers. This PCC slate will provide transparency and help match the best qualified person (including personal preferences) with a specific PCC billet. Please contact CAPT Bob Roncska (PERS-42B) if you have any questions with the PCC slating process.</li> </ul>																
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<p style="text-align: center;"><b><u>Upcoming Board Schedule</u></b></p> <p>18MAY - FY16 Active Duty LCDR Board (#275)          18MAY - FY16 Submarine CO/XO Board (#350)          18MAY - FY16 Submarine DH Board (#146)          01JUN - LAT XFR Board (#240)          OCT 15 - LAT XFR Board (#35)          NOV15 - FY17 Sub Major Command (#145)          NOV15 - FY17 Submarine LDO (#147)</p>	<p style="text-align: center;"><b><u>Detailer Trips</u></b></p> <p>JUN15 - San Diego and Pearl Harbor (contingent on funding)          OCT15 - Bangor/Bremerton          OCT15 - Naval Post Grad School</p>																												