

SURFACE NUCLEAR OFFICER



**2021-2022
EDITION**



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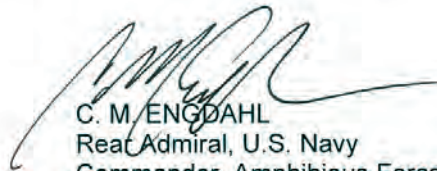


Greetings from Okinawa and welcome to the 2022 Surface Nuclear Officer Newsletter! The Surface Nuclear Officer community continues to provide outstanding support to ensure the continuous availability and safe operation of our nation's nuclear-powered aircraft carriers. You have supported national defense initiatives and maritime missions throughout the world and continue to do so under the most unique conditions I have seen in my naval career. Whether delivering propulsion, electricity, water, and catapult steam to our CVNs or serving as Division Officers, Department Heads, XOs, or COs in our surface combatants, Surface Nuclear Officers led the way on all fronts!

This community has accomplished much over the past few years and continues to demonstrate a high level of expertise in the supervision, operation and maintenance of Naval Nuclear Propulsion Plants. This standard affords our nation the ability reposition CVNs at will, on demand, and anywhere around the world. As leaders in the reactor department, surface wardrooms and Navy organizations ashore supporting assessment, training and recruitment, it is critical that you continue to develop the tactical, technical, and leadership skills necessary to excel as a surface combatant Commanding Officer and CVN Reactor Officer. You are truly making a difference to your Sailors, to the Navy, and to our Nation.

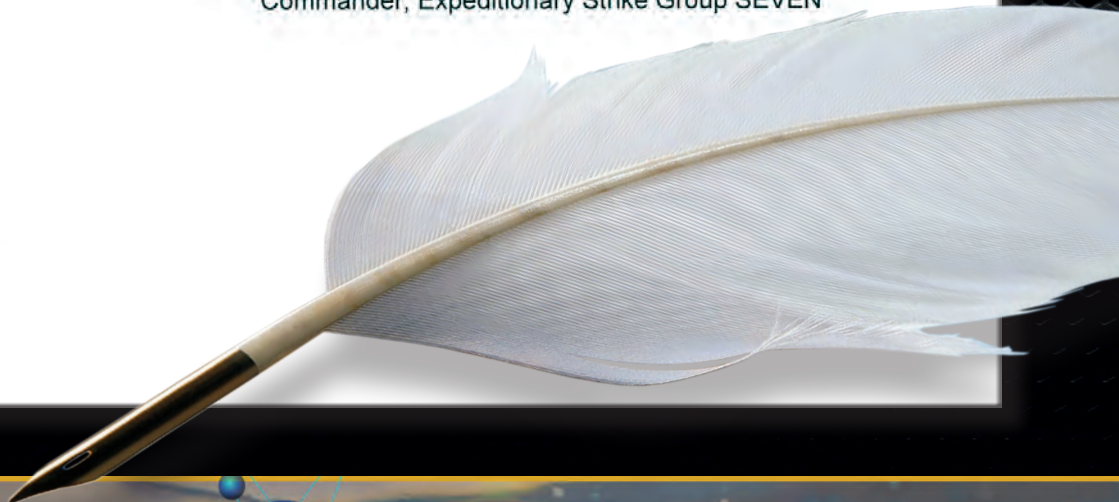
We've made many hard fought improvements in both the SWO and SWO(N) communities since the last edition and CAPT Trent and the community management team prepared this newsletter as an important resource to provide you the latest information to make informed career decisions. Use this as a starting point and ready reference for your career opportunities and I encourage you to seek mentorship frequently as well as be a mentor to the next echelon of upcoming leaders.

THANK YOU for all that you do. You are making a difference, and what you are doing today, especially in today's geo-political climate, is extremely difficult, but vitally important to our country. Should you ever doubt this fact and your historic place in Naval Nuclear Propulsion feel free to read Admiral Rickover's 1979 congressional testimony. I look forward to seeing you on the waterfront.



C. M. ENGBAHL
Rear Admiral, U.S. Navy

Commander, Amphibious Force SEVENTH Fleet
Commander, Expeditionary Strike Group SEVEN



Greetings from Millington! Welcome to the 2021-2022 edition of the SWO(N) Newsletter – your reference for career guidance, options, benefits, and the coveted shipmate locator.

I am extremely proud of the community management team's accomplishments since the last newsletter. It has been an honor to take the helm from Megan Thomas and work alongside Nate Mitich, Michelle Matthews, Cory Hardy, Rhett Gilman, Elan Rotklein, and Noelle Kaufmann. This newsletter includes important information and updates to career milestones, opportunities, and changes within the SWO and SWO(N) communities. We encourage you to use it as a quick reference career management tool. The information contained herein in combination with the shipmate locator is a great way to grow your mentorship network. Some of the more significant community updates since our last newsletter include:

- SWO(N) Lifecycle Publication: focus on the Reactor Officer tour that is truly the pinnacle of a SWO(N)'s career. Includes several testimonials of RO-serving or RO-served officers.
- Reduced the CVN DIVO tour length from 28 months to 22 months for officers who commit to Department Head and to 25 months for officers who accept shore duty orders to increase SWO(N) shore duty opportunities and flexibility for the most desirable and career enhancing post-DIVO shore tours.
- Developed deliberate SWO(N) mentorship waypoints before the CVN DIVO tour.
 - ❖ LT Kaufmann, PERS-4120, the new accession and first tour SWO(N) Detailer, doubles as a SWO(N) JO Mentor.
 - ❖ Welcome Aboard: New accessions will receive a welcome aboard email and a one-on-one phone call
 - ❖ BDOC Community Briefs: Community management team member briefs all SWOs—both nuclear designated and conventional.
 - ❖ SWO(N) Mentorship Network Group: a private group on Facebook designed to facilitate community interaction for mentorship, professional development, and networking. Please join!
- MyNavyHR webpage and Ready Reference refresh! The MyNavyHR website has greatly improved to make it easy to navigate topics of interest. Ready references provide current information from the personnel management enterprise on board preparation, graduate education, and FITREPs.
- Increased and tiered COBO rates which are codified in OPNAVINST 7220.11H and NAVADMIN 241/20.
- Senior Officer Retention Bonus (SORB) pays \$48,000 over four installments to all O5s post-XO/XO-SM milestone. Officers eligible to sign with at least YCS-18, but no more than YCS-19, agree to serve through YCS-23.

Know our career path, keep current on all changes, and have a trusted mentor to help balance the challenging requirements of our career. There are several ways to find mentors – through your chain of command, SWO(N) socials in fleet concentration areas, the shipmate locator, or the SWO(N) Mentorship Network group on Facebook to name a few. We hope that you find this newsletter useful when making career, personal, and financial decisions.

Remaining current with the changes in our community will set you up for success regardless of your long-term goals in the Navy. We remain committed to providing you with the latest career information and best advice through detailing trips, SWO(N) Grams, and the MyNavyHR website. Please do not hesitate to call or email us; we are here to serve YOU. I look forward to seeing you on the waterfront!



C. M. TRENT
Captain, U.S. Navy

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PPWO OF THE YEAR

Congratulations to our last two calendar years' PPWOs of the Year! CNAP and CNAL received nominations from every carrier and poured over an eye-watering amount of talent to select each recipient. Well done and BZ to all!

CNAL PPWO - 2019

LT Mark Mulka, USS *John C. Stennis* (CVN 74)



LT Mark Mulka is a native of Washington and attended Ohio State University, majoring in Mechanical Engineering with a focus in nuclear engineering. Mulka attended Officer Candidate School in 2014 as part of the Nuclear Propulsion Officer Candidate (NUPOC) program.

After commissioning in September 2014, Mulka was stationed in USS *Kidd* (DDG 100)

as the Combat Electronics Officer and the EKMS/KMI Manager. During this tour the crew completed a 14-month drydock availability in preparation for a homeport shift and deployment.

Mulka then moved to Charleston, SC, to complete the Naval Nuclear Power Training Command pipeline. He graduated NNPTC with distinction, earning the Commanding Officer's Personal Excellence Award for his efforts in leading his section. While qualifying onboard MTS 635, Mulka surpassed his class and qualified with the class preceding him.

Upon completion of prototype, Mulka was assigned to *John C. Stennis* as the Reactor Controls Division Officer and as the Deputy Reactor Training Assistant. During his time on *John C. Stennis*, he qualified Propulsion Plant Watch Officer (PPWO), Engineering Officer of the Watch (EOOW), and Nuclear Engineer Officer (NEO). During his 28-month tour, the crew completed a rigorous work-up cycle, a seven-month deployment, homeport shift, and dockside preparations for a Reactor Complex Overhaul (RCOH). His efforts specifically led to the successful completion of two sets of Control Rod Drive Mechanism tests, and the first CVN implementation of NOSIS for all qualifications.

CNAL PPWO - 2020

LT Avi Chatterjee, USS *John C. Stennis* (CVN 74)



A native of Philadelphia, PA, LT Avi Chatterjee graduated from the United States Naval Academy in May 2015 with a degree in Physics. Upon commissioning, Chatterjee was assigned to USS *Ross* (DDG 71) where he served as the Operations Intelligence Division Officer during three Sixth Fleet BMD patrols.

Chatterjee attended Nuclear Power School and

Nuclear Power Training Unit in Charleston, SC, from June 2017 through July 2018. He was assigned to *John C. Stennis* where he served as the 2 Plant Reactor Mechanical Division Officer during an around-the-world deployment, and 1 Plant Station Officer during RCOH preparations.

Following his tour on *John C. Stennis*, Chatterjee executed a lateral transfer to the Engineering Duty Officer (Nuclear) community. He began working towards his Master's Degrees in Mechanical Engineering, and Naval Architecture and Marine Engineering at the Massachusetts Institute of Technology in June 2021.



CNAP PPWO - 2019

LT Jon Cox, USS *Carl Vinson* (CVN 70)

A native of Pilot Mountain, NC, LT Jon Cox enlisted in the Navy in 2007 as a Nuclear Machinist Mate. Following the completion of his initial training, he was selected as a Junior Staff Instructor onboard the MTS-635, where he trained nuclear operators on the maintenance and operation of a nuclear reactor.

Following the completion of his JSI tour, Cox was selected

for the Seaman to Admiral Program in 2011 where he later graduated from North Carolina State University in 2014 with a Bachelor's Degree in Mechanical Engineering. He received his commissioning in May 2014.

Cox's first sea assignment was aboard USS *John Paul Jones* (DDG 53) where he served as the EKMS Officer. While on *John Paul Jones*, he participated in FTX-20 and FTX-21, FTO-2 Event 2, SM-6 FOT&E, FTM-25 and FTM 26 in support of B/L 9 weapons systems testing.

In January 2018, after completing the Navy nuclear power training pipeline, he reported to *Carl Vinson* homeported in San Diego, CA, where he served as the RC Division Officer. During his tour, he completed one deployment with Carrier Strike Group 1 in the Western Pacific, before undergoing extensive engineering overhauls in drydock at PSNS.

Following his tour on *Carl Vinson*, Cox reported to Naval Nuclear Power Training Unit Charleston to serve as a Shift Engineer on board MTS-635, where he supervised both operations and maintenance of a nuclear reactor for training and completed the final tow for deactivation of the MTS.

LT Cox is currently on sabbatical completing his Masters in Engineering Management from Old Dominion University and JPME Phase I through the Naval War College.

CNAP PPWO - 2020

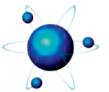
LT Garrett Enslin, USS *Nimitz* (CVN 68)

A native of Lake Ariel, PA, LT Garrett Enslin graduated from the United States Naval Academy in 2016 with a Bachelors of Science in Mechanical

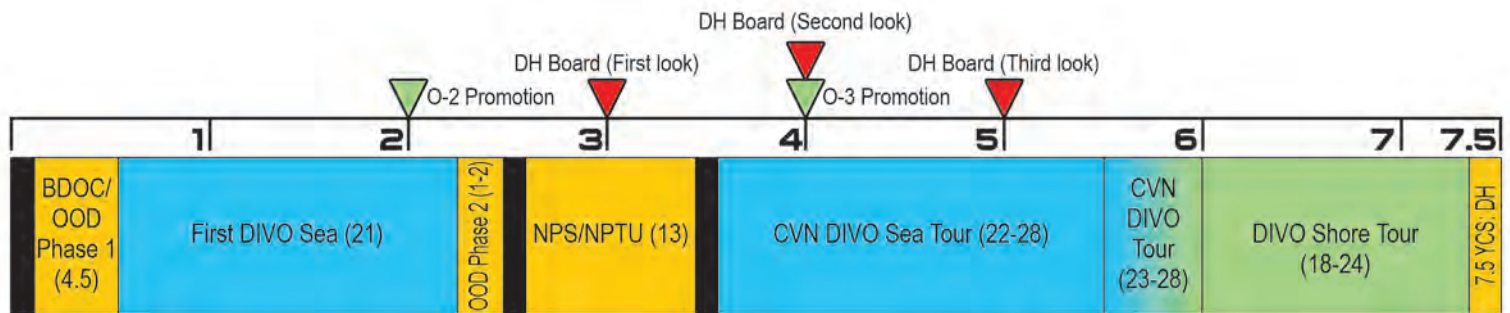
Engineering. Upon commissioning, he reported to USS *Momsen* (DDG 92) for his first Division Officer tour where he served as Gunnery and Ordnance Officer.

Enslin attended Nuclear Power School and Nuclear Power Training Unit in Charleston, SC, following his first Division Officer tour. He reported to USS *Nimitz* (CVN 68) where he served as the Reactor Mechanical Division Officer for the entirety of their extended 2020 deployment. Following completion of PNEO, he assumed the role of Assistant Reactor Training Assistant.

LT Enslin separates from the Navy in June 2022 and intends to pursue a Master of Science in Nuclear Engineering at MIT next fall. He would also like to extend a special thanks to LCDR Rob Jaindl whose mentorship and confidence greatly influenced his career.

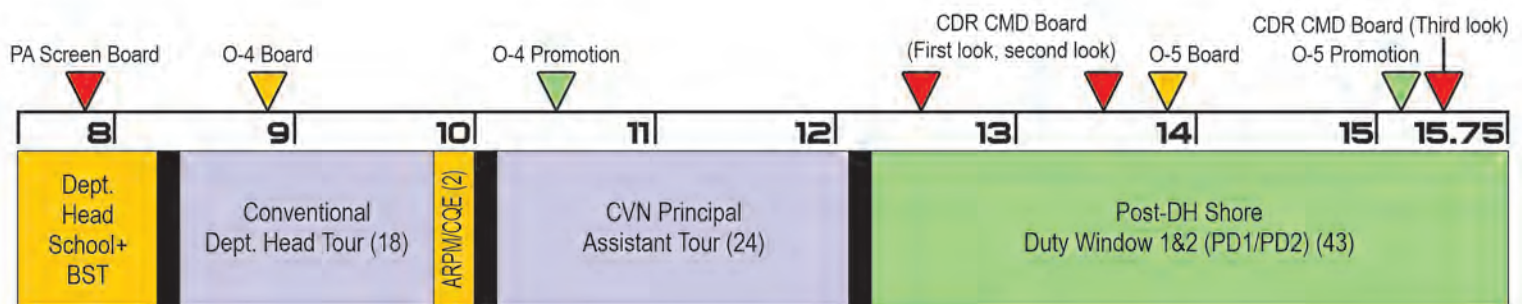


SWO(N) CAREER TRACK



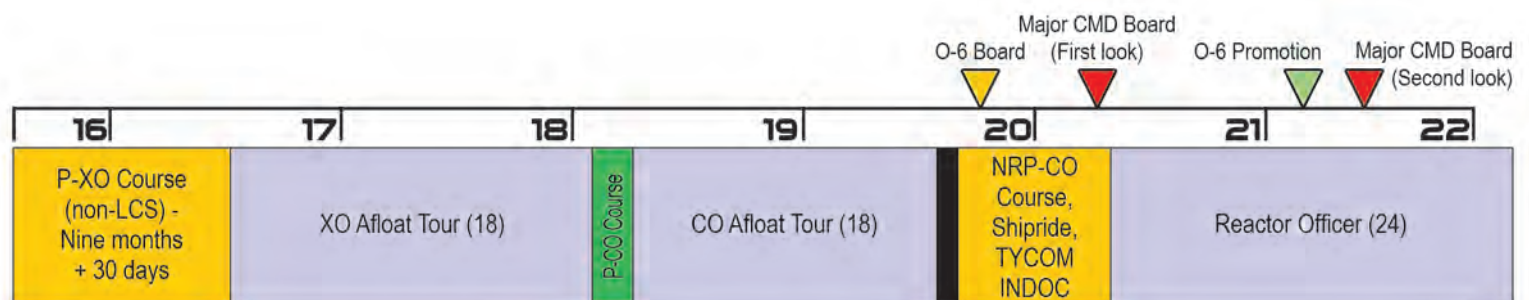
Division Officer

- ☑ Skilled shiphandler
- ☑ Build sound level of knowledge as a Surface Warfare Officer
- ☑ Earn Department Head recommendation
- ☑ Serve in a CVN Division Officer tour
- ☑ Select for Department Head in one of three opportunities
- ☑ Complete PNEO qualification



Department Head

- ☑ Expert Warfighters
- ☑ Effective Managers
- ☑ Earn CO AFLOAT recommendation
- ☑ Complete Command Assessment
- ☑ Select for career milestone in one of three opportunities (CO AFLOAT, XO AFLOAT, XO AFLOAT*, XO-SM, CO-SM)
- ☑ Complete any outstanding nuclear and/or surface warfare requirements (nuclear shore tour, Master's degree, JPME Phase I/II, Joint tour)
- ☑ Complete career broadening assignment

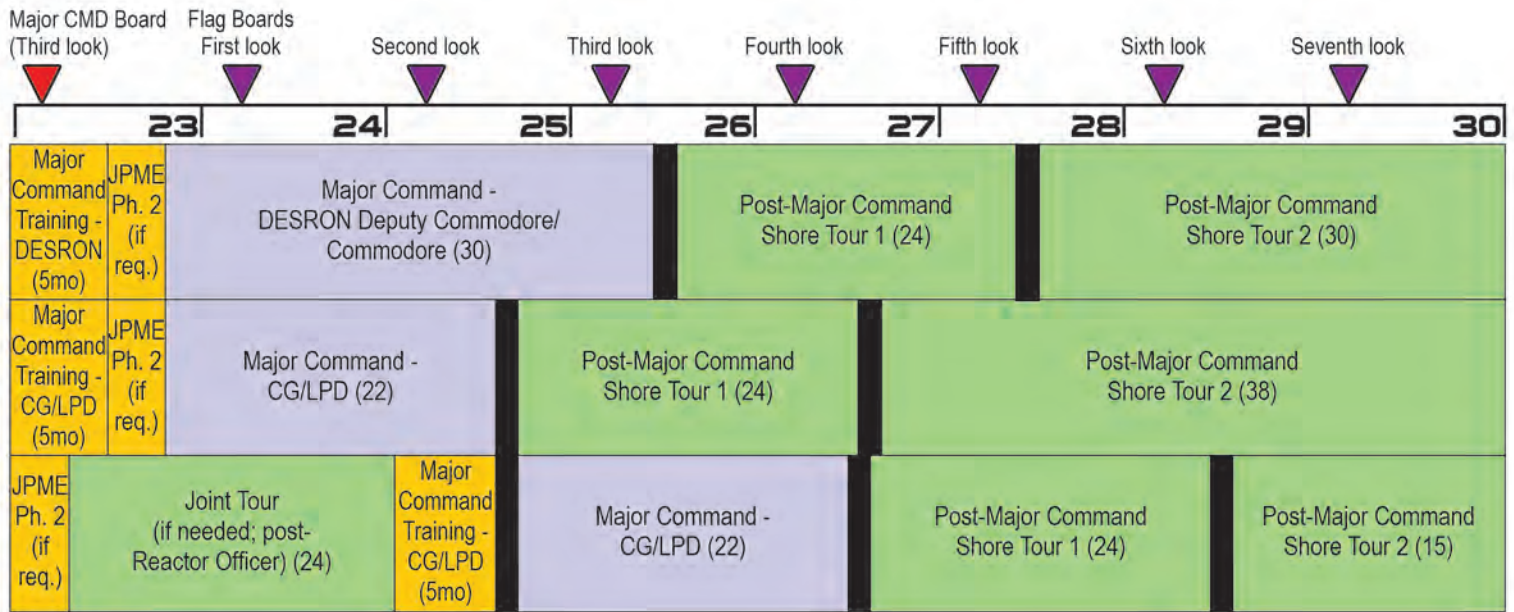


CDR Command/Reactor Officer

- ☑ Successful COs
- ☑ Earn MAJOR COMMAND recommendation
- ☑ Technically Proficient Reactor Officers
- ☑ Screen for and spot promote to CAPT
- ☑ Screen for MAJOR COMMAND afloat or ashore

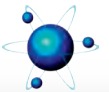


SWO(N) CAREER TRACK



Major Command and Beyond

- ☑ Successful Major Commanders
- ☑ Community Leaders
- ☑ Complete any outstanding requirements for Flag Officer (JPME, Joint tour, SWO community tour)



POLICY UPDATES

A lot has changed in the world over the last few years - our Navy included! The recent initiatives highlighted below are taking shape across the surface warfare and nuclear domains that demonstrate our commitment to retaining talent, improving warfighter readiness, and improving quality of life. Please reach out to the Community Management Team if you have questions about these or any other programs that interest you.

CVN DIVO Tour Length Policy Update

To increase SWO(N) shore duty opportunities and flexibility for the most desirable and career enhancing post-DIVO shore tours, we reduced the CVN DIVO tour length from 28 months to 22 months for officers who commit to Department Head and to 25 months for officers who accept shore duty orders. Our intent is to incentivize officers committed to continued naval service (i.e., DHRB/COBO signers) and encourage more SWO(N)s to serve on shore duty following their DIVO tour.

The new policy is:

- The CVN DIVO tour may be a minimum of 22 months for a DIVO that signs a Department Head Retention Bonus Contract and meets the following requirements:
 - Successfully completes PNEO
 - Accrues a minimum of four months aboard post-PNEO
 - CVN Reactor Officer concurs with early transfer
- The CVN DIVO tour MAY be a minimum of 25 months for a DIVO that accepts follow-on orders to shore duty and meets the following requirements:
 - Successfully completes PNEO
 - Accrues a minimum of four months aboard post-PNEO
 - CVN Reactor Officer concurs with early transfer

Of note, the EOOW and RDO qualifications are no longer a requirement for early transfer, however, we highly recommend officers pursue these qualifications especially those that are career-minded. Officers with the CVN EOOW qualification earn additional points (equivalent to TAO qualification) on the slate ranking for both the JO Shore Duty and the conventional Department Head slates.

Officer of the Deck (OOD) Phase I and II

Two new courses in the Division Officer Training Continuum were added in 2021: OOD Phase I and II. Immediately following the Basic Division Officer Course (BDOC),

officers will attend a six week OOD Phase I course at one of the Mariner Skills Training Centers in Norfolk, VA, or San Diego, CA. OOD Phase I replaces the four-week Junior Officer of the Deck (JOOD) course. OOD Phase II immediately follows the first Division Officer tour and consists of additional simulator time and advanced shiphandling skills, culminating in a go/no-go assessment. Officers are required to pass a shiphandling scenario to demonstrate requisite mariner skills as qualified OODs. SWO(N)s continue to be exempt from the Advanced Division Officer Course (ADOC).



COBO Rate Increase

Navy leadership values your service and is committed to retaining top-performing nuclear-trained officers. In addition to increased rates, this change also implements a tiered rate structure to reward junior officers who sign initial contracts of six or seven years (\$40K per year), compensates officers in the second half of their careers (> 12 YCS) when they have increased responsibility and authority (\$45K per year), and maximizes the rate for Major Commanders with > 26 YCS (\$50K per year). Please contact LCDR Cory Hardy for questions: PERS-42D1_desk.fct@navy.mil.

SWO Senior Officer Retention Bonus (SORB)

The SWO SORB is coming this year! SWOs promoted to CDR and administratively screened for XO-SM, XO-Afloat, CO-SM, and CO-Afloat who are serving in or completed milestone tours will have the opportunity to commit to the SWO SORB. The Navy will pay qualified officers for five years of obligated service from their 19th year of



commissioned service (YCS) through completion of their 23rd YCS. CDRs with at least 18 YCS, but not more than 19 YCS, are eligible for the SWO SORB. SWOs will receive \$12,000 on their 19th, 20th, 21st, and 22nd YCS anniversary. Eligible officers in YG 02 are able to receive the 20th, 21st, and 22nd YCS payment for a commitment to serve through 23 YCS. YG 02 applications must be received and approved by PERS-41 by their 20th YCS anniversary. See NAVADMIN 036/22 for more details.

Promotion Deferment

This policy allows in-zone and above-zone officers that are eligible for promotion to O-4, O-5, or O-6 to defer promotion consideration by a promotion selection board. Officers who have completed a career-broadening assignment, advanced education, or an assignment of significant value to the Department of Navy, or who have had a career progression requirement delayed by such an assignment or education may apply for deferment. The annual NAVADMIN is published in the summer with applications usually due in late August. More information can be found on the active duty officer boards page on the MyNavyHR website here: <https://www.mynavyhr.navy.mil/Career-Management/Boards/Active-Duty-Officer/>

Career Intermission Program (CIP)

CIP offers additional career flexibility to pursue personal and professional endeavors during a successful Naval career. Participants spend one to three years in the Individual Ready Reserve (IRR), retain TRICARE coverage (including dependents), and receive a stipend (1/15th of base pay). Your YG and lineal number will be adjusted based on the duration of participation in CIP. Participants incur a service obligation of two months for every month of participation (FY22 National Defense Authorization Act (NDAA) changed this to 1:1 and a policy change will follow). The quantity of participants allowed per YG is dependent upon YG SWO(N) inventory, so contact your detailer early if you are interested.

SWO Acquisition Professional (AP)

SWO(N)s were recently approved to serve in the SWO AP Cadre to provide Command Afloat and Reactor Officer experience to the acquisition community. These officers will serve in Navy program offices to shape and deliver warfighting capability to the Fleet. Originally started at the FY 22 Commander Command (CDR CMD) Board, one SWO(N) may be designated as an AP Candidate per YG. Postgraduate education in technical and business/acquisition fields or any acquisition-related tours are viewed favorably for selection but do not preclude designation as a candidate.

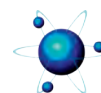
Interest is the most important factor since all officers have sufficient career timing to eventually meet all other requirements. SWO(N)s should complete nuclear shore duty no later than the first post-DH shore tour (PD1) to be eligible to serve in a SWO AP assignment during PD2. Following the post CDR CMD nuclear tour, SWO(N) pursuing SWO AP Membership will serve in acquisition billets to gain the experience necessary to be competitive for selection as a Major Program Manager (MPM), which is the equivalent of Major Command Afloat. As a SWO AP Member, SWO(N)s will maintain their nuclear AQDs and Nuclear Officer Bonus and Incentive Program (NOBIP) eligibility.



SWO(N) Mentorship Network

Please join the Facebook group specifically designed to enable SWO(N) Mentorship and Networking. The group is private and requires members to answer three questions for the Facebook admins to validate participants are SWO(N) Officers. The SWO(N) Mentorship Network includes a discussion area for members to post and comment. It also has a mentorship function allowing individuals to sign up to be a mentor or mentee. To find the page, please search Facebook for “SWO(N) Mentorship Network” or use the following link: www.facebook.com/groups/1890240891100295/. This group is separate from our public SWO(N) Facebook page. We will continue to use the SWO(N) Facebook Page for Community Announcements. Be sure to follow us to receive updates directly to your newsfeed!

You can find all the latest Community updates on our MyNavyHR homepage: <https://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-41-SWO/Detailers/SWO-N/>



DIVISION OFFICER

Conventional Division Officer Tour

The first Division Officer tour is the first career assignment in the SWO(N) career path and provides junior officers with a strong foundation in the basic skills needed for later success in both nuclear and non-nuclear assignments. Prior to reporting to their first ship, officers will attend the nine-week Basic Division Officer Course (BDOC) and six weeks of Officer of the Deck (OOD) Phase I. In addition to qualifying as a Surface Warfare Officer, officers should use this tour to develop as a leader, tactician, and shiphandler. The officer's primary focus should be to qualify OOD and Surface Warfare Officer (SWO) and maximize their time spent on the bridge developing their seamanship and shiphandling skills.

Tour objective. The nominal first Division Officer tour for SWO(N)s is 21 months long (not including the required pre-requisite training pipeline). Every SWO(N) is required to qualify OOD Underway (U/W) and SWO prior to detaching. Because the conventional Division Officer tour is the cornerstone of your “topside” SWO skill set, you should plan on completing your full tour (i.e., no early transfer) prior to transferring to Naval Nuclear Power Training Command (NNPTC). Repeated for emphasis: Unless there are significant extenuating circumstances, expect to leave your first Division Officer tour no earlier than your 21-month projected rotation date (PRD) regardless of how quickly you complete your SWO qualification.

Qualifications. When you qualify OOD, scan and e-mail a copy of your OOD U/W designation letter directly to your detailer to ensure timely updates to your record. This will begin the coordination process between your detailer and chain of command for your detachment timeline and NNPTC report date. When you qualify SWO, send in your designation letter for assignment of your Additional Qualification Designator (AQD) and in the same manner as your OOD U/W qualification letter. Once you have sent your OOD/SWO designation letters to your detailer, begin to check your Officer Data Card (ODC), which can be found by accessing the link on the BUPERS Online (BOL) menu on the homepage after logging in. It is never too early to update

your qualification status and discuss the plan for your orders to follow-on nuclear training.

Aside from OOD and SWO, not all qualifications have Additional Qualification Designators (AQDs) associated with them. To determine what have AQDs associated, review Part D of Volume I of The Manual of Navy Officer Manpower and Personnel Classifications, available on the NPC website here: <https://www.mynavyhr.navy.mil/References/NOOCS-Manual/NOOCS-VOL-1/>

If you find you have a qualification which has an AQD associated with it, email a copy of your qualification letter along with the specific AQD (e.g. Engagement Control Officer – BS2) to your SWO(N) detailer.

Officer of the Deck Phase II (OODP2). The SWO Community has recently instituted a series of Go/No Go Mariner Skills Assessments into the shiphandling training and assessment continuum, the first of which occurs at the end of the first DIVO tour when you will attend the OOD Phase II course. The purpose of OODP2 is to evaluate an officer's ability to effectively and safely handle and navigate a ship and lead a watch team in a variety of light, medium, and high traffic density virtual scenarios. All SWO(N)s must attend Officer of the Deck Phase II upon the completion of their first Division Officer tour enroute to NNPTC. OODP2 will be written as an intermediate stop (I-STOP) in your orders before proceeding to Charleston, SC, for your nuclear training. There are three locations for OODP2: Norfolk, San Diego, and Newport. SWO(N)s homeported in San Diego should expect to attend locally before their PCS. The majority of all other SWO(N)s will attend OODP2 in Norfolk. The course is three weeks long and is used to refine and test the shiphandling skills you learned in your conventional division officer tour. Formal classroom, case studies, and simulator training are integrated into the curriculum to continue building on shiphandling and bridge watchstander skills. Additionally, a go/no-go (pass/fail) assessment is conducted for each student prior to graduation. Officers who initially fail are given additional opportunities to pass the assessment with remediation.



In addition to submitting and tracking the status of leave chits in the Navy Standard Integrated Personnel System (NSIPS), did you know you can also view your orders? Simply log in your member self-service account at <https://nsipsprod-sdni.nmci.navy.mil>, click the “View Professional History” link on the Electronic Service Record page.

Then select “Orders Detail.” From there, you can click “View Orders Text” and see your history of Initial Orders and Orders Modifications (ORDMODs). You can also view items such as personal awards history; fitness report summaries; education, training and qualification data; and much, much more!



Security Clearance for Nuclear Power School. A Secret clearance is required to commence training at NNPTC. Talk to your ship's Security Manager about your clearance and ensure you either hold a current clearance or that your clearance investigation is started early. If your security clearance is not up-to-date, you will be placed in a hold status at NNPTC until the issue is resolved. You do not need to wait for orders to NNPTC to start working on your clearance (if you do, you may already be too late to prevent delays in classing up). Please start working with your ship's Security Manager as soon as possible. If any follow on correspondence or interviews are requested by your Security Manager, ensure you complete those additional requirements as soon as you are notified to prevent unnecessary delays.

Naval Nuclear Power Training Command (NNPTC)

Getting Orders to NNPTC. We receive a variety of questions from first tour Division Officers about the procedure for getting orders to NNPTC. First, you do not need a SWO pin to receive orders to NNPTC but you **MUST** qualify prior to detaching from your ship. You should establish contact with your SWO(N) JO Detailer no later than six months prior to your PRD to arrange a quota in the NNPTC class that best meets your timing and needs - your chain of command also gets a vote on your detachment timing. If you receive orders and find yourself in jeopardy of not qualifying in time to execute them, communicate your concerns with the detailer early - and cc your chain of command. Detailing is a dynamic process and we will be flexible to help you succeed.

NNPTC Pre-School. Each NNPTC class is preceded by a three-week refresher course (Math, Physics, and Heat Transfer) for all SWO(N)s as well as some submarine officers and Prospective CVN XO's. Every officer accepted into the nuclear power program has the academic ability to succeed in the training pipeline and our community continues to maintain a superior success rate. The refresher

course is designed to help officers without any recent classroom experience or less technically rigorous academic backgrounds adjust to the pace of nuclear power school. All officers will take a diagnostic exam upon arrival to ensure that their basic skills are sufficient for starting the curriculum. At every step, we will ensure that you are set up for success. The Director of Officer Department (DOD) at NNPTC and your class advisors are personally invested in your success and will do everything they can to give you any extra help you may need.

Information on NNPTC. You may check in to NNPTC prior to the convening date in your orders. Additional information on the school and surrounding area is available at: <https://www.navsea.navy.mil/Home/NNPTC/>. For other questions, you can contact the Assistant DOD at Nuclear Power School at (843) 794-8115. The housing office can be reached at COMM: (843) 794-7218, DSN: 794-7218. For additional housing information, contact your local housing office for advanced housing applications to Charleston.

Nuclear Power Training Unit (NPTU)

Determining Prototype Location. Officers will attend prototype in either Charleston, SC, or Ballston Spa, NY, (once training is resumed at the S8G prototype). NNPTC decides where to send students based on class size, prototype maintenance schedules, billet availability, and individual preferences. Once the list is finalized at NNPTC, your detailer will coordinate with PERS-42 to generate your orders. Orders normally come out about one month before moving on to your assigned NPTU from NNPTC.

CVN Slating. The slating process for your CVN Division Officer tour will begin during your second month at prototype. You will submit your top CVN preferences, along with any amplifying comments (spouse employment, co-location, family medical issues, etc.), and we will build the slate based on billet availability, personal preferences, first



My command said they intend to put me in an Engineering DIVO Billet. Is that okay?

ANSWER: Since the second Division Officer tour is served in Reactor Department on a CVN, SWO(N)s will be assigned to topside billets for their first Division Officer tour in accordance with MILPERSMAN article 1301-223. In exceptional cases, a ship may assign a SWO(N) to an engineering

billet for a portion of their 21-month sea tour to support the ship's mission. If you find yourself assigned to an engineering billet, please contact your detailer so we can engage your chain-of-command to understand the underlying reasons for the assignment and the expected duration. Even in an engineering billet, you should stand watches on the bridge as much as possible. SWO(N)s are neither expected nor encouraged to qualify EOOW during their first tour. Focus on developing shiphandling and mariner skills, but pay attention to the engineering sections of your SWO PQS because you will be a Department Head on a conventional ship later in your career. While ship readiness is paramount, you have a finite amount of time to gain the necessary topside skills needed for future viability, competitiveness, and preparedness.

DIVISION OFFICER

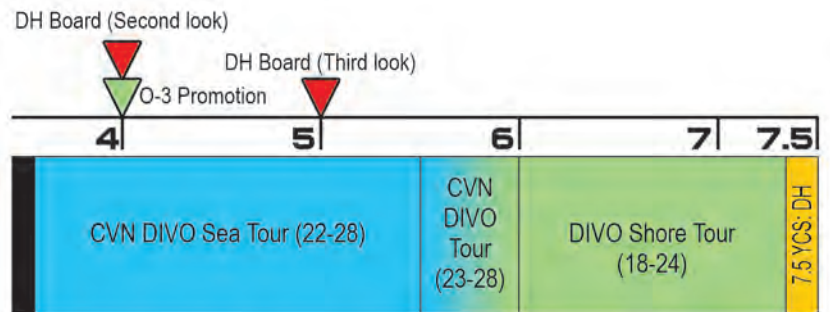
Division Officer tour performance, nuclear power training performance, and equitable average baseline technical numbers (based on NNPTC/NPTU performance) on each CVN across the Fleet. Strong performance in the first Division Officer tour and at Nuclear Power School will improve your competitiveness in the slating process. Slating will occur after NPTU mid-term grades are reviewed by Naval Reactors, which normally occurs about four months into prototype. For this reason, the slate is normally not released until one to two months prior to NPTU graduation. Once the slate is approved, orders follow within a few weeks.

CVN Division Officer Tour

Reporting and Qualifying. Upon completion of prototype, you will report directly to your CVN. If assigned to a deployed ship, expect to meet the ship on deployment and begin qualifications. Reporting officers are expected to qualify Propulsion Plant Watch Officer (PPWO) and Basic Nuclear Engineering Qualifications (BNEQ) in ≤ 4 months. Officers should expect to assume duties as a Division Officer shortly before/after qualifying to ensure they accrue the required time as a Division Officer and PPWO prior to reporting to TYCOM for final Prospective Nuclear Engineering Officer (PNEO) preparations.

Division Officer Assignment. Once qualifications are complete, or in their final stages, you will normally be assigned as a Reactor Control (RC), Reactor Electrical (RE), Reactor Mechanical (RM), Reactor Propulsion (RP), Reactor Laboratories (RL), or Reactor Networks (RN) (A1B only) Division Officer. You should work hard to become a subject matter expert for the systems and administrative programs your division is responsible for and take advantage of every opportunity to expand the breadth of your knowledge through continuous training and exposure on watch and in the propulsion plant during major evolutions. Each of these experiences will prepare you for your Engineer exam, which should be a continuous training process throughout your entire Division Officer tour—NOT waiting until you report to TYCOM.

Tour Length. The nominal CVN Division Officer tour for SWO(N)s is 28 months long. Every SWO(N) is required to qualify PPWO and NEO prior to detaching. Due to added training in the career path (OOD Phase I and II), this tour length can be shortened to ensure an adequate amount of time on shore duty to participate in the Navy's talent management programs (e.g. graduate school, etc.) for career minded officers. The key to shortening your tour length is to be aggressive with your qualifications. See below for required criteria in order to shorten your CVN Division Officer tour.



- 28-Month CVN Division Officer Tour

☒ May be reduced to 22 months if:

- o Complete PNEO and accept orders as NPTU Shift Engineer, **OR**
- o Sign a DHRB contract AND
 - Successfully completes PNEO
 - Accrues a minimum of four months aboard post-PNEO
 - Reactor Officer concurs with early transfer

☒ May be reduced to 25 months if:

- o Accepts follow-on orders to shore duty **AND**
 - Successfully completed PNEO
 - Accrues a minimum of four months aboard post-PNEO
 - Reactor Officer concurs with early transfer



Can I leave my CVN prior to my PRD?

ANSWER: Completion of a full CVN tour, along with completion of the Nuclear Engineering Officer Exam, is expected for all SWO(N)s. To complete the 60-70 months of nuclear experience needed to serve as a CVN Reactor Officer, SWO(N)s need to complete 22-28 months as a CVN Division Officer, 24 months as a PA, and a nuclear shore tour. Deviations are allowed on a case-by-case basis only to support transfer to technical nuclear shore assignments, special programs like full-time graduate education programs with infrequent convening dates, and talent management programs. The CVN Division Officer tour will be no shorter than 22 months.



Prospective Nuclear Engineering Officer (PNEO) Exam

The Prospective Nuclear Engineering Officer (PNEO) Exam is an important career milestone for every SWO(N). Officers take the exam during their CVN tour after serving as a Division Officer for a minimum of one year but preparation begins the first day at NNPTC. Officers who develop long-range study plans early in their CVN tour are much better prepared for the exam compared to those who wait until they are TAD to CNAL/CNAP. PNEO completion is a key milestone in your career and pre-requisite for continued nuclear service. Study smartly and remain disciplined so you will be ready the first time around! Here's some general guidance for first time success:

- **Start Early.** After qualifying as Propulsion Plant Watch Officer (PPWO), keep your notes and use them to prepare for PNEO. Better yet, expand on these notes as you get more experience. Keep your study materials together and augment them as you attend routine training and as your ship completes different phases of operations, training, and maintenance.
- **Stay involved.** Gaining experience as a shipyard PPWO, workup or deployment PPWO, and as an active trainer all build knowledge that will pay dividends as you study for the exam. Studying from a book is one thing; actually coordinating an evolution such as Phase I or II cool down, fill testing, Reactor Control (RC) maintenance, or supervising shipyard testing will reinforce the concepts and develop your ability to discuss technical concepts (a key part of the exam). If you are not the assigned PPWO for these evolutions, or are

not yet qualified, you can still gain insight by attending briefs and observing in the Enclosed Operating Station (EOS). Drill watches also provide a wealth of knowledge. Remember that the exam evaluates how well you know the plant and understand its operation. The bottom line is you should take every opportunity to get involved because nothing is better than seeing evolutions with your own eyes and ears.



Study before reporting to TYCOM (CNAP/CNAL). Your RTA, ARO, and RO will help you prepare and execute a study plan that starts well before you leave your ship for your local TYCOM study offices. The time at TYCOM should be dedicated to review and final study. Compile your notes, refresh all your systems knowledge, and study the details of the Operating and Casualty Procedures until you understand the principles. Talk to the officers on your ship that have passed the exam recently and request run time.



FINAL TECHNICAL NUMBER

Over the years, PERS-42 has fielded many questions about an Officer's Nuclear Final Technical Number (FTN).

FTNs are one factor used by PERS-42 and Naval Reactors to ensure an equal distribution of technical performance in the Nuclear Navy. In the past, it was considered part of internal deliberations. Since it was only one factor used to decide assignments it was not disclosed. Over time, with a lack of official information, officers in the Fleet began to think that the "tech number" had more of an influence than it actually does. PERS-42, in coordination with Naval Reactors, has decided that the Fleet would benefit from releasing an officer's FTN.

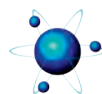
The FTN is a numerical grade calculated from an officer's academic performance during initial nuclear training (Nuclear Power School and Nuclear Prototype) and their Prospective Nuclear Engineer Officer Examination (PNEO) performance. FTNs are a number between 79 and 98, with an average number for the Fleet around 87. In order to balance technical quality amongst the nuclear ship's in the Fleet, FTNs are used as one factor when making assignments to

nuclear billets. The goal is to prevent one ship, or command, in the Fleet from having all high FTN officers and another ship from having all low FTN officers.

FTNs are used by PERS-42 as one input into submarine Post-Division Officer Shore slating, Department Head (DH), CVN PA (PA), CVN Reactor Officer (RO), and some nuclear shore duty assignments.

Lower FTNs do not exclude an officer from any assignment. All officers who pass the PNEO Examination are able to be assigned to any nuclear billet including as a Submarine Engineer Officer, any CVN Principal Assistant (PA) or as a CVN Reactor Officer (RO). FTNs are maintained in a database at Navy Personnel Command that is only visible to detailers and community managers, they are not provided to reporting seniors and do not appear in any form at any statutory or administrative screening board. Your FTN should not go on any FITREP.

If you would like to know your FTN, please contact your detailer who can provide it to you.



BONUS PAY

The Nuclear Officer Bonus and Incentive Program (NOBIP) governs all nuclear bonuses in accordance with OPNAVINST 7220.11H. SWO(N)s are eligible for the following bonuses:

- Nuclear Officer Accession Bonus (NOAB): \$15,000 once an officer is accepted for training in the naval nuclear propulsion program after an initial accession interview at Naval Reactors headquarters.
- Nuclear Career Accession Bonus (NCAB): \$2,000 paid upon successful completion of NPTU. NPTU will send a letter to PERS-42 with a list of all officers who have completed their qualification at prototype. This letter can take up to two months to reach PERS-42 once all officers from the class have completed qualifications.
- Continuation Bonus (COBO): Tiered bonus of \$30,000 to

\$50,000 paid based on an officer's designator and YCS. Contracts range from three to seven years in length and may be signed once PNEO is complete (SWO(N)s and EDO(N)s).

- Annual Incentive Pay (AIP): \$12,500 paid annually on 30 September if an officer with nuclear AQDs is still on active duty (has not resigned or retired prior to this date). The AIP payment is pro-rated to cover the period an officer was not under a COBO obligation to 30 September. For example, if an officer qualified NEO on 1 June, the AIP payment would be a pro-rated \$12,500 for the period of 1 June through 30 September (roughly four months at the \$12,500 rate).



I know I want to sign COBO ASAP. When can I send in my contract?

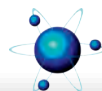
ANSWER: SWO(N)s are eligible to begin a COBO contract upon NEO qualification and completion of their minimum service requirement (MSR), generally five years unless an additional service obligation is incurred for a special program. Initial COBO contracts obligate officers to serve in both a conventional department head AND PA tour and contract lengths of six or seven years are paid at the \$40,000 annual rate until an officer reaches 12 YCS. Once you are complete with PNEO, reach out to LCDR Cory Hardy (or his relief) to set up your contract terms and route to your chain of command for approval. Your contract start date is later referred to as your contract "anniversary date" and starts on your PNEO completion date.



BONUS PAY

COBO and the Department Head Retention Bonus (DHRB) are two separate contracts processed by two different offices at PERS (PERS-42 and PERS-41, respectively). They may be sent in either order, however, both require a command endorsement. Both contract templates can be found on the MyNavyHR SWO(N) webpage: <https://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-41-SWO/Detailers/SWO-N/>

For those who do not sign a COBO contract, the Annual Incentive Pay (AIP) provides \$12,500 paid annually to an officer with nuclear AQDs on active duty on 30 September. This AIP rate increases to \$22,000/year for O-6s with greater than 26 YCS or serving/served Major Commanders.



I passed PNEO but haven't reached my MSR. Can I sign a contract early and get paid now?

ANSWER: Yes! If you have not reached your MSR anniversary, you generally will wait until your MSR to start your contract and get paid. There is an option to begin receiving bonus payments immediately upon PNEO qualification even if you have not yet completed your MSR, known as a “+1 contract.” A +1 contract will allow you to receive a payment early, however, your contract anniversary date will still be based upon the completion of your MSR. Under a +1 contract, the number of years of your contract will be split into the same number of payments (+1). For example, if you sign a seven-year (+1) contract, you will have the total value of the contract split into eight payments. Thus, $7 \times \$40,000 = \$280,000$ total contract value $\div 8$ payments = 8 payments of \$35,000 each. Under a +1 contract, the first payment will be made immediately upon processing by DFAS and payments two and beyond will be made on your commissioning anniversary (since your MSR will be your contract anniversary date under a +1 contract).



POST-DIVISION OFFICER

Shore Duty Options. After the CVN Division Officer tour, many officers are undecided regarding long-term career intentions. This makes the shore tour a great opportunity to assess your career and decide on your future in the Navy.

All of the options open to conventional SWOs are possible options for you. Some typical examples include USNA and NROTC assignments, overseas billets, and various instructor or staff billets in the SWO community. Many billets have specific requirements, such as an Additional Qualification Designator (AQD) (e.g. BMD, Engagement Control Officer (ECO) etc.) or Warfare Tactics Instructor (if selected), but the majority do not. If you are interested in a conventional shore billet, you will compete for the billet in the normal slating process.

Using Shore Duty Effectively. In addition to seeking an assignment in a particular geographical location or area of interest, the Division Officer shore tour is an excellent opportunity to complete career milestones like serving in a nuclear shore billet, earning a Master's degree, or completing JPME Phase I.

SWO(N) JO Shore Tour Length. The nominal SWO(N) career path supports an 18-month shore tour. However, the CVN Division Officer tour length policy affords you the opportunity to expand the shore tour to 24 months. Most SWO(N)s will arrive at shore duty between the 5.4 and 5.7 YCS point; if you are significantly delayed in timing (e.g. participated in the Immediate Graduate Education Program, re-designated from another community, etc.), please start a dialogue with your detailee early in your CVN tour. While the goal is for those going on to Department Head School to start at the 7.5 YCS point to provide favorable timing for Department Head FITREPs, the driving factor is when you are going to be "In-Zone" for O-4. On occasion, it might make sense to start DH school beyond 7.5 YCS (e.g. finishing grad school, etc.), but this is handled on a case-by-case basis. Your detailee can provide you with these data points to help make an informed decision.

Shore Slating Process. Officers desiring a conventional shore duty assignment will compete against all SWOs in accordance with their merit standing amongst all other SWOs rotating near the same Projected Rotation Date (PRD). The normal slate occurs four times a year and normally occurs six to seven months prior to your PRD. To determine your PRD, the detailee communicates with your chain of command prior to your slating window to discuss when you are eligible to transfer, subject to the CVN Division Officer tour length policy explained above. Merit standing is calculated

based upon Fitness Reports and completion of advanced qualifications. Officers who sign a Department Head Retention Bonus contract will be Executively Detailed (i.e. slated in advance of all officers not on contract, regardless of merit order amongst other officers in their PRD window). While slating does not occur until approximately six to seven months prior to your PRD, reviewing the slate periodically can provide you a good idea of what type of billets are available. If you are interested in a specific billet, you can e-mail your detailee to determine if the billet will be available at your PRD. When your slating window arrives, e-mail your detailee your top-20 preferences from the billet list.

Nuclear Shore Duty

Every SWO(N) is required to complete a nuclear shore tour. Nuclear shore duty complements at-sea experience to ensure each SWO(N) attains the minimum 60-70 months of nuclear experience required to become a Reactor Officer. All nuclear shore tours are nominally 24 months; extensions beyond 24 months in a nuclear billet are handled on a case-by-case basis and are adjudicated through a PRD extension request routed through PERS-42 and NR. Completing your nuclear shore tour early is strongly encouraged for the following reasons:

- Allows for more flexibility in the post-Principal Assistant (PA) shore duty window. Officers who complete nuclear shore duty before this point in their careers are in a better position to pursue various career broadening assignments.
- Enables officers to serve in Early Command (PC/MCM).
- Post-PA nuclear shore tours are more challenging and time consuming; they may not afford time to complete a Master's degree concurrently.
- There are fewer nuclear shore tours available post-PA. Therefore, fit and timing tend to drive the slating process with less emphasis allowed for personal preferences.

Nuclear shore billets at Naval Nuclear Power Training Command or at a Nuclear Prototype Training Unit (NPTU) are particularly important community assignments. Officers filling these assignments teach our next generation of nuclear officers and acquire outstanding technical expertise. Officers filling these billets gain a number of advantages and incentives, including:

- Reduce CVN Division Officer tour from 28 to a minimum of 22 months.
- A "silver bullet" for first choice of billet type OR ship type OR homeport for the first DH tour (only one choice).
- NPTU Shift Engineers (SEs) on DHRB contract may participate in the NPTU Follow-on Program that allows up



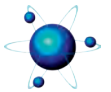
to 12 months dedicated time to pursue a Master's Degree and/or JPME Phase I upon completion of 18 months as Shift Engineer. SEs also receive a \$500 per month bonus for the period of time they are serving as a shift engineer.

- Significant managerial, leadership and nuclear experience, which better prepares individuals for DH and PA responsibilities.
- More nuclear experience to consider when reviewed at the PA Screening Boards.

NPTU Follow-On. SWO(N)s serving as Shift Engineers receive up to 12 months to pursue full time graduate education and/or JPME Phase I after completing 18 months at NPTU and before heading to Department Head School. Officers must commit to DHRB and notify the detailer by the nine-month point as a Shift Engineer to participate in the program to enable the detailer to identify a suitable and timely relief. If interested and course timing supports, we can transfer you up to Newport, RI, early to complete JPME Phase I and earn your Master's Degree at the U.S. Naval War College.

Nuclear shore billets for Division Officers include:

- NPTU Charleston, SC (4-7)
- NPTU Ballston Spa, NY (2)
- NNPTC Charleston, SC (7)
- CNRC Nuclear Officer Recruiters (Millington, TN, Jacksonville, FL, Norfolk, VA) (6)
- OPNAV N133, Washington, D.C. (1)
- SWO(N) New Accessions Detailer, Millington, TN (1)
- Naval Service Training Command, Great Lakes, IL (1)
- NR A4W Training, Washington, D.C. (3)
- PNEO Coordinator (Norfolk, VA, San Diego, CA, Bremerton, WA) (4)
- MTT Executive Officer (Norfolk, VA, San Diego, CA) (2)
- Moored Training Ship Conversions (Norfolk, VA) (3-5)



Why I LOVED Being a Shift Engineer

"I wanted to get a different leadership experience. I wanted to be a shift engineer because of all the jobs in the Navy, I felt that this one would best prepare me for my future as a Department Head while still being on shore duty. My time as RE Divo on IKE was pretty narrowly focused on one division. As a shift engineer, I was responsible for all divisions and able to lead operators coming from all different platforms and backgrounds. I had an OIC, CDR Matt Fanning, who desired to train shift engineers to be self-sufficient. I learned a ton about leadership during this tour.

"I wanted to train the next generation of nuclear operators. I enjoy teaching and training and, as a shift engineer, I loved being able to take complicated topics and break them down for my students to understand. I enjoyed showing students how the system drawings in their notes actually existed in the real world and how they were put together to make a very effective propulsion plant. Additionally, I saw students who were knocked down by adversity get back up and succeed. This was very rewarding.

"I wanted a vote in kicking out the crappy students. There are always going to be people in the Fleet that make you ask, "How did they get through prototype?" I wanted to go back and be able to have a firsthand say in kicking them out. I didn't have the last word but I was able to make strong recommendations when people shouldn't make it. My OIC said that I didn't give up on students easily so when I said that a student should not be in the program, he believed me. I was mostly successful in advocating for different Navy career paths for certain people. This was also very rewarding."

Supporting factors:

"I wanted a job at Boeing. Another reason that I wanted to go to Charleston was because I wanted to get out of the Navy (don't we all at one time or another?). Charleston has so many different job opportunities for manufacturing and engineering jobs. I wanted to be local so that I could interview with companies in person while doing a job that would look good on my resume. This might not be your number-one selling point but it was definitely an important reason for me.

"I didn't hate my time when I was a student. When I was going through the pipeline, I had really good shift engineers who invested their time into the officers and trained us. They didn't complain about their lot in life. CDR Kari Yakubisin was one of my shift engineers and she also volunteered to go to NPTU.

"My wife was able to transition her schedule with me. I didn't have any kids and my wife was a nurse so she transitioned her schedule with me between swings, mids and days. She has always been my biggest cheerleader. These factors were not something that I considered when selecting shore duty but they ended up being very important.

"The silver bullet and 18-12 programs were nice bonuses. When I showed up to Department Head School, there were people who were angry that I had "stolen" the best job on the slate. It was all because I had used my silver bullet to corner the only DDG OPS job in Hawaii. I also used the 18-12 program to get my master's degree however, I was only on sabbatical for five months in order to be at DHS by my 7.5-year point."

LCDR Daniel Hooge
United States Fleet Forces
Nuclear Propulsion Examining Board
Junior Board Member

CAREER BROADENING OPPORTUNITIES

Talent Management Programs. PERS-41 conducts an annual Talent Management Board (TMB) to attract and retain deserving officers for our most desirable programs. The following paragraphs highlight some of the most sought-after programs. Please note that the Talent Management Programs offerings change each year, so be on the lookout for the announcement information every spring or early summer to understand what programs are available to you based off your year group and projected PRD! You may be eligible to apply for the TMB even if you are well before your normal slating window. If you are interested in any of these, don't hesitate to reach out to your detailer!

SECNAV Tours with Industry (TWI). Officers selected for these tours will be armed with knowledge in private sector business practices, processes and innovative strategies. They will form a cadre of officers who can apply this knowledge to Surface Warfare processes and policies. These officers will also be able to reference their experiences in private-sector leadership methods and augment their existing practices for use in leading Sailors in warfighting. These one-year internships start and end in August and include companies such as Amazon, Apple, FedEx, Lockheed-Martin, and Microsoft, just to name a few.

Fleet Scholar Education Program (FSEP).

Junior Officers can pursue advanced education at America's most prestigious institutions of THEIR choosing anywhere in the continental United States for up to 24 months. Degree must have a Navy sub-specialty associated with it. Quotas vary from six to 10 per year and are

awarded in the Talent Management Board. This program is one of the most highly sought after and competitive in Talent Management Boards. Contact your SWO(N) detailer if you are interested in applying.

Naval Postgraduate School (NPS). NPS offers a wide variety of technical and non-technical curricula. The list of available quotas is posted at <https://www.public.navy.mil/bupers-npc/officer/Detailing/surfacewarfare/careerinfo/Pages/GraduateEducation.aspx>. Some quotas at NPS are assigned during the Talent Management board, meaning a selection board determines the most qualified officers for the billets. If you are interested in going to NPS, notify your Detailer immediately. We will advise you of the timing considerations and attempt to reserve a quota for you. More information about NPS is available at <http://www.nps.edu/>. NPS awards advanced credit for nuclear-trained officers in two distance-learning programs that lead to a Master of Science in Engineering Science (Electrical Engineering or Mechanical Engineering):
<http://www.nps.edu/Academics/Schools/GSEAS/Departments/ECE/Handbook/MSESec/NRIndex.html> and/or...
<https://www.nps.edu/web/mae/distance-learning>

"Pursuing a Master's degree in the Naval Mechanical Engineering program at Naval Postgraduate School has afforded me unparalleled opportunity to improve my technical and critical thinking skills. The Naval Mechanical Engineering degree program gives students choice of subspecialty, offering five different tracks. My chosen degree subspecialties of thermal/fluid sciences and material science build knowledge fundamental to success in the Nuclear community. Thesis research opportunities at Naval Postgraduate School are unique compared to civilian graduate education, providing solutions for problems directly impacting the fleet and knowledge I can leverage post-graduation as a Department Head or PA. Completing in-residence JPME with officers from other Navy communities and military branches also gives a unique perspective on joint operations and command. I would not trade my time at NPS for any other graduate education program or post-DIVO shore duty."

LT Bror Axelsson



An officer does not need to be "on contract" to apply for a Talent Management Program; however, if selected, an officer must sign a Department Head Retention Bonus (DHRB) contract in order to accept orders to the Talent Management Program for which they were selected. If an officer chooses not to sign a DHRB contract, they will forfeit the quota to the program alternate. Additionally, officers who decline Talent Management Program selection are not under any obligation until they begin shore slating negotiations with their detailer.



Graduate Education Voucher (GEV). GEV provides up to \$40,000 for two years of off-duty graduate education for unrestricted line officers in paygrades O-3 through O-6. An annual NAVADMIN specifies the areas of study, subspecialty for each area, and the number of quotas by warfare community. Quotas are apportioned by community, and the SWO Community uses the Talent Management board to select officers for these vouchers. On occasion, additional quotas open after the Talent Management Board. **Officers using GEV benefits agree to remain on active duty for a minimum period of two years or a period equal to three times multiplied by the number of months of education completed, to a maximum of 36 months - whichever is greater - after completing or withdrawing from education for which any authorized expenses were paid.** Please contact your detailer to get the latest on GEV availability. If GEV quotas are limited, we recommend considering Tuition Assistance (TA). TA incurs a 24-month obligation beyond the last class you take with TA funds. See <https://www.navycollege.navy.mil/> to find more GEV information.

Personnel Exchange Program (PEP). The PEP is a highly sought-after program that allows officers to spend two years overseas embarked with one of our foreign partner navies to include Germany, the UK, Chile, and others. Officers will stand underway bridge watch and are able to hone their skills in some potentially unfamiliar waterways and conduct port visits in exotic locations.

Warfare Tactics Instructor (WTI)

This intense training of professional tacticians is highly valued by the SWO community, and SWO(N) career timing supports selection, training and follow-on production tours assignment. WTIs focus in one of four disciplines: Surface/Subsurface Warfare, Amphibious Warfare, Air and Integrated Missile Defense, and Mine Warfare. SWO(N)s are currently serving in WTI production tours around the globe. If you are interested in pursuing this opportunity, please contact your detailer to discuss your specific career timing and preferences.

Career Intermission Program (CIP)

The Career Intermission Program allows for a one-time temporary transition from active duty to the Individual Ready Reserve for up to three years while retaining full health care coverage, Navy Commissary/Exchange benefits, and receiving a small stipend equal to two times 1/15th of their basic pay (equals a reservist performing two “drilling days” per month). Participants incur two months of obligated service for every month in the program (FY22 NDAA changed to 1-for-1 obligation; however, the CIP policy remains 2-for-1 as of the time of this newsletter). The program allows service members to pursue personal

In 2019, as I finished my carrier division officer tour I applied for the Graduate Education Voucher through the SWO Talent Management Board. I felt strongly that earning a graduate degree while I was in the Navy was an important personal and professional goal of mine. When I talked to the detailer on ways to get assistance for this, he pointed me towards the GEV program. Nearly three years later, I am weeks away from graduating with a Master’s in Business Administration from the University of Maryland Robert H. Smith School of Business and two months away from becoming the Operations Officer onboard USS *Kidd* (DDG 100) (Keep it 100!).

I am happy that I chose the University of Maryland program because it was designed from the ground-up as an online program. There were so many facets of the programming – from the sequences of the courses, how content was delivered including frequent use of web-based simulations, and group projects facilitating networking and community-building – that were effective because they were designed for this medium. I was able to attend a top-rated online MBA program while doing a job I loved.

An unexpected consequence of the MBA program was the confidence I gained and the ways in which it validated the Navy’s leadership development system. It became clear in class discussions and group projects that my experiences as a nuclear-trained Surface Warfare Officer provided many more leadership experiences to build off of than classmates who were a similar age. Time and again I found that I was the designated leader within group projects.

The GEV worked well for me because it allowed me to find the degree program that fit my circumstances and my individual goals. It was a tremendous amount of work and I overcame many challenges (including starting and running a “business” in two-hours while at sea and leading a consulting team for a non-profit in the Baltimore area). As with the rest of my experiences in this line of work: it was hard, it was rewarding, and I am grateful.

LT Emily Hutson

or professional goals outside the Navy, while providing a means for their seamless return to active duty. Participants may use GI Bill benefits but not Tuition Assistance. During the CIP period, your COBO participation is suspended, and you are required to renew your contract to match your CIP obligation.

You are encouraged to contact your Community Management Team to ensure your CIP plans are aligned to best support your career with respect to Bonus Pay and upcoming Career Milestones. Please call us if you are interested so that we can discuss your desires and provide directions regarding submission of an electronic package for approval by Commander, Navy Personnel Command (CNPC).

CAREER BROADENING OPPORTUNITIES

OPNAVINST 1330.2C is the governing reference. Please see the following page on the MyNavyHR website for additional information and updates: <https://www.mynavyhr.navy.mil/Career-Management/Reserve-Personnel-Mgmt/IRR/Career-Intermission>

Non-Resident Graduate Education Opportunities

Civilian Institutions Offering Credit for Completion of NNPTC Curriculum. Many universities, to include Old Dominion University (ODU), Duke University, Catholic University, and The Citadel offer graduate level credit to officers who complete Nuclear Power School. Upon graduation, NPS provides you with a transcript that you can use to apply credit towards the completion of a master's degree at the schools listed above (list is not all-inclusive) or at NPS. For example, ODU grants 12 credit hours toward a master's degree

in Engineering Management for graduates of NNPTC and NPTU. The remaining 19 credit hours are completed with six three-credit courses and a one-credit course. These courses can be completed on campus in Norfolk, VA, via television at ODU distance learning sites, or via CD-ROM. If completed during sea duty, officers can utilize NCPACE for funding. If completed ashore, cost is about \$1,200 per course and may be offset by TA or GI Bill benefits. For additional information, please see: <http://dl.odu.edu/programs/engineering-management-by-portable-media>. For admissions, please see: <http://dl.odu.edu/admissions/military-students#mem>

Tuition Assistance (TA). TA is the Navy's educational financial assistance program. It provides active duty personnel funding for courses taken in an off-duty status at a college, university or vocational/technical institution, whose regional or national accreditation is recognized by the

Department of Education. Navy TA pays for both classroom and independent study/distance learning courses, regardless of course length and pays up-front the tuition and fees charged by educational institutions for course enrollments. There is a new fiscal year credit limit of 18 semester hours (or equivalent quarter hours) and you become eligible for TA upon promotion to O-3. Additionally, there is a cap of 120 semester hours (or 180 quarter hours) in a career. Payment for tuition and fees will not exceed \$250.00 per semester hour (\$166.67 per quarter hour) for up to 18 semester hours of course work per fiscal year. Officers must agree to remain on active duty for two years following completion of courses funded by TA, but service obligation runs concurrently with COBO contract obligation. See <https://www.navycollege.navy.mil/> for more information.

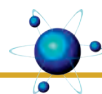
“The Personnel Exchange Program (PEP) enhances international and inter-service relationships by providing exchange opportunities for US Navy Officers and enlisted personnel, both foreign and domestic. As part of the Talent Management Program, I was able to apply for PEP to be an Exchange Officer with the Royal Navy. This has allowed me the unique opportunity to serve alongside the Royal Navy as a member of their Wardroom, see the Naval Service in training and on operations from a different perspective, and allow me to live remotely in another country. I joined the Navy to see the world and being an Exchange Officer has allowed me to do just that! So far the Royal Navy has taken me to Montenegro, Israel, Japan, Vietnam, Indonesia, India, Greece, Malta, and Gibraltar.

During my short time with the Royal Navy, I've been able to deploy with HMS Richmond, a Type-23 Frigate, as part of Carrier Strike Group 21; which is the maiden deployment for HMS Queen Elizabeth and the Royal Navy's first CSG deployment in over 10 years. This deployment has offered me invaluable experience in planning and/or operating alongside the Dutch, Montenegrin, Israeli, Indian, Japanese, Indonesian, and Hellenic Navies through either PASSEXs or Joint Operations. Additionally, standing watch as an Officer of the Watch (OOD equivalent) in the Royal Navy has allowed me to refine and expand on my bridge skills. All of this has helped me develop as a manager and as a leader so that I can bring these experiences back to the USN.”

LT Kyle Brue
PEP-UK

Something to Consider:

Joint Professional Military Education (JPME) Phase I is a requirement prior to taking O-5 command. While not required for command selection, it can be a discriminator during board deliberations. Completing this course of study while serving as a Department Head or PA can be challenging and time-consuming. With that in mind, you are encouraged to complete JPME Phase I during your post-Division Officer shore tour. Most curricula at the Naval Postgraduate School offer a way to complete JPME while at Monterey. The Naval War College correspondence and seminar programs are other available JPME options during your post Division Officer shore tour. You are strongly encouraged to enroll as soon as possible while on shore duty. Check out the JPME section of this newsletter for more information.

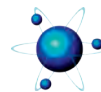


EARLY COMMAND

SWO(N)s are eligible for early command and are encouraged to pursue this exciting career opportunity. Several SWO(N)s have completed successful tours in PC, MCM, and Mk VI Command. The SWO(N) track record for selection is excellent. Completing a LCDR command tour requires a thorough understanding of the SWO(N) career path and advanced planning. Officers are selected for early command by a selection board held twice each year. While conventional SWOs selected for early command may be assigned to any of the Early Command options, post-Department Head SWO(N)s will normally be slated to PC commands because

the timing and length of the tour fit better in the SWO(N) career path (18-24 months versus 30-36 months as MCM XO/CO). The Mark VI early command program is no longer available.

The professional satisfaction of Command-at-Sea cannot be overstated and we want SWO(N)s to have the opportunity to be considered, if desired. If you are interested, contact your SWO(N) Detailer to discuss the steps necessary to be considered.



DEPT. HEAD/PRINCIPAL ASST.

Department Head School Timing

A few factors drive the importance of starting Department Head School (DHS) by 7.5 years of commissioned service (YCS):

- Ensuring you receive an observed fitness report as a DH prior to your in-zone look for O-4. Historically, officers with an observed DH FITREP screen at higher rates than those who are not in their DH tour or do not have an observed report as a DH. The in-zone look for O-4 is typically between 9-10 YCS. This timing drives the timeline for reporting to DHS. If you do not receive a January periodic FITREP prior to your in-zone look, the CO may be able to write a Special FITREP for the promotion board to document your performance as a DH.
- Earning a competitive LT DH FITREP. You will typically receive your last competitive LT FITREP at about 8.5 YCS after about three to six months in your first DH tour. Assuming you are selected for LCDR at the nine YCS point, you will fall into the 'selected' category for your next FITREP and may not have any other DHs to be directly ranked against. FITREP breakouts (a promotion recommendation like Early Promote (EP) with other officers in the summary group) are important to be competitive for future administrative and statutory boards. Proper career management means setting yourself up to maximize opportunities to break out. If you arrive in the DH training pipeline earlier than 7.5 YCS, you will likely have more time onboard before this FITREP and can further improve your chances of getting a competitive breakout. In almost all cases, strong performance will prevail, but timing is a factor.
- Completing your PA tour prior to your first look for CDR Command selection. Your first look for CDR Command

occurs at roughly the 12.5 YCS point (for a nominal May/June commission) and the primary focus of this board is on DH performance. Deserving SWO(N)s commonly receive breakout FITREPs near the end of their PA tours. Starting the Department Head training pipeline around 7.5 YCS improves your timing and generally supports completion of DH and PA tours before your first look for CDR Command.



PA Screen Board

Officers will be considered for CVN PA in the spring of their eighth year of commissioned service (YCS), which may occur while attending DHS. The purpose of the PA Screen Board (PASB) is to select the SWO(N)s who are best and fully qualified to serve as CVN PAs based upon their demonstrated leadership and performance in the supervision of a nuclear propulsion plant. The board screens officers in one of three categories:

- **Screened for PA.** Upon completion of their first DH tour, officers will be slated to CVN PA assignments.
- **Screened PA-Alternate (PA-A).** Each PASB establishes quotas based on the number of available PA billets each fiscal year. Selection as a PA-A serves as a mechanism to account for attrition of screened officers with a cadre of fully qualified officers who were not screened PA purely due to the limited number of available billets. These officers will be slated to conventional second DH topside tours unless PA attrition (during the first DH tour or the PA tour) opens a PA billet. If this occurs, these officers will transition to a screened PA status and will continue their careers as SWO(N)s. In the event a PA-A officer is not activated, their nuclear AQDs will be removed at the end of the Fiscal Year in which they report to a conventional DH tour or the last primary PA from the same PASB reports to their CVN PA tour (whichever occurs first). Removal of nuclear AQDs in either of these circumstances also ends their eligibility for Nuclear Officer Incentive Pay (NOBIP). In summary, PA-A officers will be considered screened for PA, but will not be assigned as a PA unless a billet opens up for them.
- **Not Cleared for PA.** SWO(N)s not screened PA or PA-A will be placed in a “Not Cleared” status. Officers placed in a Not Cleared status will have their nuclear AQDs removed at the end of the FY following the board (1 October that same calendar year). Eligibility for NOBIP will also cease upon removal of the AQDs. In the event a Not Cleared officer is serving in a nuclear billet on 1 October, the officer’s nuclear AQDs will be removed upon transfer from the billet.

Monetary Impact. In accordance with OPNAVINST 7220.11H, SWO(N)s who lose their nuclear AQDs are no longer eligible for NOBIP, which includes COBO and AIP. Because COBO installments are paid in advance for obligated nuclear service, officers placed Not Cleared or PA-A officers not used for PA assignments will likely have some portion of their most recent prepaid COBO installment recouped based upon their nuclear contract date. For example, if the COBO anniversary date is May 1st and nuclear AQDs are removed on Oct 1st, then only five of the

12 contract-months will have been completed, and DFAS will recoup 7/12 of the last COBO payment. For eligible officers not under a COBO contract, AIP is paid on 30 September and their AQDs are removed the following day.

Career Impact. Officers not screened for PA, or PA-As who are not activated to fill PA billets, are still due course Surface Warfare Officers. They will be assigned a conventional second DH tour and continue as viable, upwardly mobile SWOs eligible for Command at Sea. Performance at sea in challenging DH billets will continue to determine an officer’s potential for Command at Sea. Promotion and administrative screen boards will consider these officers like every other SWO; no adverse remarks for not screening PA will be in their records.



Conventional Department Head Tour

Approximately six months prior to your PRD, you will receive orders to DH School. You will receive an e-mail from the First Tour SWO DH Detailer with the list of billets available for your DH School class. After reviewing the billets and considering your preferences, submit your top ten choices. At-sea performance, qualifications, and your overall record are the determining factors in the slating process, along with aligning your desires and skills with the right job. Slate notification generally occurs within a month of the preference deadline.



What can I do to make my record more competitive for the PA Screen Board?

ANSWER: As with all SWO milestone screenings, superior performance at sea is the primary factor, emphasizing the CVN Division Officer tour to highlight demonstrated skill as a supervisor of a nuclear propulsion plant and aptitude as a leader. A successful nuclear shore tour may also positively contribute to an officer’s screening; however, the lack of a nuclear shore tour following the CVN DIVO will not adversely affect the officer’s screening.

SWO(N)s are assigned to “topside” DH billets as we receive engineering experience during our CVN tours. The normal positions assigned are CSO (LPD/LHA/LHD), 1st LT (LSD), OPS (DDG/LSD), and WEPS (CG/DDG). CSO has been decoupled from a WEPS to CSO fleet-up on DDGs and CGs, which has made the detailing of nukes more flexible than it has been in the past. SWO(N)s are not assigned to LCSs for their conventional Department Head tours due to the long training tracks involved. If a SWO(N) desires to serve on an LCS, they must wait until their XO/CO tour to do so.

Command Qualification

Completion of command qualification is a prerequisite for eligibility for Command Afloat screening at the Commander Command Board. Requirements for Command Qualification includes a minimum of 60 months as part of a ship or afloat staff, successful completion of the SWOS DH School curriculum, EOOW and TAO qualifications, successful completion of shiphandling and tactical assessments, recommendations for Command while serving afloat, successful completion of the Command Assessment (CA), and passing an oral Command Qualification Board. SWO(N)s should strive to finish the prerequisites before their CVN PA tour and complete the oral board before or during their PA tour to ensure eligibility during their first look for CDR Command. (In most cases, officers who have not completed their Command Qualification will forego

their first look.) An Intermediate Stop (I-stop) is written in all CVN PA orders to report to the Advanced Reactor Plant Management (ARPM) course after their conventional department head tour where they will be afforded weekly time in the shiphandling simulator in addition to preparing for their PA tour. Next, officers will report to SWOS where they will complete the CA, which includes a written test on five subjects (Rules of the Road, Command Management, Material Readiness, Navigation/Seamanship and Shiphandling, and Maritime Warfare), a shiphandling assessment, a tactical assessment, and 360-degree leadership feedback.

Advanced Reactor Plant Management (ARPM) Course

ARPM provides prospective PAs additional training in the maintenance and administrative programs for which they will be responsible. The four-week course convenes approximately six times per year in Norfolk at the Submarine Learning Center. The first three weeks focus on reactor plant systems and operations, the final week is billet-specific and focuses on an officer’s prospective PA assignment. SWO(N)s are also allowed weekly time at the shiphandling simulator to prepare for their CA. This course serves as nuclear proficiency training for prospective XOs enroute their XO assignments. On a case by case basis, prospective AROs may attend this course.



How do I know when I’m in zone for promotion?

ANSWER: First, locate your precedence/lineal number on your Officer Data Card (ODC). Your ODC can be found on the BUPERS Online (BOL) website (<https://www.bol.navy.mil>) under the menu topic of “ODC, OSR, PSR, ESR.”

Second, a NAVADMIN message setting the “zones” is released in mid-December every year. The subject of this message will be titled “NOTICE OF CONVENING FY-XX ACTIVE-DUTY NAVY PROMOTION SELECTION BOARDS.” This message establishes the senior and junior person that will be in-zone for each promotion board for the upcoming year. It also includes the “junior eligible” who is the last officer eligible for promotion. This NAVADMIN can be found on the MyNavyHR website under References * NAVADMIN <https://www.mynavyhr.navy.mil/References/Messages/NAVADMIN-2022/>

Using the FY23 O-4 Promotion Board as an example, the NAVADMIN concerning the FY23 O-4 Line Board can be found here: NAVADMIN 278/21

If your lineal number is lower than the number for the

junior in-zone officer on the message and higher than the number for the senior in-zone, you will be considered “in zone” by the upcoming promotion board.

If your lineal number is higher than the junior in-zone but lower than the junior eligible, you will be viewed as “below zone” for the upcoming board. Boards are authorized to select a certain percentage of below zone officers in accordance with the board convening order. A below zone look is, in essence, a free look for promotion since consideration by the board as a below zone eligible officer will not incur a failure of selection (FOS) status if not selected. The number of below zone officers actually selected is very small; however, it is possible, due to varying needs within the different communities, that an officer may receive one, two, or occasionally three below zone looks for promotion.

It is important to remember that your projected in-zone look may change from year to year due to attrition at a certain paygrade, which is why it is especially important to always keep your record up to date and to review it during each FITREP cycle—if not more frequently.

CVN PA Tour

The CVN PA tour is a 24-month tour. Nimitz Class (A4W) CVN PA billets include Reactor Training Assistant (RTA), Reactor Electrical Assistant (REA), Main Propulsion Assistant (MPA) and some Chemistry/Radiological Controls Assistant (CRA). Ford Class (A1B) PA tours include RTA, Reactor Controls Assistant (RCA), MPA, and possibly CRA. Approximately 9-12 months from your PRD of your first DH tour, the detailee will contact you to request your duty preferences for your follow-on CVN PA tour. Your input, along with your technical record, first DH tour performance, and billet availability, will determine your slate. You can expect the detailee to notify you of your slate approximately six months before your PRD.

Spot Promotion

SECNAVINST 1421.3 series governs spot promotions and includes an addendum listing the billets authorized for spot promotion. Annual updates to the billet list account

for decommissioning, reorganization of commands, and changes to activity manning documents. To qualify, billets must require the responsibility, authority, and accountability commensurate of the rank (i.e., the billet must already be “coded”, or funded, for the higher rank).

All CVN Reactor Department PA billets, including CRA, are authorized for spot promotion to LCDR. Once approved, officers are eligible to put on Lieutenant Commander and receive pay and benefits once in the O-4 billet. Officers continue at that rank until they promote to O-4 through the normal promotion process or until they detach from the PA billet.

NOTE: If not permanently appointed to, or selected for, the spot promote rank upon completion of your tour, you will revert to your previous paygrade upon transfer.

Visit <https://www.mynavyhr.navy.mil/Career-Management/Boards/Spot-Promotions/> for the current list of authorized billets and board results.



Do I need to apply for spot promotion or is the process automatic?

ANSWER: If qualified for spot promote and following your slate approval, your detailee will send you the required spot promotion paperwork to submit to the quarterly spot promotion board, which your current CO must endorse. Email the completed recommendation to your detailee, who will forward it to the next quarterly Spot

Promotion board. It is important to apply early because the spot promotion confirmation process can take between six and eight months. Officers approved for spot promotion are eligible to wear the insignia and receive pay and benefits of that rank once in the designated billet. Officers continue at that rank until promoted through the normal process.



I was selected for spot promotion at the spot promotion board and I reported to the CVN. When can I actually spot promote and start getting paid?

ANSWER: Once you have reported to your CVN PA tour, Admin Department will gain you to the command via NSIPS. Once checked in electronically via NSIPS, this information will be uploaded to PERS where the Community Management Team will be able to validate you have officially checked into the command. Your detailee, after validating your check in date electronically after upload, will then contact PERS-8 to obtain your spot promotion paperwork to forward to your command for

spot promotion. Please provide us some forceful backup by checking in with the detailee after you have reported. No other spot promotion paperwork generated outside of PERS-8 (i.e. locally generated by CO's Admin) will be accepted! It may take up to two weeks from check-in to get your spot promotion paperwork. Once your spot promotion letter is signed by your CO and returned to PERS, you can expect to get paid within two weeks - to include back pay to your report date. This is the same process for Reactor Officer spot promotion to Captain.



What happens if there are not enough officers to serve as PAs in a specific YG?

ANSWER: The prescribed PA tour length is 24 months with a programmed three-month turnover to account for training and re-qualification. In some cases, projected rotation dates (PRDs) and training tracks do not support the

desired three-month turnover period. In those situations, officers may need to complete qualifications while also serving in their primary role as PA. Only in rare, case-by-case basis will an officer detach prior to serving 24 months in their PA assignment.



Recipe for Success:**USS *Gerald R. Ford*'s Reactor Team Completes Full Ship Shock Trials**

The initial impact, followed by the shutter of the hull and the ensuing alarms and warnings, was different than I think most of us expected. In hindsight, I might liken it to how it must feel sitting on a Mk45 mount while sending rounds downrange.



Full Ship Shock Trials (FSST) is a series of, in our case, three blasts experienced over the course of about two months. The blasts start a few hundred yards from the ship and progress closer with each one, testing the ability of each new ship design to respond to battle damage.

As EOOW, my role was to supervise both plants and prioritize casualty response in order to maintain continuity of power and propulsion. During each shock, our team responded to simultaneous casualties throughout the spectrum of reactor plant operations. A decision to take action on one casualty could have caused cascading casualties or even driven an operating plant offline and precluded us from successful execution of our mission - but our team excelled.

Several senior members of our team had previously served on A4W platforms and through these events saw multiple advantages of A1B, both in robust engineering design and operational layout. For the EOOW, there are significantly more plant indications available in central control, improving situational awareness and decision making. We also saw the importance of the improved interaction and communication of PPWOs because of their co-location in EOS.

The FSST experience was unforgettable. To see our *Ford* team train so diligently in preparation and to see it come together the way it did with such success was something we all rallied around.

The teamwork and camaraderie built between ship's force and outside entities like Naval Reactors, NAVSEA 05, 08 and the shipyard, was second to none. In-depth round tables and chalk talks, with both the engineers and operators, about design functionality versus reality and reasons for actions in casualty response, along with installation of test equipment to measure extremely subtle changes in equipment performance and structure, provided a learning opportunity that most don't see.

I'd offer that the most important takeaway for the Nuclear Navy is that it was an opportunity to flex our nuclear training program and display the unity that is developed in our watch teams throughout a robust training cycle to respond to more than just drills. Though not a direct hit, the shock and resulting casualties and conditions are live training, not replicable in a simulation. It not only validated our daily training efforts, that we are doing the right things, but when we successfully overcame those casualties we confirmed we are doing those things right.

LCDR David Seibel
Main Propulsion Assistant



POST PRINCIPAL ASSISTANT

Post-PA Shore Duty

Most SWO(N)s will complete their PA tour around 12 YCS, shortly before their first look for CDR Command. Officers who did not complete nuclear shore duty following their CVN Division Officer tour will go to a nuclear shore billet immediately following their PA assignment. Those who have already completed nuclear shore duty have the flexibility to go to a career broadening assignment directly following their PA assignment. Opportunities for follow-on shore assignments will be dependent upon career milestone screening, personal preferences, and time remaining ashore. Officers screened for XO/CO Afloat on their first or second look will have approximately 3.5 years prior to commencing the command training pipeline, split into two post-PA shore duty windows referred to as PD1 and PD2. Those selected for XO Afloat, XO Afloat*, or XO-Special Mission (XO-SM) will forgo their PD2 shore duty window to report to their milestone tour as soon as possible to earn competitive FITREPs, thus maximizing their opportunity for O-5 promotion and - more importantly - CDR Command screening during their third (final) look.

Post-PA Nuclear Shore Duty

The following nuclear shore duty billets are available following the PA tour:

- NPTU MTS XO, Charleston, SC (1-2)
- NPTU S8G XO, Ballston Spa, NY (1-2)
- NPEB LANT, Norfolk, VA (2) and PAC, Pearl Harbor (2)
- N43 Type Desk CNAL, Norfolk, VA (1) and CNAP, San Diego, CA (1)
- FRTA CNAL, Norfolk, VA (1) and CNAP, San Diego, CA (1)
- NPMTT Deputy LANT, Norfolk, VA, (1) and PAC, San Diego, CA (1)
- NPC PERS-412N, JO/PA Detailer, Millington, TN (1)
- NPC PERS-42D1, Community Manager, Millington, TN (1)
- OPNAV N133C2, Washington, D.C. (1)
- NR Technical Assist, Washington, D.C. (1)
- NR Executive Asst./Speechwriter, Washington, D.C. (1)
- NNPTC Director of Officer Department (DOD), Charleston, SC (1)

CDR Command Screen Boards

All SWOs have up to three opportunities to screen for CDR Command provided they are qualified for command before their first look. Each officer's first look for Command

will occur in December following the officer's 12 YCS, which transitioned from the legacy two-year anniversary of permanent promotion to O-4 model in December 2020. Command Qualification is a prerequisite for CDR Command consideration at any screening opportunity! If you do not anticipate you will complete Command Qualification before your first look, reach out to your detailer early to develop a plan for completion.



First Look – Selects officers for CO Afloat only.

Second Look – Selects officers for CO Afloat, XO Afloat, XO-Afloat*, and XO Special Mission (XO-SM); all others are Not Screened.

- **CO Afloat.** Officers who screen CO Afloat will proceed to command at sea and should expect to serve as Reactor Officers.
- **XO Afloat.** Even under the XO/CO Fleet Up career path, there is a need for officers to serve as Executive Officers on ships where fleet-up to command is not possible (CGs, LPDs, LCS training ships, commissioning/decommissioning ships). Officers who serve in XO Afloat billets and are command qualified are eligible for a third look to screen CDR Command two years after their second look.
- **XO Afloat*.** Officers selected XO Afloat* will attend the XO Afloat Billet Specialty Training (BST) and if in excess of XO Afloat requirements will instead fill increased responsibility afloat milestone billets on LHA, LHD, and CVNs (DCA, C5I Officers, AUXO). Officers who serve in XO Afloat* billets and are command qualified are eligible for a third look to screen CDR Command two years after their second look.
- **XO-SM.** Officers who screen XO-SM will serve in billets such as MSRON CSO, COMPSRON CSO, and ACU-4/5

XO. In some cases these officers may also serve in increased responsibility afloat milestone billets on LHA, LHD, and CVNs, normally reserved for XO Afloat* officers.

• **Not Screened.** Officers not screened for CO Afloat, XO Afloat, XO Afloat*, or XO-SM will have their nuclear AQDs removed at the end of the fiscal year in which the board was held and will be billeted to alternating sea and shore conventional billets for the remainder of their service in the Navy.

Third Look – Selects officers for CO Afloat and CO Special Mission (CO-SM); all other officers are Not Screened. Eligible officers include those screened XO Afloat, XO

Afloat*, or XO-SM during the second look. The third look occurs two years after the second look (approximately 15.5 YCS).

• **CO Afloat.** Officers who screen CO Afloat will proceed to command at sea and should expect to serve as Reactor Officers.

• **CO-SM.** Officers who screen CO-SM will proceed to command in special mission assignments (e.g., Coastal Riverine Squadrons, Assault Craft Units, Aegis Ashore, Naval Recruiting Districts, USS Constitution, Naval Brigs, etc.). CO-SM officers will be considered for ARO.

• **No Additional Screening.** These officers will be considered for ARO.

Surface Warfare Officer Acquisition Professional (SWO AP) Cadre

In 2020, SWO(N)s became eligible to serve as SWO Acquisition Professionals (AP). I was extremely fortunate to be the first SWO(N) selected as a SWO AP Candidate at the FY22 Surface CDR CMD Board. Three primary factors drove my interest in SWO AP: 1) Mentorship from my former CO as he progressed as a SWO AP; 2) A deep-rooted desire to improve our Navy's warfighting readiness in the age of great power competition; and 3) The opportunity for geographic stability following my XO/CO/RO tours. SWO(N)s must complete a nuclear shore tour either post-DIVO or immediately following PA to be eligible for selection as a SWO AP Candidate at the CDR CMD Board. Following the post-PA shore tour, the notional career path for a SWO(N) AP is: shore assignment in an AP billet - XO - CO - RO - post CDR CMD shore assignment in an AP billet - Major Program Manager (MPM).

A significant number of SWO APs are assigned to Program Offices within NAVSEA at the Washington Navy Yard, but there are opportunities for SWO APs to serve across the country. I recently began my first SWO AP assignment at NAVSEA in the Surface Ship Maintenance and Modernization Program (PMS 407) as the DDG Modernization Planning Coordinator. I work closely with other Program Offices, OPNAV, TYCOMs, Planning Yards, and the RMCs. I am extremely excited to take the knowledge and relationships I am building with me to command! As a SWO AP Candidate, I am completing self-paced online courses through the Defense Acquisition University as part of the AP Membership qualification process. My long-term goal is to serve as a MPM, and I am thrilled that my nuclear background enables me to support both the conventional and nuclear surface enterprises within NAVSEA! You can find additional SWO AP information on the PERS-41 MyNavyHR website.

CDR Michelle Matthews



EXECUTIVE OFFICER AND BEYOND

SWO(N) Proficiency Training

When a SWO(N) is assigned to an XO/CO, XO Afloat, XO Afloat*, or XO-SM tour on a conventional ship, he or she must reestablish their nuclear proficiency by attending ARPM. This training is not required for officers who detach from technical nuclear shore duty enroute their XO or XO-SM tours, nor is it required for officers who serve as AUXO or DCA in a CVN for their XO Afloat* or XO-SM tour. This training resets an officer's five-year nuclear clock upon reporting to the XO tour and provides detailing flexibility to allow completion of career-broadening assignments.

Assistant Reactor Officer (ARO) Screen Board

Eligible Officers. SWO(N)s who screen CO-SM, XO Afloat, XO Afloat*, XO-SM, and XO/CO screened officers not certified to fleet-up, as well as EDO(N)s who are either not continued or not selected for RO or RO Alternate, are eligible for selection as AROs. The board, held annually each spring in conjunction with the PASB, considers SWO(N)s following their second look for CDR Command and EDO(N)s immediately following their final screening for the next nuclear career milestone. EDO(N)s, XO Afloat, XO Afloat*, and XO-SM screened officers who do not screen for any higher milestone will generally be detailed to an ARO assignment immediately following their current assignment. CO-SM screened officers may complete their ARO assignment before or after their command tour based on career timing, community needs, and COBO contract status.

Monetary Incentive. Officers screened for ARO maintain their nuclear AQDs (and COBO eligibility) through the 36-month ARO tour until three years after detachment (up to \$270,000 in bonus payments based on current COBO rates). Officers screened for ARO-Alternate will maintain their nuclear AQDs and NOBIP eligibility until the end of the fiscal year following the board unless activated to fill an ARO billet. Officers not screened as AROs will lose their nuclear AQDs and NOBIP eligibility on October 1st of the same year as the ARO board unless serving in a nuclear billet. In that case, officers maintain their nuclear AQDs and eligibility for COBO until their detachment from the nuclear billet. CO-SM officers not screened for ARO maintain their eligibility for COBO until 21 YCS or five years from a nuclear billet (whichever occurs first).

Career Impact. SWO(N)s screened for ARO provide additional experienced SWO(N) senior leadership in CVN Reactor Departments. They maintain their nuclear qualification and COBO eligibility. Following the ARO tour,

these officers are eligible for subsequent assignment to both SWO and SWO(N) billets. Those assigned to nuclear billets can extend their eligibility for COBO through the nuclear tour and for three years thereafter.

CDR Command Assignments

Although each officer's timing is different, if you screen for XO/CO Fleet-up on either your first or second look, you should expect to start your XO Afloat tour at approximately 16.5 YCS. This supports completion of command prior to your in-zone look for O-6.

Post-Command Nuclear Assignments

For a more in depth discussion about the Reactor Officer tour, please review the SWO(N) Lifecycle: PA to RO publication posted on the MyNavyHR SWO(N) page: <https://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-41-SWO/Detailers/SWO-N/>. We highlight some aspects in the career path from PA to RO, but we mostly focus on the Reactor Officer tour that is truly the pinnacle of a SWO(N)'s career. We've included several testimonials of RO-serving or RO-served officers. We want you to hear directly from these officers that have gone before us. Their testimonials highlight their unease at different points in their career about becoming an RO, how they moved past it, why they became an RO, some challenges they faced, and why the Reactor Officer tour is our pinnacle tour.

Following Command Afloat, SWO(N)s are considered for post-commander command (PCC) nuclear assignments (CVN Reactor Officer, NPTU Ballston Spa CO, MTT LANT/PAC OIC, or NPC PERS 424/41N). Early in your command tour, expect to be contacted by your nuclear detailer about PCC preferences. We certainly recognize few want to discuss "after command" when less than halfway through the tour, let-alone only a couple months into it. Slating ROs is a dynamic and evolving process that starts with your preferences. The email from your detailer will provide the billets up for slating, including the location and the incumbent's PRD. Inventory, timing, and performance are all factors in your PCC assignment.

The slating process also involves consultation with each officer's ISIC regarding command performance, RO potential, Major Command potential, and FITREP intentions. Our best COs go on to be ROs, which equates to a very high selection rate for Major Command.

The pipeline is ~4.5 months and includes a 30-day ship ride followed by the 13-week P-CO course at NR, which begins at the beginning of each quarter. A five-day TYCOM INDOC is also a part of your pipeline but can be completed either before or after your P-CO course.

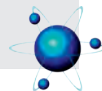
The SWO(N) community goal is maintaining 24-month Reactor Officer tours. Meeting this goal requires all due course SWO(N)s to serve a nuclear PCC tour. The challenges to maintain consistent RO tour lengths include inventory

(retirements, performance, medical) and fluctuations in officer career timing. Larger year groups enable flexibility in timing and opportunities for some officers to take breaks before or after RO tours. Beyond meeting our goal of 24-month RO tours, there may be some limited opportunities for a break before or after RO. It's important to understand how that could impact your Major Command slate/assignment and follow-on competitive looks for flag officer so that you can make an informed decision. Engage PERS 424 early to discuss!



The FY19 National Defense Authorization Act authorized spot promotion to the grades of Commander and Captain, allowing RO and ARO Billets to be added to the qualifying billet list!

The process for spot promotion is the same as that for CVN PAs, described earlier in this newsletter.



JOINT QUALIFICATION

Joint tours are career broadening assignments that expose officers to other branches of the armed forces and are required to become a Joint Qualified Officer (JQO). The purpose of joint duty is to develop officers who have cross-service experience to ultimately serve as Flag Officers as required by the Goldwater-Nichols Act. To become a JQO, officers must complete Joint Professional Military Education (JPME) Phases I and II along with a qualifying joint tour of 24 months or greater in length.

Per NAVADMIN 247/19, all URL officers must complete JPME Phase I prior to assuming Commander Command. JPME may be completed either in residence at the Naval War College (NWC) or Naval Postgraduate School (NPS), or via distance education. Many officers choose to complete JPME Phase I between their Division Officer and Department Head tours in conjunction with graduate education, however, there are opportunities post-Department Head/Principal Assistant. Officers are awarded the JS7 AQD once JPME Phase I is complete.

The next step towards becoming a JQO is completing a 24-month standard joint duty assignment (SJDA) in a qualifying billet. Joint tours may be shortened to 22 months in exceptional circumstances, however, officers can expect to serve approximately 24 months in these billets. Qualifying

billets can be identified by the JD1 AQD associated with the billet on the downstream fills list (also color-coded purple). See the chart at the bottom of the page.

Once complete, credit for a Full Joint Tour is credited via the JS2 AQD. When combined with JPME Phase I, an officer is then designated a JQO Level II officer and the JS4 is awarded. In short, JPME Phase I (JS7) + SJDA (JS2) = JQO Level II (JS4).

The last step towards full joint qualification - and eligibility for Flag Officer - is completion of JPME Phase II. JPME Phase II may be completed before serving, while serving in their joint tour, or afterwards. Phase II quotas are limited and the law restricts the number of these quotas that MUST be joint outplacement fills (50% +1). Ideally this is accomplished enroute to or TDY from your joint tour. If you are serving in a joint tour at one of the CCMDs, we encourage you to engage your J6 or J7 on the option to compete for one of the limited Navy (four x total Navy) quotas for the Satellite JCWS Phase II courses that are taught across the CCMDs each quarter. Officers may complete JPME Phase II either in residence or via distance learning and completion is annotated by the JS8 AQD. Once all requirements for JQO Level III are met, an officer is designated fully joint qualified and the JS5 AQD is awarded.

2205	65487	04010	1000	JCS WASH DC	DEPT DIV CHIEF	00000235	ARLING	JD1
2205	79109	34425	1050	CENTCOM HQ	CAG ANALYST/00048389		MACDIL	JD1

In summary:

JPME Phase I (JS7): required before assuming Commander Command

SJDA (JS2): 24 months in a JD1 coded joint billet

JQO Level II (JS4) = JPME Phase I + SJDA

JQO Level III (fully joint qualified; JS5) = JPME Phase I + JPME Phase II (JS8) + SJDA

Please reach out to your detailee to determine when your timing best supports assignment to a joint tour. If you have already completed some joint requirements, check your record for accuracy to ensure the appropriate AQDs are listed.

In-Residence JPME Phase I

U.S. War Colleges and select foreign war colleges award completion of JPME Phase I. Some programs also offer accredited master's degrees. The PERS-440 website provides a wealth of detailed information on Service College, Foreign Service College, and Fellowship opportunities here: <https://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Joint/JPME/>

Naval Command and Staff	August (10 mos)
Newport, RI	October (12 mos)
	January (12 mos)

<https://usnwc.edu/Academics-and-Programs/>

USMC Command and Staff	August (10 mos)
Quantico, VA	

<https://www.usmcu.edu/CSC/>

Army Command and Staff	July (12 mos)
Fort Leavenworth, KS	

<https://usacac.army.mil/organizations/cace/cgsc>

Air Command and Staff	July (12 mos)
Maxwell AFB, AL	

<http://www.airuniversity.af.edu>

Naval Postgraduate School – Offers four courses comprising a joint education curriculum leading to JPME Phase I certification. This is integrated into your master's degree program.

Non-Residence JPME Phase I

Naval War College

The Naval War College offers non-residence opportunities to complete JPME Phase I. The structure of each program consists of three courses: Strategy and Policy, National Security and Decision Making, and Joint Military Operations. More information is available at <http://www.usnwc.edu/Students/College-of-Distance-Education.aspx>.

- Fleet Seminar (classroom seminars at designated remote sites) - Complete coursework through weekly three-hour sessions from September through May in Fleet concentration areas (transferrable between sites during or between courses). Open to O-3s and senior.
- Web-enabled correspondence (online group seminars) - Designed for completion in 18-24 months, and closely aligned with the Naval Command and Staff College in-residence and Fleet Seminar curriculums for O-4s and O-3s.



Air Force Command and Staff College

Offers an internet-based JPME Phase I course, designed for completion in 6-18 months. Applicants must be O-4 select or senior; quotas are limited. Note: Do not confuse this course with a similar Air War College course, which does not offer JPME Phase I credit.

<https://www.airuniversity.af.edu/ACSC/>

JPME Phase II

National War College/Industrial College of the Armed Forces (ICAF) Washington, D.C.

The National War College offers a senior-level course of study in national security strategy and national security policy process. ICAF offers an executive-level course dealing with the resource component of national power with special emphasis on material acquisition and joint logistics, and their integration into national security strategy for peace and war. Both schools grant a Master's Degree and convene in August.

<http://www.ndu.edu/>

Joint Forces Staff College/Joint Advanced Warfighting School (JAWS) Norfolk, VA

JAWS educates officers in the art and science of joint, interagency and multinational planning and warfighting at the strategic-operational level of war as directed by the CJCS Officer Professional Military Education Policy. JAWS awards Service Intermediate or Senior Level College credit, and JPME Phase I & II credit.

Two JAWS seminars are organized with twelve students in each seminar. Each seminar nominally consists of four Army students, four Air force students, three Navy students and a Marine student. Students are assigned to seminars with intent to provide an optimum mix of service, grade, experience, specialty and expected follow-on assignment potential. Each seminar is conducted in collaborative learning and collaborative information environment with current information technology tools available at student desktops in the classrooms. Follow-on assignment to a JAWS billet is required. <https://jfsc.ndu.edu>

Joint Forces Staff College/Joint and Combined Warfighting School (JFSC/JCWS) Norfolk, VA

JCWS-I is a 10-week school for selected O-4s and above who have completed JPME Phase I. CJCSI 1800.01E, Officer Professional Military Education Policy (OPMEP), furnishes the basis for JCWS. <https://jfsc.ndu.edu/>

Service War Colleges

Officers attending the senior course at any of the four service colleges will receive JPME Phase II credit. JPME Phase I completion is a pre-requisite for attending the senior course, although there is a waiver process for a small number of officers. Officers must be O-5(select) or senior.

Naval War College

Newport, RI

www.usnwc.edu

August (10 mos)

November (12 mos)

February (12 mos)

Marine Corps War College

Quantico, VA

<https://www.usmcu.edu/mcwar/>

August (10 mos)

Army War College

Carlisle, PA

<https://www.armywarcollege.edu>

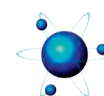
July (12 mos)

Air War College

Maxwell AFB, AL

<https://airuniversity.af.edu>

July (12 mos)



MAINTAINING YOUR RECORD

Your record includes your FITREPS, awards, Letters to the Board (LTB), PSR (available on BOL), and OSR (also available on BOL). During a board, all of the records are first reviewed and the OSR and PSR are marked up by the board members. Rankings, recommendations, and key words are often pulled out of the FITREPs and either transposed onto the PSR and OSR or briefed by the board member. After all the records are individually reviewed, the board member who reviewed that particular record briefs the record to the rest of the board in the “tank” with the OSR and PSR displayed on large screens.

It is very important to routinely review and update your record, annually at a minimum and at least six months prior to any board.

Official Military Personnel File (OMPF). You can review your OMPF online from the BUPERS ONLINE website at <https://www.bol.navy.mil/>. View your OSR and PSR through the OSR/PSR link, check FITREP continuity through the FITREP link, and view your FITREPs, award citations, photo and other information through the “OMPF-My Record” link.

FITREPs

The following general guidance on FITREPs allows officers to better manage their own records, especially where selection boards are concerned. It is not all inclusive and we recommend reviewing the Navy Performance Evaluation System instruction (BUPERSINST 1610.10F), reaching out to your detailer, and speaking with senior officers if you have any questions about your FITREPs.

IMPORTANT NOTE:

Your FITREP is not a counseling tool and is not written for you. FITREPs are written for administrative and statutory (i.e. promotion) boards; they are a report of your fitness in your current job and an assessment of your ability to succeed at the next level.

FITREP Continuity. FITREP continuity is very important to the wholeness of your record. Each FITREP should start the day after a previous regular report ends. Any gaps, especially gaps greater than 90 days, will be a distraction to board members and takes focus away from officer performance.

MAINTAINING YOUR RECORD

Block 41 Information. The first one or two substantive lines should announce the results of milestone screenings, provide soft breakouts and/or an explanation of special circumstances.

Fitness Reports Following Milestone Screening. Once milestone screening board results are released (e.g., XO/CO Fleet-Up, Early Command, etc.), subsequent Fitness Reports should include your screening status at the top of Block 41.

Suggested lead FITREP bullets:

For CO-Afloat Screened Officers:	<i>Screened Commander Command Afloat</i>
For CO-SM Screened Officers:	<i>Screened Commander Command</i>
For XO-Afloat Screened Officers	<i>Screened for Executive Officer Afloat</i>
For XO-Afloat* Screened Officers	<i>Screened for Executive Officer Afloat</i>
For XO-SM Screened Officers:	<i>Screened for Executive Officer</i>
For Early Command:	<i>Screened for Early Command</i>
For Department Head:	<i>Screened for Department Head Afloat</i>
For DHRB Signers:	<i>Screened for Department Head Afloat/DHRB Contract Signed</i>

Soft breakout examples include:

“MY #2 OF 14 FIRST TOUR DIVISION OFFICERS!”

“MY #1 OF 5 OUTSTANDING DEPARTMENT HEADS, REGARDLESS OF DESIGNATOR!”

“MY #1 MP DESPITE ONLY FOUR MONTHS ONBOARD!”

“LIMITED BY FORCE DISTRIBUTION - MP ONLY DUE TO A MORE TENURED DEPARTMENT HEAD!”

If you were recommended for a milestone on your last FITREP, the same recommendation (or higher) should be included on your next FITREP, until you are actually performing in that billet. Absence of the milestone recommendation indicates you are no longer recommended for that career progression. For example, a DH AFLOAT (or higher AFLOAT recommendation) should be included in Block 40 from your Division Officer tour, through your shore tour, and until you are actually in your DH billet.

Best practices:

- Avoid verbiage such as “unlimited potential” as it can be interpreted as what you are capable of but not achieving
- Focus comments on SWO core competencies, especially while assigned to at sea billets (leadership, shiphandling, tactical experience, etc.)
- Avoid acronyms and technical terms that are not widely understood
- Ensure comments relate to your ability to perform at the next milestone and/or next paygrade. Unlike enlisted and CPO evaluations, some white space is recommended in order to bring additional attention to the soft breakouts and milestone/promotion recommendations

Awards

As of May 2020, NDAWS moved to BOL under the “Navy Personnel Command Document Services” □ “NDAWS” menu option. To see if your awards appear in NDAWS,

follow the menu sections above then navigate to the “Award Search” function on the left hand side of the page.

If your award is reflecting accurately in BOL NDAWS but not in your OMPF, print your full SSN in the upper right corner of the award and send a copy to PERS-313 (Navy Personnel Command, PERS-313, 5720 Integrity Dr., Millington, TN 38055), or ask your command to mail it.

If your award is NOT reflected in NDAWS at all, you must work with your parent command’s admin offices to correct, as PERS-312 will no longer be the primary office responsible for entering missing awards. If you are serving in a joint, NATO, or USMC command and are unable to have the parent command enter the awards, PERS-312 will be able to assist; in this specific scenario, the command admin department may send the scanned copy of your award to MILL_NavyAwards.fct@navy.mil for upload; members may not, however, send the award to PERS themselves.

If your board will be convening within six weeks, we recommend submitting copies of the missing award(s) as an enclosure of a LTB while following the guidance above to ensure your record is permanently updated.

Additional info on updating your awards can be found in NDAWS on the BOL website: <https://www.bol.navy.mil>

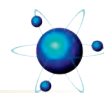


Photograph. Official service record photos are no longer viewed in the tank (where board members deliberate and vote on records during boards), however, you are still required to maintain an official photo on file in your current paygrade. Officers can upload their photo through MyNavy Portal (MNP). Navigate to <https://my.navy.mil> and log on, go to “MyRecord,” “Other Record Sites of Interest,” and there the Officer Photograph form (NAVPERS Form 1070/884) opens and photos can be uploaded directly into the form and then submitted to the OMPF.

Education History. PERS-45E is responsible for adding educational degrees to your permanent record. If you notice that one of your degrees is missing from your OSR, first,

check your OMPF for certified copies of your transcripts. If your transcripts are there, then contact PERS-45E and your detailer to have your record reflect the correct information. If they are not in your OMPF, have your school forward your official transcripts to PERS-45E. From there, PERS-45E will evaluate the degree for a Subspecialty Code (the transcript must state “Degree awarded” for a subspecialty to be assigned), scan the documents into your OMPF and update your OSR.

Navy Personnel Command (PERS-450)
5720 Integrity Drive
Millington, TN 38055-4500
Email: mill_pers450.fct@navy.mil



PREPARING FOR A STATUTORY OR ADMINISTRATIVE BOARD

Administrative vs. Statutory Board. Administrative Boards are community specific. Since SWO(N)s participate in both SWO and SWO(N) administrative boards, milestone screenings include Department Head, Principal Assistant, Executive Officer, Assistant Reactor Officer, Commanding Officer, and Major Command. NPC directs conduct of administrative boards. Detailers are responsible for executing administrative boards and are able to provide record updates for these boards. Commanding Officers may not submit Special FITREPs to an administrative board but may submit similar information through a Letter to the Board.

Statutory Boards are required by law (statute) for promotion to the next pay grade. Title 10 (U.S. law) governs the conduct, requirements, and selection process of statutory boards. Detailers are not able to provide information to these boards. Navy Personnel Command (NPC) recommends Commanding Officers submit Special FITREPs for statutory boards if an officer’s career status has changed since the last FITREP (e.g. started a DH tour prior to the O-4 Board), and their circumstances meet the requirements in BUPERSINST 1610.10F.

Board Correspondence. LTBs are an effective means to provide amplifying information to the board. They can include missing awards, FITREPs, or other information the member thinks the board should take into consideration, including letters of recommendation written by another officer on behalf of the member. All correspondence, however, must be submitted by the member to be considered by the board with the desired information as enclosures of the official LTB.



PREPARING FOR A STATUTORY OR ADMINISTRATIVE BOARD

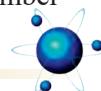
The convening order for each board will indicate the explicit submission deadline for all board correspondence. The deadline is 2359 CST on the 10th day before the board convenes. This policy applies to both administrative and statutory boards.

LTBs are submitted via BOL in the “Electronic Submission of Selection Board Documents (ESSBD) (Submit Letter to SelBoard)” menu option. The MyNavyHR page has detailed information regarding LTB formatting. General information about the LTB process can be found here: <https://www.mynavyhr.navy.mil/Career-Management/Boards/Active-Duty-Officer/> and the proper formatting for the LTB here: https://www.mynavyhr.navy.mil/Portals/55/Boards/Active%20Duty%20Officer/documents/Sample_LTB_Active_Duty.pdf

Finally, if an officer does not desire to be selected for a career milestone at an administrative or statutory board they may submit what is known as a “don’t pick me letter,” whereby the officer expresses his or her desire in a LTB using the format found here: https://www.mynavyhr.navy.mil/Portals/55/Boards/Active%20Duty%20Officer/documents/Sample_DO_NOT_SELECT_ME.pdf

General Board Schedule

CAPT	January
CDR	February
PA/ARO/EDO(N)	March/April
LCDR	May
Department Head/Early Command	August
Talent Management	August
Major Command	October/November
CDR Command/Early Command	December

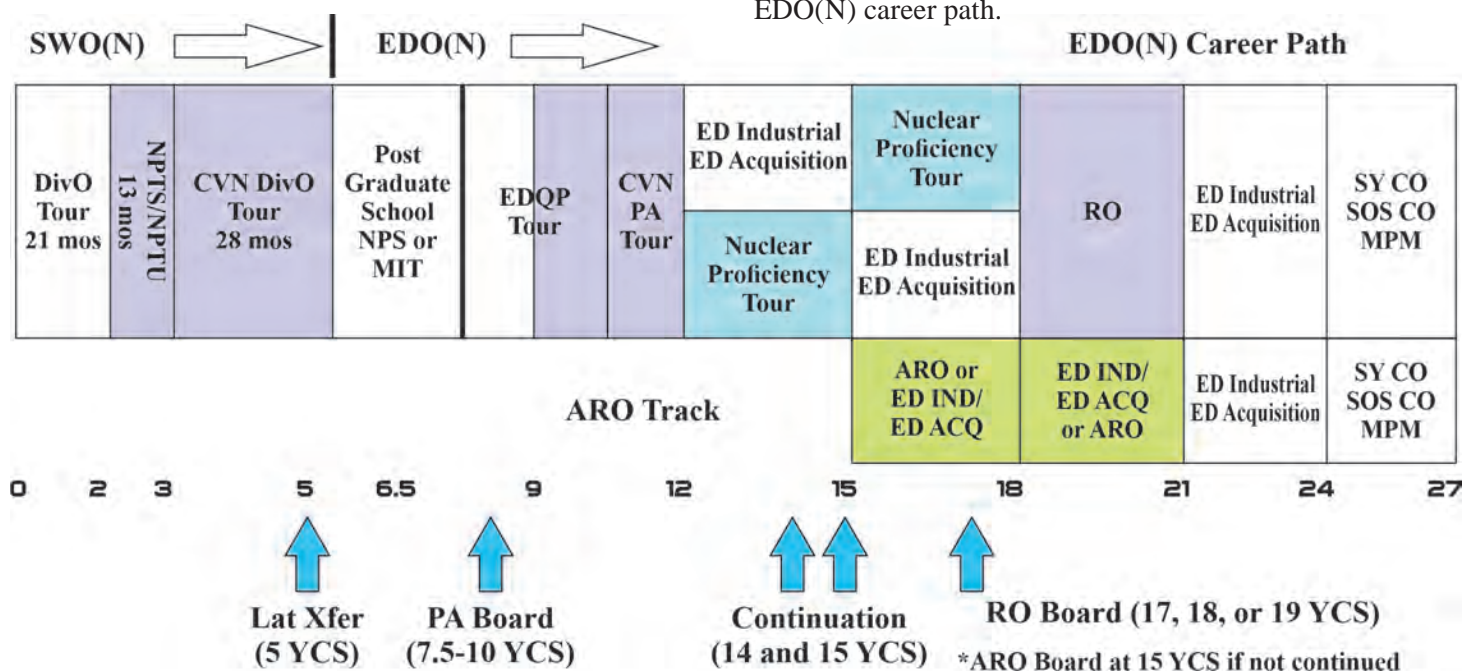


LATERAL TRANSFERS

SWO(N)s desiring to laterally transfer to EDO(N) should apply either during or shortly after, their CVN Division Officer tour to complete career milestones in the EDO Community and remain competitive for future administrative and statutory boards. SWO(N)s desiring lateral transfer to other communities are subject to releasability based upon retention in that year group (MILPERSMAN article 1212-010 refers). In addition to lateral transfers into the EDO(N) community, SWO(N)s are able to apply in the same manner for lateral transfer into other line and restricted line communities, subject to the same release terms previously stated. If you are interested in laterally transferring, contact your detailee to assist you with the application process.

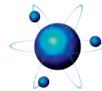
SWO(N) to EDO(N) Program

The EDO(N) program was established to develop a cadre of officers who specialize in ship maintenance and construction to lead CVN Reactor Departments as Reactor Officers (RO) and Assistant Reactor Officers (ARO), primarily during industrial availabilities (new construction, RCOH, and decommissioning). SWO(N)s can apply for lateral transfer to the EDO(N) community after Prospective Nuclear Engineer Officer (PNEO) qualification. Following approval and transfer into the EDO community, these officers can expect a challenging tour at Naval Postgraduate School (NPS) or Massachusetts Institute of Technology (MIT) to obtain a technical master’s degree. The chart below displays a typical EDO(N) career path.



Follow on tours include an EDO qualification tour at one of many Navy Ship Industrial Facilities to gain valuable depot level ship maintenance or construction processes while taking on significant responsibility leading project teams and managing the industrial base workforce. All EDO(N)s complete tours as CVN PAs and perform additional industrial tours, staff tours, and program management tours building skill sets that combine strong leadership with deep technical

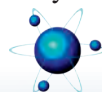
understanding of ship systems, maintenance/construction, and ship acquisition. EDO(N)s go on to command naval shipyards, supervisors of shipbuilding, and acquisition program management offices leading the way in providing our Nation's Naval readiness and sustained operations. In addition to gaining valuable ED experience, EDO(N)s are also entitled to continuing to earn NOBIP eligibility because they retain their nuclear AQDs.



NUCLEAR FIELD DUTY PHYSICALS & RADIATION MEDICAL EXAMINATIONS

Per the Manual of the Medical Department (MANMED) Article 15-103, Nuclear Field Duty physicals are required every five years up to the age of 50 and every two years for those older than 50. Perform nuclear field duty examinations no later than one month following the anniversary date of the previous physical examination date. All Nuclear Field Duty examinations should be performed concurrently with a Radiation Medical Exam (RME) per MANMED 15-103

and documented separately on their respective forms. RMEs ensure a member is eligible to receive exposure to ionizing radiation while the Nuclear Field Duty physical ensures a member possesses the requisite degree of reliability, alertness, and good judgment needed for safe operation of nuclear propulsion plants. Letting the periodicity of these slip may result in unnecessary delays in obtaining dosimetry devices needed to support an officer's duties.



MONEY MATTERS

Nuclear Officer Incentive Pay (NOBIP)

OPNAVINST 7220.11H governs NOBIP. There are several types of special pays that fall under the NOBIP umbrella to include: Nuclear Officer/Career Accession Bonus (NOAB/NCAB), nuclear officer Continuation Bonus (COBO), and annual installments for services rendered called Annual Incentive Pay (AIP).

- Officers receive \$15,000 (NOAB) upon acceptance into the program and \$2,000 (NCAB) after completion of NPTU.
- The COBO rates increased in FY 21 with NAVADMIN 241/20 and later codified in OPNAVINST 7220.11H. The current rates are as follows:
 - Initial contract of four or five years prior to 12 YCS \$35,000 per year.
 - Initial contract of six or seven years prior to 12 YCS \$40,000 per year.
 - Follow on contracts with payments prior to 12 YCS \$40,000 per year.
 - Contracts with payments after reaching 12 YCS \$45,000 per year.
 - Major command-serving or served officers (see Note 1).
 - Major program manager-serving or served officers (see Note 1).
 - Note 1: Major command or major program manager serving or served officers may request 1-, 2-, 3- or 4-year COBO contracts.
 - One-year contracts will be paid at \$45,000 per year.
 - For served major commanders or major program managers with greater than 26 YCS, 2-, 3- and 4-year contracts will be paid at \$50,000 per year.
 - For still serving major commanders and major program managers with greater than 26 YCS, 2-, 3- and 4-year contracts will be paid at \$50,000 per year if the term of the contract extends to statutory retirement or obligates a follow on tour. Shorter terms of obligated service will be paid at \$45,000 per year.
 - For still serving or served major commanders and major program managers with less than 26 YCS, 2-, 3- and 4-year contracts will be paid at \$45,000 per year. If a still-serving or served major commander or major program manager goes over 26 YCS while on a current contract, they must renegotiate a new contract to receive the higher rate of \$50,000 per year.
 - EDO(N)s: the amounts above are decremented by \$5,000 each tier.
- SWO(N)s who are PNEO complete and past their five-year MSR (some officers may have slightly longer MSR terms) are eligible to collect COBO or AIP. Officers who are within a year of their initial service obligation and are Engineer-qualified may sign a COBO contract and select an early payment (“+1 contract”).
 - To apply for COBO, a SWO(N) must be within one year of the end of an existing obligation and have passed the PNEO Exam. COBO contracts cannot extend past 30 YCS. Officers promoted to flag rank are no longer eligible for NOBIP.
 - Officers who are past initial service obligation, have passed the PNEO Exam, and are not on COBO are eligible for AIP. AIP is paid each October 1st to nuclear-trained officers who were on active duty on September 30th and not under a COBO contract. AIP is paid in a pro-rated amount to officers past initial service obligation who have passed PNEO and did not immediately sign a COBO contract. Officers who resign prior to September 30th are not eligible for AIP that year unless they reach statutory retirement. Current AIP rates are as follows:
 - URL officers and lateral transfer officers \$12,500 per year.
 - URL officers (O-6 with 26 YCS or greater) \$22,000 per year.
 - Serving or served major command URL officers \$22,000 per year.
 - Serving or served major program manager officers \$22,000 per year.
 - DFAS will automatically deposit COBO and AIP payments into the same account as regular pay.

We highly recommend contacting the SWO(N) Community Manager prior to signing any COBO contract for an independent second check of your contract timing and help to ensure that you maximize your financial incentives. For initial contracts, a command endorsement is required. For all follow-on contracts, a command endorsement is not required.

Transition from Continuation Pay to AIP

Consider the difference in payment schedule between COBO and AIP when approaching the end of a COBO contract. COBO pays in advance of service while AIP pays at the end of the fiscal year for service already completed. This difference can create a gap of up to 23.9 months between bonus pay installments, depending on your specific COBO anniversary date. Additionally, the daily difference of COBO

BEST PRACTICE: Maximize eligibility for COBO by keeping your payment anniversary date as close as possible to your commissioning date.

(at the \$45,000 annual rate) compared to AIP (at the \$12,500 rate) is approximately ~\$90/day!

As an example, a SWO(N) on a four-year contract that started October 1, 2019 would be obligated until September 30, 2023. The officer would receive their last COBO payment on October 1, 2022. If they decided to transition to AIP, their first AIP payment would be paid on September 30, 2024. Further AIP installments would be made on 30 SEP of the subsequent fiscal years until retirement or promotion to flag rank.

Surface Warfare Officer Department Head Retention Bonus (DHRB)

The current DHRB program entitles officers to annual bonus payments for contracts valued between \$75,000 and \$105,000, depending on when the officer screened for DH and when they signed their contract, based on YCS. The current scheme allows screeners up to three years to commit, which allows SWO(N) Divos to experience nuclear shipboard life onboard the CVN before making a decision. Refer to the chart to the right.

- Legal restraints to DHRB:
 - Yearly payments cannot exceed \$25k
 - No payments past YCS10
- 1st look screeners
 - Commit before YCS6 – \$105k
 - Commit before YCS7 – \$100k
 - Commit before YCS8 – \$75k
- 2nd look screeners
 - Commit before YCS7 – \$95k
 - Commit before YCS8 – \$75k
- 3rd look screeners
 - Commit before YCS8 – \$75k

Surface Warfare Officer Lieutenant Commander Retention Bonus (SWO LRB)

SWO LRB pays eligible SWO LCDRs \$46,000 to stay in the Navy/SWO community through 15 YCS. SWO LRB

pays eligible officers in annual payments commencing on the second anniversary of **permanent (not spot)** promotion to LCDR and continuing through the third and fourth anniversaries.

To apply for LRB, an officer must meet the following criteria:

- (1) Qualified and serving as a SWO
- (2) Permanently appointed LCDR
- (3) Completed two afloat department head tours or a single longer tour per the sequencing plan as assigned by PERS-41 (**you may apply while still serving as a PA**)
- (4) Be sea duty assignable
- (5) Have at least 11 YCS, but not more than 12 YCS

Contract received before	1st Look Screened Payment Scheme					
	YCS4					
	YCS5		10			
	YCS6		25	25		
	YCS7	15	25	25	25	
	YCS8	15	15	25	25	25
	YCS9	15	15	15		25
	YCS10	15	15	15	25	25
	Total	105	105	105	100	75

Contract received before	2nd Look Screened Payment Scheme					
	YCS4	10				
	YCS5	10	10			
	YCS6	15	25	25		
	YCS7	15	15	25	20	
	YCS8	15	15	15	25	25
	YCS9	15	15	15	25	25
	YCS10	15	15	15	25	25
	Total	95	95	95	95	75

Contract rcvd before	3rd Look Screened Payment Scheme			
	YCS6	15		
	YCS7	15	15	
	YCS8	15	20	25
	YCS9	15	20	25
	YCS10	15	20	25
	Total	75	75	75



How do I maximize my NOBIP and SWO Incentive pays?

ANSWER: Arriving in the Department Head training pipeline by 7.5 YCS ensures you maximize SWO incentives. DHRB commits officers to two DH tours. SWO

LRB commences on the second anniversary of **permanent** promotion to LCDR. An officer may not be under a DHRB commitment and a SWO LRB commitment at the same time, and starting the DH training pipeline by 7.5 YCS means that this is unlikely to occur.

Nominally, upon completing the Engineer's exam, we recommend a six- or seven-year COBO contract to line up the end of your COBO contract with the completion of your PA tour. This provides a decision point as you become eligible for SWO LRB and can align both obligations together based around your promotion to LCDR.

Note 1: An officer cannot receive both DHRB and LRB concurrently (another reason for the 7.5 YCS DH School gate).

Note 2: Officers must submit applications and command endorsement for SWO LRB *NLT 12 YCS or forfeit the initial \$22K installment.*

If you qualify, you can expect to be paid as follows:

- \$22,000 on the two-year anniversary of permanent promotion to LCDR
- \$12,000 on the third and fourth anniversary of permanent promotion to LCDR

Thrift Saving Plan

TSP is a retirement savings and investment plan that offers the same type of savings and tax benefits as many 401(k) plans. It is a defined contribution plan. The retirement income that you receive from your TSP account will depend on how much you have contributed to your account during your working years and the earnings on those contributions.

Contribution Rules. There is no maximum percentage of base pay that may be contributed, only a maximum dollar cap; base pay contributions are deducted monthly. You may also contribute 100% of Special/Incentive Pays and Bonuses up to the yearly maximum tax deferred cap of \$20,500 for 2022, up from \$19,500 in previous years, provided you are already contributing from basic pay. To set up the amount of each incentive pay (nuclear and SWO) you intend to allot to TSP, login to MyPay, choose the correct pay category per the chart below, and set your desired percentage:

TYPE OF PAY	TSP CAT.
Nuclear Continuation Bonus (COBO)	Special Pay
Nuclear Career Annual Incentive Pay (AIP)	Bonus Pay
Nuclear Career Accession Bonus	Bonus Pay
Career Sea Pay	Special Pay
SWO DH Bonus (RJCSRB or DHRB)	Special Pay
Surface Warfare Critical Skills Pay (SWOCS)	Special Pay

Traditional TSP. Officers may contribute to their TSP tax deferred, which means their contributions will be made into their TSP account without being taxed. Once the member makes an eligible withdrawal, however, the deduction will be taxed. This is advantageous for members who desire to defer their taxes to later in life while simultaneously reducing their annual taxable income while making contributions. For example, if a member chooses to allot 10% of their base pay towards TSP, the entire 10% allotment will be deposited to TSP.

Roth TSP. Officers may instead choose to contribute to TSP with the future earnings growing tax free, which means the contributions will be taxed prior to deposit into their TSP account. The advantage to this approach is that the taxes paid up front will be much smaller than the taxes deducted upon disbursement if the member contributes via the traditional (tax deferred) method. An example, if a member chooses to allot 10% of their base pay towards TSP, the 10% allotment will be taxed prior to being deposited to their TSP account; the eventual disbursements made later will not be taxed. Consult with a certified financial planner or financial advisor for the method that works best for you and your family's individual case. You may also visit the TSP website for more information: www.tsp.gov



Blended Retirement System (BRS)

The BRS is a modernized retirement plan for the Uniformed Services that blends the legacy retirement system with automatic TSP contributions that resembles civilian retirement plans. Features of the BRS includes a defined monthly benefit (monthly retired pay for life) after at least 20 years of service, a defined contribution benefit (consisting of government automatic and matching contributions) to a member's TSP account, a bonus called continuation pay at the mid-service career point, and a new lump sum retirement option.

If you entered the Uniformed Services on or after January 1, 2018, you are automatically enrolled in BRS and this is your military retirement plan. If you entered service prior to this, you were required to opt-in if you had less than 12 years of service. If you had more than 12 years of service prior to January 1, 2018 you were automatically grandfathered into the legacy retirement system.

Service Automatic (1%) Contributions. The Navy will begin contributing an amount equal to 1% of your basic pay into your traditional TSP each month beginning 60 days after you entered the Navy.



Service Matching Contributions. If you elect to contribute a portion of your own basic pay into TSP, the Navy will match up to an additional 4% of your basic pay for a total government contribution of 5% of your basic pay (1% automatic contribution plus additional 4%). No matter how much you contribute of your own pay, you can only receive a maximum contribution from the Navy of an amount equal to 5% of your basic pay. The Navy will begin matching contributions after two years of service and continually through 26 years of service.

Re-Enrollment. If you joined the Navy on or after January 1, 2018, you will automatically be enrolled into the TSP's Lifecycle (L) Fund appropriate for your retirement age at 3% of your basic pay. While you can opt out of this automatic enrollment, you will automatically be re-enrolled each calendar year at 3% and must annually opt out if you choose.

is determined based on service-specific retention needs, specialty skills, and hard-to-fill positions. Each service determines and publishes its own guidance on continuation pay annually. Continuation pay is offered between eight and 12 years of service, but service members **MUST APPLY** before 12 years of service via NSIPS BRS (Continuation Pay tab).

Benefits of BRS:

- Greater portability of retirement benefits
- Earlier savings for retirement
- No longer ALL or NOTHING retirement plan
- Continuation Pay adds incentive to stay for full career
- Encourages saving for retirement

For more information, visit:

<http://militarypay.defense.gov/blendedretirement>

Service Contributions to Your Account (Service Employees Only)			
You put in:	Your service puts in:		And the total contribution is:
	Automatic (1%) Contribution	Service Matching Contribution	
0%	1%	0%	1%
1%	1%	1%	3%
2%	1%	2%	5%
3%	1%	3%	7%
4%	1%	3.5%	8.5%
5%	1%	4%	10%
More than 5%	1%	4%	Your contribution + 5%

Maximum government contribution

Post-9/11 GI Bill

Service members who have served at least 90 days of active duty service after September 11, 2001 are eligible for Post-9/11 GI Bill benefits. For officers, this time starts following the Minimum Service Requirement (MSR) (generally five years); full benefits require 36 months of qualifying service. (Note: Active duty service time required by graduates of a service academy or ROTC does not count towards the three years necessary to

Defined Benefit. Under BRS, if you stay in the Uniformed Service for 20 or more years, you are eligible to receive a defined benefit (pension), based on a percentage of your basic pay. Additionally, there is an annual cost of living adjustment made to this defined benefit tied to inflation. The calculation is below.

$$2\% \times \text{Years Served} \times \text{Retired Base Pay}$$

Average of your highest 36 months of basic pay

Continuation Pay. Service Members enrolled in BRS may be eligible to receive a one-time, mid-career bonus payment in exchange for an agreement to perform additional obligated service. The bonus is in addition to any other career field-specific incentives or retention bonuses. The amount of the bonus is between 2.5 – 13 times your monthly basic pay and

qualify for full benefits.) Additionally, service members with at least six years of service can transfer their GI Bill benefits to immediate family members upon committing to serve four more years.

Post 9-11 GI Bill benefits include (some restrictions apply):

- Full tuition and fees paid directly to the school for all public school in-state students. Those attending private or foreign schools, tuition and fees are capped at the national maximum rate. If you are attending a private institution of higher learning in Arizona, Michigan, New Hampshire, New York, Pennsylvania, South Carolina, or Texas, then you may be eligible for a higher tuition reimbursement rate. Additionally, the Yellow Ribbon Program may help reimburse the difference if you attend an expensive private school or public school as an out-of-state resident. Visit <https://www.va.gov/education/about-gi-bill-benefits/post-9-11/yellow-ribbon-program/> for more information.

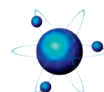
- A monthly housing allowance, based upon the BAH rate for the zip code of the campus where the student attends class.
- An annual books and supplies stipend, up to \$1,000, paid to the student.

To apply to transfer your GI Bill benefits, see your local admin office, as they will need to enter some information into your record confirming your obligated service.

Additional Information: Please see the following websites for additional information:

- To get more details on eligibility and program benefits, go to: <http://www.benefits.va.gov/gibill>
- To learn more about transferability, go to: https://benefits.va.gov/BENEFITS/factsheets/education/Post-911_Transferability.pdf

Committing to the additional time required to transfer benefits does not affect COBO eligibility.



BRAVO ZULU

Congratulations to the following SWO(N)s on their Talent Management or career milestone screening!

Talent Management

FY21

LT Hannah Brachfeld	NROTC
LT Mark Brown	NPS
LT Tayler Davidson	PEP-Germany
LT Mikal Geyer	PEP-Germany
LT Erica Hampton	GEV
LT Stephanie Hoover	NROTC
LT Justin Johnson	NPS
LT Kasey Landry	NROTC
LT Crystan McLymore	FSEP
LT Joseph Page	FSEP
LT David Pry	NPS
LT Carolena Ruprecht	SECNAV TWI
LT Zachary Sandler	NROTC
LT Isabella Schaffino	NROTC
LT Eric VanNote	USNA

FY22

LT David Gronstal	PEP UK
LT Noelle Kaufmann	GEV for Financial Management
LT John Nothacker	MIT NROTC
LT Laura Palombella	NPS
LT Lena Ruprecht	GEV for Engineering
LT Kevin Schreiber	FSEP

Screening Milestones

FY21 Major Command Selectees

CAPT Stephen Aldridge	CAPT Christina Dalmau
CAPT Michel Brandt	CAPT Bryan Gallo
CAPT Gary Chase	CAPT Joshua Menzel
CAPT Michael Concannon	CAPT Michelle Nakamura

FY22 Major Command Selectees

CAPT Victor Garza	CAPT John Ryan
CAPT Justin Hodges	CAPT James Von St. Paul

FY23 Major Command Selectees

CAPT John Barrientos	CAPT John Halttunen
CAPT Jason DeBlock	CAPT Colby Sherwood
CAPT Joseph Fals	CAPT Craig Trent
CAPT Mario Freeman	CAPT Rusty Williamson
CAPT Ray Glenn	

FY21 CDR Command Selectees

CDR Christopher Caraway	CDR Jorge Roldan
CDR James Hopp	LCDR Nathan Mitich
CDR Ryan Kelly	LCDR Blake Wanier
CDR Kristel O'Canas	

FY22 CDR Command Selectees

CDR John Holthaus	LCDR Alan Cabiling
CDR Michelle Matthews	LCDR Rhett Gilman
CDR Antonia Shey	LCDR Cory Hardy
CDR Richard Skinnell	LCDR Aaron Park
CDR Kari Yakubisin	

FY23 CDR Command Selectees

CDR Thad Tasso	LCDR Benjamin Mills
CDR LeAndra Kissinger	LCDR Matuwo Olufokunbi
LCDR Nathaniel Calcamuggio	LCDR Elan Rotklein
LCDR Joseph Garia	LCDR David Seibel
LCDR Daniel Hooge	LCDR Patrick Shannon
LCDR Kristen Jones	

