

PERS 42 DRUMBEAT (OCT 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 reach more of our shipmates with this streamlined product.

Board season is well underway here in Millington as we prepare for the Major Command and LDO boards on 18 Nov. If you haven’t been on BUPERS Online (BOL) recently to update your record, there is no time like the present!

The PERS 42 website is updated and available on Navy Personnel Command’s website at the following address: <http://www.public.navy.mil/bupers-npc/officer/Detailing/submarinenuclear/Pages/default.aspx>. (hit “cancel” after the pop-up asks for credentials). The new homepage includes detailer contact information, frequently asked questions, our submarine community status brief, and the most recent PERS-42 *Drumbeat*.

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. XO’s, print out a copy, place it in your Wardroom and encourage your officers to read its contents!

Topics included in this installment:

- FY16 Major Command Assignments
- “Sailor 2025” Initiatives
- PERS 42 Website Overhaul
- Shift Engineer Initiatives
- New SOAC Gate
- Submarine Shore CO Screening
- New FITREP Instruction
- Updating Contact Information
- Overseas Screening
- Updating Board Records
- 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. We hope you find utility in the *Drumbeat* and continue to provide your honest feedback toward its improvement.

Very Respectfully,

CAPT Jeff Jablon
Director Submarine/Nuclear Officer Distribution (PERS 42)
Nuclear Propulsion Program Manager (N133)
jeffrey.jablon@navy.mil
901-874-3930 (DSN: 822-3930)

PERS 42 DRUMBEAT (OCT 2015)



FY16 Major Command Assignments

Congratulations to the FY16 Major Commanders:

| | |
|----------------------|-----------------------------|
| CAPT DOUG BRADLEY | USS EMORY S LAND (AS 39) |
| CAPT T.R. BUCHANAN | COMSUBRON 20 |
| CAPT PAUL DINIUS | USS FLORIDA GOLD (SSGN 728) |
| CAPT JOHN FANCHER | TTF BANGOR |
| CAPT CARL HARTSFIELD | COMSUBRON 6 |
| CAPT DOUG JORDAN | USS GEORGIA GOLD (SSGN 729) |
| CAPT BRIAN LEPINE | SUBASE KINGS BAY |
| CAPT MIKE LEWIS | COMSUBRON 19 |
| CAPT OLLIE LEWIS | COMSUBDEVRON 12 |
| CAPT TONY LOTT | NPTU |
| CAPT BRETT MOYES | USS FLORIDA BLUE (SSGN 728) |
| CAPT RICK PANLILIO | COMSUBRON 21 |
| CAPT BOB RONCSKA | COMSUBRON 7 |
| CAPT MIKE SAVAGEAUX | OTC NEWPORT |
| CAPT DAVE SCHAPPERT | COMSUBRON 15 |
| CAPT AL SCHRADER | NAVSTA KITSAP |
| CAPT DAVE SOLDOW | USS OHIO BLUE (SSGN 726) |
| CAPT AARON THIEME | NAVSUBSCOL |
| CAPT ERIC WOELPER | IMF PNW |

Sailor 2025 – New Navy Initiatives!

Have you heard about the new Sailor 2025 talent management initiatives? The Navy is moving forward with multiple talent management initiatives that will impact nearly every Officer and Sailor, with some to be implemented immediately, and others to be implemented in the coming years. The ultimate goal of all of these changes is to promote a healthy, agile, and innovative organization capable of meeting the national security challenges of the future. The following are examples of initiatives being implemented:

- Warrior Scholar - Up to four graduate education opportunities for submarine division officers during their shore tour. The program allows for high-performing junior officers to attend an accredited civilian graduate institution in CONUS or Hawaii. Eligibility is based upon performance and commitment to pursue the next career milestone. TYCOMs will select primary and alternates in the fall of 2015. Candidates will then apply to accredited civilian institutions of their choice. The program includes PCS and tuition costs for up to 24 months and incurs an agreement to complete a department head tour following the completion of the graduate education. NAVADMIN to be promulgated.
- SECNAV Tours with Industry Program - Opportunity for 2 submarine officers and 2 submarine enlisted to spend one year with leading private sector companies, followed by a “utilization tour”. The purpose of the utilization tour is to provide the Navy with best practices learned from the private sector. Selections for the program will occur in March 2016 and officers will report in the third quarter 2016. Interested division officers should coordinate with their command and detailer and plan to transfer to shore duty in the third quarter 2016. There are opportunities for officers at Oakridge National Laboratory and

PERS 42 DRUMBEAT (OCT 2015)



Lockheed Martin. Candidates are selected by the TYCOM and will be required to serve a department head tour. NAVADMIN to be promulgated.

- Career Intermission Program (CIP) – The Navy’s career timeline does not always match our Officer’s and Sailor’s due to individual desires, family circumstances or other issues. Both the Navy and the individual suffer when either one is inflexible. CIP allows Officers and Sailors to create flexibility in career timing to better accommodate long-term career goals and to prevent short term detours from becoming permanent off ramps. This program is available to all personnel making a commitment to the Navy. Legislative changes are in progress to increase the CIP Navy wide quotas from 40 to 400 participants. Future development will expand to include flexible benefits, CIP length and payback options. Ref: OPNAVINST 1330.2B (14 FEB 2013) and NAVADMIN 09/095.
- Officer Statutory Promotion Board Changes - Board processes are changing to better select our officers based on the "best and fully qualified" standard independent of promotion zone and timing. BUPERS will remove the stamp from your record showing “below zone”, “in zone”, and “above zone” so as to not potentially bias the voting members. Implementing in all statutory boards beginning January 16.
- Merit Promotion Reorder - Legislative changes are proposed to allow merit re-ordering of up to the top 10% of statutory board selections with resulting earlier promotion within the fiscal year.
- Increased Childcare in Bremerton – Pilot program in progress in Bremerton, WA to add additional hours before and after normal CDC hours. Will be expanded to all fleet concentration areas in the near future.
- Expanded Fitness Center Hours - Pilot program in progress in Bremerton, San Diego and Little Creek for both expanded open hours as well as 24/7 CAC access. Will be expanded to all fleet concentration areas beginning in 2016.
- Physical Fitness Program Update - NAVADMIN 178/15 released. Delineates short term policy changes for cycle 2 2015 and cycle 1 2016. The goal is to promote overall health through earlier intervention. Easing strict BCA standards and improved FEP seeks to reduce the total number of BCA failures. BCA will have three opportunities to pass using Navy height/weight, single-site circumference, or DoD body fat limits. All those who pass Fall 15 PFA will reset number of failures. Overall allowable PFA failures reduced to 2 in 3 years (vice 3 in 4 years). Formal recognition of outstanding performance on PFA.
- Increase in Maternity Leave - SECNAV approved maternity leave up to 126 days via ALNAV 053/15. NAVADMIN 182/15 details the Navy specific maternity leave information. Future development will expand to paternity and adoption leave revisions.
- Mil-Spouse Co-Location Policy - Policy revision (DODI 1315.18 and MILPERSMAN) is in progress. Intent is to make co-location the fleet standard with non-co-location only by exception.

[PERS 42 Website Overhaul](#)

PERS 42 has conducted an overhaul to our website. We have already added a “frequently asked questions and answers” section that includes links back to the overarching reference instructions or documents for the question listed.

PERS 42 DRUMBEAT (OCT 2015)



Link to FAQs:

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

Everything from records management, to common detailing questions, to consecutive overseas tour (COT) and exceptional family member (EFM) program information is included and much more. If you can think of a question that you believe we should add, please reach out to your detailer so that we can continue to improve this section of the website. Our goal is to provide you information at your fingertips so that when you have a question it is easier to find the answer. If you have a suggestion to improve the website please let us know. The website is for you, so if it is not user-friendly we need to know. Also, follow us on Facebook and Twitter!

Shift Engineer Initiatives

Good news for all aspiring NPTU Charleston and Ballston Spa shift engineers! The Submarine Force has always recognized the demands of being a shift engineer and desires to reward those who perform these demanding duties. The following Shift Engineer Initiatives are now available:

1. Flexibility to execute the third year sabbatical (Grad ed. or JPME I) prior to a 2-year Shift Engineer tour (contract required) – now termed the first year sabbatical.
2. Shortened Division Officer tour for voluntary candidates (must have served onboard for at least two years and passed PNEO).
3. Officers who sign a contract and either execute the third year or first year sabbatical will also receive a homeport guarantee.
4. Proposal in the works to raise the bonus for Shift Engineers on contract – contact the Division Officer shore detailer (LT Jarrett Crossgrove) for details.

We have heard concerns that shift engineers are not receiving the entire 3rd year sabbatical. This is not the case as the 3rd year sabbatical for shift engineers has been averaging 12.8 months. PERS 42 considers timing when assigning members to NPTU and will do everything possible to allow members to take full advantage of the 3rd year sabbatical (or 1st year sabbatical) while also meeting their SOAC gate.

Updated SOAC Gate

PERS-42 standard policy was to previously detail prospective Department Heads to SOAC prior to July of 7 Years Commissioned Service (7 YCS). The basis was the opportunity to obtain two Department Head (DH) FITREPS prior to O-4 statutory board.

Based on historical 1120 performance at the O-4 board, ensuring an officer has two DH FITREPS prior to the O-4 board is unnecessary as one DH FITREP has been sufficient to convey DH performance to the statutory board. Additionally, adherence to the 7 YCS gate hindered many of our officers with the ability to have a full two year shore duty, especially those that complete Non-traditional shore duties (NTSDs) or completed Graduate Education after commissioning.

PERS 42 DRUMBEAT (OCT 2015)



In order to meet the requirement for one DH FITREP prior to the O-4 board and to ensure our officers can complete a full two year shore duty prior to SOAC, we have changed the SOAC Gate to 7.5 YCS.

Submarine Shore CO Screening

Based on recent Submarine Force feedback, we recently developed a pathway for deserving XOSS screened officers to serve as “CO Ashore” after promotion to Commander. Previously, no process existed to screen and detail post-XOSS O-5’s to Command Ashore, and this typically resulted in the potential loss of valuable submarine Commanders with the skills necessary to fill non-nuclear Shore Command billets of importance to the Submarine Force.

During the upcoming FY17 Submarine CO/XO screening board, the board membership will be ordered to review the records of Commander-selected and promoted XOSS officers for screening to CO Ashore. If screened for CO Ashore, these officers will have the credentials to serve the submarine force as a Shore Commanding Officer. Please contact the XO and O5 detailer, CDR Eric Cole (PERS-421), for further details.

New FITREP Instruction

BUPERSINST 1610.10D was released on 01 May 2015. Below is a list of significant changes:

- Incorporates NAVADMIN 219/11 that establishes a 60 percent early and must promote combined promotion recommendation limit for lieutenants.
- Incorporates NAVADMIN 028/13 that requires using combined officer summary groups for Information Dominance Corps (IDC) officers, regardless of designator.
- Incorporates BUPERSINST 1610.10C change 1 that reinforces the importance of evaluating commanders, officers, and sailors on their contributions to command or organizational climate/equal opportunity and military bearing/character.
- Requires reporting seniors to document whether commanders, commanding officers, and officers-in-charge conduct required command climate assessments.
- Prohibits comments in block 41/43 (Comments on Performance) regarding a member's potential for civilian employment.
- Incorporates comments on evaluating unit commanders and commanding officers on a command's personnel security program.
- Incorporates comments on evaluating senior enlisted and officers on their contributions to building an innovative culture.

The new FITREP instruction is also located under our new FAQs section of the PERS 42 website (see the link above).

PERS 42 DRUMBEAT (OCT 2015)



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

Overseas Screening

We are still seeing issues with overseas screening. Most of the problems arise because officers do not understand the new rules outlined below or they do not have a means to receive message traffic. If you are headed to an overseas assignment, please discuss the updated screening process with your detailer and if you do not have a means of receiving message traffic, ensure your detailer knows so that we can forward the applicable messages to you via email.

[NAVADMIN 203/14](#) announced changes to the overseas screening process. Upon proposal of orders, Navy Personnel Command will issue a letter of intent (LOI) directing completion of an overseas screening within the time constraints below.

- Commands are required to respond to transmitted LOIs within 24 hours. Response can be via email or message.
- Members will be given 30-days from the day the transferring command receives the LOI to complete the screening process for themselves.
- Dependents will be given 60-days from the day the transferring command receives the LOI to complete the screening process.
- Orders will not be released until the screening is reported as complete in BOL by either the command or the ISIC.
- Specific details on the remote duty screening policy change can be found on the NAVADMIN at the following link: <http://www.public.navy.mil/bupers-npc/reference/messages/Documents/NAVADMINS/NAV2014/NAV14203.txt>

Updating Board Records

The most important thing is to review your record using BUPERS Online (<https://www.bol.navy.mil>) via the “Official Military Personnel File – My Record” selection. During your review, make sure that your photo is up-to-date, all your awards are present, and all FITREPs and FITREP continuity are correct. Additionally, ensure you verify the accuracy of your OSR and PSR using the “ODC, OSR, PSR” selection. The accuracy and administrative correctness of your record is a direct reflection of your professionalism to the Board.

The PERS 42 website lists the process to update your record under the new “frequently asked questions” section. The link for record management is <http://www.public.navy.mil/bupers->

PERS 42 DRUMBEAT (OCT 2015)



[npc/officer/Detailing/submarinenuclear/Documents/Officer%20Record Management Brief \(Updated Mar14\).pdf](#). Should you not have enough time to officially update your record, we recommend you submit a letter to the Board. This link will provide you with a sample letter and it is also included on the PERS 42 website under board information [http://www.public.navy.mil/bupers-npc/officer/Detailing/submarinenuclear/Documents/BoardInformation/Active_Sample Ltr to Brd .pdf](http://www.public.navy.mil/bupers-npc/officer/Detailing/submarinenuclear/Documents/BoardInformation/Active_Sample_Ltr_to_Brd.pdf).

PERS 42 DRUMBEAT (OCT 2015)



Quick Reference Section

| | | | | | | |
|---|-----------|-----------|-----------|--|-----------|-----------|
| Division Officer Detailing | | | | Department Head Detailing | | |
| Upcoming shore slate dates: | | | | Upcoming SOAC dates: | | |
| Qtr | Opens | Closes | PRD | Class | Start | Finish |
| 2 nd | 16 OCT 15 | 04 DEC 15 | 1603-1605 | 15040 | 11 MAY 15 | 23 OCT 15 |
| 3 rd | 18 JAN 16 | 04 MAR 16 | 1606-1608 | 15050 | 06 JUL 15 | 17 DEC 15 |
| 4 th | 13 APR 16 | 09 JUN 16 | 1609-1611 | 15060 | 08 SEP 15 | 04 MAR 16 |
| 1 st | 18 JUL 16 | 09 SEP 16 | 1612-1702 | 16010 | 02 NOV 15 | 29 APR 16 |
| http://www.public.navy.mil/bupers-npc/officer/Detailing/submarinenuclear/career/Pages/default.aspx | | | | Post DH Detailing slate available online at: http://www.public.navy.mil/bupers-npc/officer/Detailing/submarinenuclear/career/Pages/default.aspx | | |
| Please hit cancel when the prompt for credentials is shown. | | | | | | |
| Executive Officer and O5 Detailing | | | | | | |
| Upcoming SCC dates: | | | | | | |
| Class | Start | Finish | | | | |
| SCC 46 (Groton) | 01 OCT 15 | 04 DEC 15 | | | | |
| SCC 47 (Pearl) | 04 JAN 16 | 04 MAR 16 | | | | |
| SCC 48 (Groton) | 04 APR 16 | 03 JUN 16 | | | | |
| SCC 49 (Pearl) | 05 JUL 16 | 02 SEP 16 | | | | |
| 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. | | | | | | |
| -PCC Detailing: PERS 42B has received inputs from the PCCs with a PRD between JAN and SEP 16. Submarine Force leadership will be provided the slate for approval with notifications expected to commence in OCT 15. | | | | | | |
| Upcoming Board Schedule: | | | | Upcoming Detailer Trips: | | |
| 16 NOV 15 - LAT XFR Board #1 (#040) | | | | 19-23 OCT 15 - Pearl Harbor | | |
| 18 NOV 15 - FY17 Sub Major Command (#145) | | | | | | |
| 18 NOV 15 - FY17 Submarine LDO (#147) | | | | | | |
| 19 APR 16 - LAT XFR Board #2 (#325) | | | | | | |
| 16 MAY 16 - FY17 Act Duty LCDR Board(#275) | | | | | | |
| 16 MAY 16 - FY17 Sub CO/XO Board (#350) | | | | | | |
| 16 MAY 16 - FY17 Sub DH Board (#146) | | | | | | |