

PERS-42 DRUMBEAT (APR 2024)



This edition of the *Drumbeat* discusses recent community management initiatives, board information, and important information regarding board preparations. Specific topics in this edition:

- PERS-42 Upcoming Travel
- Upcoming Board announcement/eligibility/important information
- Spot Promotion Process
- Olmsted Scholarship Program
- Talent Management Board Q&A and Recent Lessons Learned
- Nuclear Officer Bonus and Incentive Pay Updates
- Naval War College Fleet Seminar Program
- Development Roadmap
- Financial Management Subspecialty Information
- Previous Drumbeat Topics
- PERS-42 Contact Information

The *Drumbeat* is available on PERS-42's MyNavyHR page. Detailer contact information, frequently asked questions, the Submarine Force community status brief, and past issues of the *Drumbeat* are also available on PERS-42's page.

I encourage you to follow us on Facebook and Instagram 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 submarine officer distribution processes.

In this Drumbeat, we share important updates on Force Leadership approved policies. These updates include reminders for the upcoming FY-25 CO, XO, and DH Selection Boards, a refresher on the SPOT promotion process, discussions of three different graduate education opportunities, Bonus and Incentive Pay Updates, as well as recent questions and lessons learned from our Talent Management Board.

I would like to emphasize the importance of COs and XOs mentoring each of their officers by providing them roadmaps to consider when planning out a career. For those not aware, the career TACAID, available here: <https://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-42-Submarine/Counseling-Training/>.

This is a starting point for these conversations and can help officers understand how to best balance life with a meaningful and successful career. I have noted during our detailer trips that those wardrooms who spend time together mapping out careers not only understand career opportunities best, but have a clear vision of what their Submarine career path looks like. This includes future tours to maximize their quality of career, quality of life, and the value they gain from their career. They understand more than gates and bonuses; they use the TACAID and their CO's mentorship to build plans that support family planning while balancing career-enhancing tours. At all levels in their career, these well-informed officers look forward 5, 10, and 15 years and can engage the PERS 42 staff to make this staff work for them. Whereas PERS 42 will always support and help those who engage us, there is no substitute for the mentorship of a well-informed CO and XO that know their people at a much deeper level.

I have been impressed at recent detailer waterfront visit with several wardrooms where JOs and DHs, while well-focused on their current responsibilities, had future milestones in mind and had mapped

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when moves supported their career and family. These officers engaged PERS 42 routinely and make the detailers work for them to support their planning. I encourage all wardrooms to use this TACAID as a starting point and provide officers regardless of career intent a roadmap for them to consider. As always, provide us feedback on how best to improve the TACAID and call us if we can help in any way.

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,

A handwritten signature in black ink, appearing to read "G. Montalvo". The signature is fluid and cursive, with a prominent initial "G" and a long, sweeping tail.

CAPT Gary G. Montalvo
Director, Submarine/Nuclear Officer Distribution (PERS-42)
Nuclear Propulsion Program Manager (N133)

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PERS-42 Upcoming Travel

The Submarine Detailers will be traveling to the following homeports in the coming months. While we're in town, we'll be giving community status briefs and spouse briefs, hosting wardroom planning conferences, giving FITREP 201 training, and making time to meet with you one-on-one!

- 10-14 June: Guam, Japan
- 24-26 June: San Diego
- 16-19 July: Bangor
- 6-9 August: Norfolk

Contact LCDR Megan Moyette at megan.moyette.mil@us.navy.mil with questions about our travel schedule.

Upcoming FY25 Administrative and Statutory Selection Boards

Board	Board #	Convening Dates	LTB Due Date
Submarine CO/XO	350	20MAY24-24MAY24	2359 CST 09MAY24
Submarine DH	146	20MAY24-24MAY24	2359 CST 09MAY24

Submarine CO/XO/DH Eligibility

# Look	Commanding Officer	Executive Officer	Department Head
1 st	Year Group (YG) 10	YG 15	YG 19
2 nd	YG 09	YG 14	YG 18
3 rd	YG 08	YG 13	--
4 th	--	YG 12 ¹	--

Note 1: Officers selected for XOSS during the FY24 CO/XO board (May 2024) will get a 4th and final look. If they are not selected for XO, their XOSS status does not change.

Board Lessons Learned

Squadron Rankings: Squadrons conduct biannual rankings in the spring and fall for DH/XO/COs (quarterly for XOs in large squadrons with 10 or more crews). Squadrons cannot submit these rankings to the board for review. If your most up to date squadron ranking is not captured in your FITREP, you will need to submit a Letter to the Board (LTB) to ensure it is available to the board members. Officers who do not provide up-to-date squadron rankings to screening boards risk lowering their chances for milestone career screening.

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Contact Info Out of Date: PERS-42 conducts courtesy record reviews and emails results to members using contact information automatically pulled from NFAAS. When PERS-42 receives undeliverable responses, we do everything in our power to find accurate contact information.

Members are required to update their NFAAS data twice annually. To maximize your ability to be contacted, PERS-42 recommends providing both primary and secondary email options. For those officers whose billet status indicates they are serving in at-sea commands, we will send additional emails to the member's boat NIPR account by billet.

Documenting Change of ISIC: In the case of an ISIC shift, be sure any original ISIC rankings are included in the member's FITREP Block 41. Additionally, the ISIC shift should be documented in the command employment block and as a comment in Block 41. This will ensure the member's rankings are properly documented and will fully explain the shift to the board. Letters to the Board are an effective tool for clarifying these shifts and ensuring that the board has a complete understanding of your record. *If in doubt, submit a Letter to the Board!*

Split-Tour Department Heads: In the event a unit receives a split-tour department head, it can be difficult to balance trait averages and onboard DH / O-3 rankings. It is important to discuss the split-tour status in Block 41, particularly the impacts on force distribution, a drop in member trait average, or onboard ranking. If the competing DHs are particularly close in timing, matching their trait average and explaining both as #1 performers can keep both competitive. Make one officer an EP and clearly state in BLOCK 41 for the other officer "MP ONLY DUE TO FORCED DISTRIBUTION, SAME TRAIT AVERAGE AS THE EP."

BLOCK 40 & 41 Recommendations: FITREP 201 provides guidance to commanding officers and executive officers on what needs to be in Block 40 & 41 to ensure officers remain competitive in statutory promotion boards and administrative selection boards. A competitive FITREP will recommend an officer for the next career milestone and the next rank. Some officers serve on shore tours where their FITREPs are signed by civilians or military officers from another branch of service. In these situations, it is incumbent upon the rated officer to ensure their FITREPs follow the guidelines in FITREP 201. Do not leave it to the board members to interpret the situations surrounding a FITREP with ambiguous recommendations.

Record Reviews and Updates

Your FITREP is the most crucial element of your record. To best prepare your record for board consideration, it is imperative that you verify your FITREP continuity via the Performance Summary Record (PSR). Gaps in your FITREPs of three months or longer may raise concerns during the board reviews. We strongly encourage you to take proactive steps to resolve any FITREP continuity issues.

Additionally, other key components such as Awards, Academic Degrees, Sub-specialty codes, PHA scores, and Additional Qualification Designators (AQDs) should be accurately reflected in your record. If you are missing any of these records and there is insufficient time for a permanent update before the board, you should submit a Letter to the Board (LTB) containing the necessary information.

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During the board, the board members will examine each officer's Officer Summary Record (OSR) and PSR. The board member assigned to conduct an in-depth review of your record will have access to your entire Official Military Personnel File (OMPF).

To ensure the accuracy of your records, please access BOL to review both your OSR and PSR. Verify that all information is correct, and that you maintain 100% FITREP continuity.

To make any updates to your records, visit the Records Management page on the My Navy HR website. Please note that PERS-42 does not have the capability to update certain elements in your records, such as FITREPs, awards, academic degrees, or PFA scores.

<https://www.mynavyhr.navy.mil/Career-Management/Records-Management/>

Correspondence with the Board

There are three methods to submit a Letter to the Board:

1) The preferred method of submitting a LTB is electronic submission via Electronic Submission of Selection Board Documents (ESSBD). Access ESSBD through the BOL main page by clicking the 'ESSBD (Submit letter to SelBoard)' link.

2) Submit a LTB via encrypted email to CSCSELBOARD@NAVY.MIL, following MILPERSMAN 1420-010 guidance. To submit via email, generate a letter to the board (essentially a cover sheet - see the template on the NPC board webpage), attach missing documents (e.g., FITREPs, award write-ups, etc.), save the entire package as a .pdf, and email to cscselboard@navy.mil.

3) Submit your LTB via USPS mail directly to the My Navy Career Center Customer Service Center.

PERS-42 does not have visibility on the status of LTBs that have been submitted. To check your LTB status, contact the My Navy Career Center at (833) 330-6622 or askmncc@navy.mil.

<https://www.mynavyhr.navy.mil/Career-Management/Boards/>

Spot Promotion Process

Per SECNAVINST 1421.3M, officers selected for spot promotion will be appointed in the temporary grade of LCDR/CDR/CAPT effective on the date they report to a qualifying billet or the date of Senate confirmation of the appointment, whichever is later.

Most officers reporting to their spot promoted billet will already be Senate-confirmed for a spot promotion and authorized for promotion from the date that they check in. However, pay cannot be initiated until the officer is "diaried" onboard. The command or SRS must complete this process in a timely manner so that PERS-8 can activate the officer's pay as close as possible to the check-in date.

Additionally, please inform PERS-421B/421/42B when a new officer checks into a spot promotion billet. PERS-42 will coordinate with PERS-8 to activate their pay and send the spot promotion acceptance form

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to the command for signature. Once endorsed, the form is returned to the detailer and PERS-8 for submission into the officer's official record. Commands do not need to prepare a NAVPERS 1421/7 for the promotion.

Conversely, if an officer is no longer eligible for a spot promotion, please contact PERS-421B. Officers are not eligible for a spot promotion if they are no longer serving in the billet and *not yet* selected for permanent promotion to the next rank. If an officer leaves a spot promotion billet but *is* selected for the next rank (as indicated by inclusion in the appropriate selection message) they can maintain the spot promoted rank until the date of their permanent promotion.

If you have specific requests or questions on the spot Promotion process, send these to your detailer, or the PERS-42 board subject matter expert, LCDR Daniel W. Stickles, at Daniel.w.stickles.mil@us.navy.mil or (901)-874-3932.

[Embark on a Transformative Journey with the Olmsted Scholarship Program](#)

The Olmsted Scholarship Program, founded in 1960 in partnership with the Carol and George Olmsted Foundation and the Department of Defense, offers naval officers a unique opportunity for two years of graduate study in a foreign language alongside immersive overseas experiences. Designed to cultivate language proficiency, cultural appreciation, and regional expertise, the program selects up to 12 nominees annually through a rigorous process, with candidates commencing language training at the Defense Language Institute before pursuing studies at a foreign university. Eligible officers, with three to 13.5 years of service, are encouraged to review NAVADMIN 133/23 and the 2024 update for academic year 2025-2026 coming this summer! For further details and application requirements, visit the Olmsted Foundation's website. Take the first step towards broadening your horizons and enhancing the Navy's global readiness. For inquiries, contact the Navy Olmsted Scholar Program Manager via email at elise.t.mcguire.civ@us.navy.mil.

[Talent Management Board Q & A](#)

Q: Which Talent Management Board covers which PRDs?

A: The February TMB covers PRDs from September of the same year to February of the following year, while the August TMB covers PRDs from March to August of the following year. If your PRD borders one TMB and you wish to participate in the other, contact the DO Shore Detailer to explore your options.

Q: Am I eligible to apply even though I haven't passed PNEO yet?

A: Yes! Applicants with PRDs that qualify them for either board can apply, regardless of PNEO completion status. Upon assignment announcement, you will have until passing PNEO to accept the assignment and sign and submit your contract. You are required to pass PNEO prior to signing a contract for your TMB assignment.

Q: I'm only interested in one assignment. Do I have to put more than one?

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A: You have the flexibility to list any number of assignments, whether it's one or multiple. Your preferences are considered in entirety, so whether you have several locations in mind or just one specific assignment, inform us accordingly.

Q: What happens to my application when I submit it?

A: Upon submission, your application undergoes review and formatting into a standard package. It is then presented to the CSL, CSP, and N97 Chiefs of Staff, the NR Line Locker, and PERS 42 for assessment. A board meeting is scheduled to discuss all applications, following which assignments are finalized and the message is released.

Q: What goes into the standard application?

A: All TMB applications must include an application cover letter outlining your preferences and college GPA, a letter of recommendation from your CO, and your at-sea FITREPs. Additionally, please also include copies of any awards, qualifications, and academic transcripts that are not in your official record. Once we receive your application, we will add your Officer Summary Record and Performance Summary Report to your package.

Q: What if I don't have a soft breakout in my FITREP yet? Will I still be competitive and is it worth applying?

A: Absolutely, please still apply! We take into account all components of your application, including your CO Letter of recommendation, recognizing that circumstances beyond your control – such as being stuck in traffic behind more senior JOs – may have impacted your FITREP. If you have any concerns about this, please reach out to the Division Officer Shore Detailer to discuss your options.

Q: When do I have to sign my contract?

A: Upon release of the message, selectees have a two-week window to decide whether to accept or decline their assignment. Exceptions to this timeline include those who have not yet passed PNEO and individuals who are currently underway and unable to communicate. Selectees assigned to graduate education programs or programs with separate application processes must sign a contract upon acceptance into the program. All other selectees must sign and submit a contract upon accepting their assignment. Remember, you do not need to sign a contract to submit your application and apply to the board. Without a COBO contract on file, processing orders to the assignment is not permitted.

PERS-42 Development Roadmap (DR)

It's no surprise that successful submarine officers are always looking ahead, "DR-ing out," if you will!

But in this case, we're not just talking about navigation. We're talking about strategically building a roadmap for your career — the Development Roadmap.

Evidence from our detailer trips shows that wardrooms who actively engage in career discussions and planning not only grasp their career opportunities better but also develop a clear vision of their path forward. Strategic career planning often involves looking ahead 5, 10, and even 15 years to anticipate moves that align with personal and professional growth objectives.

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A helpful starting point for these discussion is our career TACAID, available here:

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

Mentorship from well-informed COs and XO's proves invaluable in this journey. Their insights into an officer's potential guide the development of tailored career strategies, ensuring each officer can navigate their Development Roadmap successfully.

Critical to this process is the strategic selection of shore tours. These aren't just breaks between sea duties; they are pivotal stages for broadening your skills and enhancing your influence within the Navy. For instance, shore assignments offer rich opportunities to acquire skills critical to leadership, such as community reputation building, financial management, joint operations participation, and personnel management.

Valued positions that enrich an officer's career might include waterfront supporting shore tours at ISIC staff, fleet-facing jobs at NPEB, TRE, NRLL, and PERS-42, or front office roles such as Flag Aide, DEA, or EA. Additionally, securing a joint assignment and completing both Joint Professional Military Education (JPME) Phase I and Phase II are critical milestones. These qualifications not only enhance an officer's strategic understanding and interoperability across services but are also highly valued for career progression within the Navy.

We encourage all wardrooms to start by diving into the TACAID and openly discussing potential career trajectories within your teams. As always, your feedback is vital in enhancing our resources and your career strategies. Together, we can ensure that every officer is not only successful in their current role but also superbly prepared for the future challenges they will face.

Nuclear Officer Bonus and Incentive Pay (NOBIP) Program Updates

Revision K of OPNAVINST 7220.11 was approved on 20 February 2024. The changes include:

- The Nuclear Officer Accession Bonus (NOAB) rate has increased to \$30,000.00. All designators are eligible (1170, 1160, 1210, 1220, 1310, and 1320). Only midshipmen at USNA and NROTC may negotiate to receive the increased rate prior to commissioning.
- URL officers serving in Major Command with AQD KD4 are eligible for COBO.
- Officers serving in Major Command fleet-up billets are eligible for the Major Command COBO rate.
- Officers over 27YCS may sign 1 or 2-year contracts.
- Officers serving as Shift Engineers with AQD KD4 are eligible for SEIP.

Naval War College Fleet Seminar Program

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

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This program provides Joint Intermediate-Level Professional Military Education (JPME-I) in a seminar format at 15 naval and joint bases around the country. This aligns with the Chief of Naval Personnel's efforts to foster a deliberate and flexible learning environment, and supports the SECNAV's Education for Seapower Strategy, which places increased emphasis on higher education as a critical warfighting enabler.

Each course runs for 34 weeks from September through May, meeting one evening a week for three hours. The seminars, conducted at the graduate level, require appropriate initiative, research, writing, and class participation from each student.

After successfully completing their first course, students may apply for acceptance into the Naval War College's Graduate Degree Program. By completing additional elective coursework, they can earn a Master of Arts in Defense and Strategic Studies.

Currently, nearly 900 students are enrolled, and over the past five years, more than 900 have earned a master's degree through the FSP.

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. Active and reserve officers in other military services must be in the grade of O-4 and above to be eligible. Federal civilian employees in the grade of GS-11 and equivalent or above are also eligible.

Selected staff members in the federal executive, legislative, and judiciary branches are also eligible, through an agreement with the Chief of Naval Operations. All applicants must possess a bachelor's degree.

For more information on course locations and application procedures, visit the [FSP website](#).

Financial Management Subspecialty Information

The Submarine Force needs more officers with Financial Management (FM) subspecialties to fill important billets at the CDR and CAPT grade. Many of these billets are high profile and are essential in making the financial decisions that determine how our Navy prepares and executes our national defense. Career minded officers who are rotating or will be rotating to post-Division Officer and post Department Head shore duties should explore Naval Post-graduate School distance learning opportunities for various subspecialties.

An advanced degree in the FM subspecialties 3100/3111 and associate subspecialties, makes officers eligible for unique billets across the world with concentrations of these billets in the Pentagon and surrounding Washington, DC area. FM billets can be completed post-Department Head, post-Executive Officer or post-Commanding Officer, and several of these billets also satisfy the requirements for a Joint Accredited Tour. This is not an alternate career path; submarine officers will complete the normal career path and will continue to be competitive for challenging submarine assignments at the XO, CO and Major Command level.

The Naval Post-graduate School distance learning curriculum awarding the FM subspecialty is Curriculum #857. It is a part-time, distance-learning program whose total duration is 24 months. Be

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advised, this curriculum includes collaboration and will require routine internet connectivity. Therefore, waterborne connectivity (i.e. pierside wireless or hardwired connectivity) may be insufficient to complete course curriculum.

For more information on the courses, please see the following link:

<https://nps.smartcatalogiq.com/en/current/academic-catalog/departments/department-of-defense-management/non-resident-degree-programs-and-curricula/financial-management-curriculum-857-dl/>

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 Daniel W. Stickles, Daniel.w.stickles.mil@us.navy.mil.

JAN 2024

- Upcoming Board announcement/eligibility/important information
- Project XO FAQ
- XO Tour Lengths
- Increased Accession Bonus
- MTS 626 as NTSD
- USNA LEAD Master's Program for Company Officer
- Bonus Recoupment Process
- Minimum Service Obligation (MSO) change (SELRES vs. IRR)

OCT 2023

- Project XO
- Expanding CO and XO Submarine Support Opportunities
- Shift Engineer Incentive Pay (SEIP) Rate Change
- LDO Shift Engineers
- SSGN O-5 Spot Promotion
- CONSUBPAY & Nuclear AQD Uncoupling and TOSS Changes
- TSP Bonus Allocation
- NSIPS Resignation Process Guide
- Upcoming Board Information and Preparation

JUL 2023

- NPTU Shift Engineer Opportunity Update
- Change to Nuclear Officer Continuation Bonus
- Talent Management Board
- Total Operational Submarine Service (TOSS) CONSUBPAY/OPSUBPAY
- Spot Promotion Process
- Selection Board Participation
- Junior Officer Diversity (JODO) Program
- Updating NFAAS

APR 2023

- New Shift ENG Initiatives
- ESRP Zone 1 change (NAVADMIN)
- Division Officer Split Tour Experience Program
- USS District of Columbia Initial Class Manning
- CO-SM O6 Opportunity
- How to Submit a Letter to the Board
- Upcoming FY24 Administrative and Statutory Selection Boards
- CO/XO/DH Board Eligibility
- Updating NFAAS
- UUVRON Opportunities
- Naval War College Fleet Seminar Program
- Updating Awards in BUPERS Online NDAWS
- STA-21 (NAVADMIN)

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PRD and Slate	3Q24	4Q24	1Q25
Slate Opens	2 nd Week of December	2 nd Week of March	2 nd Week of June
Slate Closes	1 st Week of February	1 st Week of May	1 st Week of August
Detach Dates	June 24 – August 24	September 24-November 24	December 24- February 25
Talent Management Board (August 24 and February 25)			
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 opportunities may be added for consideration at the board.
	GEV (7)	USNA Company Officer / Instructor	
	MIT/WHOI	Direct to DH Option	
	USNA GE+T/LEAD	SNTWI	

Department Head Detailing Upcoming SOAC dates:			CO and XO Detailing Upcoming SCC dates:					
Class	Start	Finish	NR	Start	Finish	SCC	Start	Finish
24040	29APR24	11OCT24						
24050	01JUL24	13DEC24	24-03	24JUN24	20SEP24	SCC 81 (PH)	08JUL24	12SEP24
24060	26AUG24	21FEB25	24-04	16SEP24	13DEC24	SCC 82 (CT)	23SEP24	05DEC24
25010	21OCT24	25APR25	25-01	6JAN25	4APR25	SCC 83 (PH)	02JAN25	28MAR25
25020	06JAN25	20JUN25						
25030	03MAR25	15AUG25						

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 FY25 Board Schedule:

06 MAY 24: Active O-4 URL Line (#275)

20 MAY 24: Submarine CO/XO and DH (#146/350)

CAPT Gary Montalvo	Division Director	gary.g.montalvo.mil@us.navy.mil
CAPT Jeremy Miller	Deputy/CO Detailer	jeremy.a.miller1.mil@us.navy.mil
CDR Spencer Ovren	Branch Head/XO Detailer	Jonathan.s.ovren.mil@us.navy.mil
LCDR Megan Moyette	Post DH Detailer	Megan.Moyette.mil@us.navy.mil
LCDR Daniel Stickles	DH Sea Detailer	daniel.w.stickles.mil@us.navy.mil
LT Abby Agosto	DO Shore Detailer	abigail.r.agosto.mil@us.navy.mil
LT Amy Trammel	NOBIP/CONSUBPAY Manager	Amy.f.Trammel.mil@us.navy.mil
LT Tom Sims	DO Sea/Accessions Detailer	Thomas.A.Sims23.mil@us.navy.mil
LT Jino Afable	DO Sea/Accessions Detailer Relief	juanavelino.b.afable.mil@us.navy.mil
LT Nathan Olaiya	Nuclear Compliance Officer	nathan.s.olaiya.mil@us.navy.mil
LT Jack Dyment	Nuclear Placement Officer	john.s.dyment.mil@us.navy.mil
CAPT Kenneth Holland	Branch Head LDO/CWO Detailing	kenneth.l.holland16.mil@us.navy.mil
LCDR Scott See	Non-Nuclear LDO Detailer	Christopher.S.See2.mil@us.navy.mil
LT Karl Martin	Nuclear LDO Detailer	Karl.r.martin.mil@us.navy.mil