

PERS 42 DRUMBEAT (APR 2022)



This edition of the *Drumbeat* discusses recent community management initiatives, board information and updates to Division Officer opportunities. Specific topics in this edition:

- Division Officer Shore Tour Updates
- Talent Management Board/Early Slating Update
- Changes to Career Intermission Program (CIP)
- Commissioning Programs
- Sea-Shore Concentration Areas
- How to Update Missing Personnel Awards
- Submarine Duty Incentive Pay (SDIP)
- Blended Retirement System (BRS) Continuation Pay
- PERS-42 Upcoming Travel
- What is a Precedence Number (Lineal Number)?
- Promotion Board Determination
- What Information in my Record Matters Most?
- Selection Board Participation

The *Drumbeat* is available on [PERS-42's website](https://go.usa.gov/xMSx3) at: <https://go.usa.gov/xMSx3>. Detailer contact information, frequently asked questions, the Submarine Force community status brief, and past issues of the *Drumbeat* are also available on the PERS-42 MyNavyHR page.

"History shows the navy which adapts, learns, and improves the fastest gains an enduring warfighting advantage. The essential element is fostering an ecosystem—a culture—that assesses, corrects, and innovates better than the opposition." –Admiral Gilday, Chief of Naval Operations, Remarks at 2022 Surface Navy Association Symposium

In support of the CNO's call for Get Real, Get Better, the PERS-42 team certainly continues to appreciate and value Fleet feedback. As PERS-42 gets back on the road in May, with a plan to visit each submarine homeport by the end of the year, we're looking forward to the group and personal discussions to focus our efforts to improve warfighting and personnel readiness along with quality of service.

Recent world events underscore the importance of warfighting readiness. Your submarine service, whether on deployment at sea, in a maintenance availability, on a new construction, or shore duty, is valued and appreciated. Your actions and the actions of your teams matter!

This is my final Drumbeat as PERS-42 as CAPT Todd Figanbaum will be relieving me in May. I sincerely enjoyed my tour and want to thank the PERS-42 team for their ongoing dedication and support of our Sailors and families – our most important asset and the true source of our naval power.

Very respectfully,

CAPT Robert E. Wirth
Director Submarine/Nuclear Officer Distribution (PERS 42)
Nuclear Propulsion Program Manager (N133)

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PERS-42 Contact Information and NFAAS

The Navy Family Accountability and Assessment System (NFAAS) is PERS-42's primary source of constituent contact information. PERS-42 conducts a monthly data pull from NFAAS to generate a database of contact information for all 1170, 1120, and 62XX officers to populate bulk emails for board notifications and our distribution lists for periodic updates (for example, the *Drumbeat*).

Please remind personnel to update their work email in NFAAS to reflect an active email address. For two-crew submarines, using an "out of office" reply to notify senders of your primary use of shipboard email is also very helpful. Following these processes will ensure accurate and timely dissemination of board record reviews and notification of eligibility for administrative boards. If you do not regularly update your email, or if there are typographical errors in NFAAS, PERS-42 may be unable to contact you in a timely manner with important professional notifications.

The most common error we see in NFAAS contact information is personnel not updating their work email address when they change jobs or PCS. PERS-42 strongly recommends updating both your work and cell phone number so that we can quickly get in touch with you when necessary.

Division Officer Shore Tour Updates

NPTU Manning: Based largely on feedback from the Fleet via the Junior Officer Symposiums, there has been a 20% reduction in the number of Shift Engineers required at MTS 701 and MTS 711. Prior to this reduction, the anticipated number of Shift Engineers required to be detailed to all Prototypes was 9 per quarter. The new anticipated number of Shift Engineers required to be detailed is 7 per quarter. Additionally, after the next Division Officer shore slate (4Q22), MTS 635 will no longer require Shift Engineers to be detailed. MTS 626 will be reducing the total number of Shift Engineers by 50% starting at the end of 2023 to support their decommissioning schedule. S8G Ballston Spa will be increasing required number of Shift Engineers in late 2023 and early 2024 to support their return to student training.

Officers detailed to NPTU are afforded \$500 per month Shift Engineer Incentive Pay (SEIP), and one of the following:

1. A Third Year Education Tour (up to 12 months) to pursue a Master's Degree, JPME Phase 1, or attend the Naval War College (if signing a COBO contract).
2. A Department Head Guarantee (Homeport, Platform, or DH billet)

Historically, officers who have served as a Shift Engineer have a higher screening rate for XO and CO!

Graduate Education Voucher (GEV): GEV quotas are awarded to Junior Officers either rotating to shore duty or who are already on shore duty via the Talent Management Board. A limited number of GEV quotas may be available outside of the Talent Management Board. These GEV quotas will still require the submission of a COBO contract. If you are interested in a GEV quota but did not apply for one at the Talent Management Board, please contact the Junior Officer Shore Detailer (contact email included at the end of the *Drumbeat*).

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Talent Management Board/Early Slating Update

The Talent Management Board (TMB) and Early Slating Opportunity (ESO) continue to be the best option for Junior Officers rotating to shore duty to receive one of their top preferences for shore duty. The ESO and the TMB have produced 68 and 64 contracts, respectively, since their inception in 2020. This accounts for approximately one third of the total contract submissions for Year Groups 14 – 18.

The next TMB will occur in Aug 2022, with opportunities released to the fleet in June and submissions due by 5 Aug 22. If you are interested in applying or have questions on the TMB application process, please contact the Division Officer Shore Detailer.

Changes to Career Intermission Program (CIP)

Based on Fleet feedback and to improve career flexibility, CIP applications can be submitted year round, not just during the TMB. If interested in applying for CIP, officers should submit their request to PERS-42, via their detailer, no later than 12 months from the requested CIP commencement date. For more details regarding CIP, submission requirements, and required timelines, please see the below link:

<https://www.mynavyhr.navy.mil/Career-Management/Reserve-Personnel-Mgmt/IRR/Career-Intermission/>

Commissioning Programs

The premiere commissioning programs for nuclear-trained Sailors are the Seaman-to-Admiral-21 program (STA-21), the Officer Candidate School (OCS), Limited Duty Officer (LDO), Nuclear Propulsion Officer Candidate (NUPOC) program, and United States Naval Academy (USNA). In addition to visiting the websites listed below, interested candidates are encouraged to contact PERS-42 or N133.

STA-21 commissioning program provides an excellent opportunity for highly motivated active duty enlisted personnel in the Navy. This program allows students to participate in a university NROTC program and commission as a Submarine Warfare Officer or Surface Warfare Officer. Students in the nuclear pipeline and fleet Sailors with less than 8 years of service at the start of college courses are eligible to apply to STA-21. Historically, 35 of 55 selected Sailors are chosen for the nuclear option (STA-21(N)) each fiscal year with 15 of 35 selectees being fleet applicants in FY22. The application deadline is 1 Jul 22. The FY22 NAVADMIN (NAVADMIN 094/21) and upcoming FY23 NAVADMIN (scheduled for release in May 22) will not require an ACT/SAT for STA-21(N) applications. The ACT/SAT requirement may still exist depending on individual school admission requirements.

Visit <https://www.mnp.navy.mil/group/career-planning/> and select the Commissioning Programs link for the most up-to-date STA-21 information.

Other information on STA-21(N) program can be found at the following websites:

<https://www.netc.navy.mil/Commands/Naval-Service-Training-Command/STA-21/>

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OCS is a commissioning program for individuals possessing at least a bachelor's degree from an accredited institution. OCS is a 12-week program of concentrated officer training in Newport, RI, designed to give Sailors basic knowledge of the Naval profession, reinforce their moral, mental, and physical development, and instill the highest ideals of duty, honor, and loyalty. Graduates of OCS are commissioned as Ensigns in the Unrestricted Line communities of various officer designators, including Submarine Warfare Officer and Surface Warfare Officer. More information on OCS program can be found at the following websites:

<https://www.netc.navy.mil/Commands/Naval-Service-Training-Command/OTCN/OCS/>

Nuclear LDO program provides commissioning opportunities to qualified senior enlisted personnel possessing a high technical aptitude for application in specific occupational fields as an officer. These Sailors require strong managerial skills and leadership. Sailors ranked E-6 to E-8 and qualified EWS/PPWS with 8 to 16 years of service are eligible to apply. First-Class Petty Officers applicants must also pass the Chief Petty Officer exam with a board-eligible score.

Visit <https://www.mnp.navy.mil/group/career-planning/commissioning-programs>, click the *Active-Duty LDO/CWO In- Service Procurement Board* link, then select Applicant Information link, then select current LDO and CWO designators link. More information on Nuclear LDO program can be found at the following website links:

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

NUPOC program is for eligible college graduates possessing a bachelor's degree that meets the technical course completion requirements of the NUPOC program. **Active duty enlisted nuclear Sailors serving with a bachelor's degree are eligible for the NUPOC program given they meet the program academic requirements.** NUPOC program leads to an appointment on active duty as an Ensign in the unrestricted line of the Navy. If accepted by the Director, Naval Reactors, Sailors will attend OCS and receive a commission as an Ensign for future service in the submarine or nuclear surface communities.

The **USNA** is a four-year military service academy that prepares young men and women to become professional officers of competence, character, and compassion in the Navy and Marine Corps. Naval Academy students are midshipmen on active duty in the Navy, graduate with Bachelor of Science degree, and commission as Ensigns in the Navy or Second Lieutenants in the Marine Corps. The academic curriculum focuses primarily on technical fields of study such as engineering, math, and physics, which lead to appointments in URL communities including Surface Warfare and Submarines. Any enlisted service member in the Navy can apply if they have no dependents and are 23 or younger on induction day.

More information on the USNA can be found at the following website:

<https://www.usna.edu/Admissions/index.php>

Sea-Shore Concentration Areas (Geostability)

Many officers during surveys and symposia expressed a desire for more geographic stability over the course of multiple assignments. The Navy and Submarine Force continue to value diversity of experience in challenging assignments, and we are evaluating several options to accomplish that with more geographic stability. One way to improve opportunities for remaining in the same

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location for subsequent assignments is to seek billets in fleet concentration areas that have a large number of sea and shore opportunities. **For the Submarine Force, these areas are Pearl Harbor, Norfolk, and Groton.** In addition to a large number of waterfront assignments, these locations include large fleet and submarine staffs, training facilities, and inspection teams. As a result, sea tours in those locations enhance opportunities for a follow-on shore assignment in the area. Early and clear communication with both sea and shore detailers—thinking at least one tour ahead—are recommended if geographic stability is a high priority for you and your family.

Additionally, due to feedback provided, PERS-42 is evaluating the feasibility of offering two consecutive tours (sea tour to shore tour and/or shore tour to sea tour) in the same geographic location. We will be reaching out to sea commands with our proposed path moving forward for feedback.

How to Update Missing Personnel Awards

We identified recently that many of our personnel are missing awards from their Official Military Performance Record. This is a Navy-wide issue that stems from a recent change in the award submission process. Effective 18 May 2020 via NAVADMIN 177/20, **award submissions are conducted fully electronically. Awards submitted via mail-in hardcopy are no longer being accepted.** All personnel are encouraged to review their Officer Summary Record (OSR) to confirm that their award has been uploaded. This issue is affecting both officer and enlisted personnel, so ensure your entire command is informed!

1. Login into BUPERS Online (BOL)
2. Select ODC, OSR, PSR, ESR
3. Select Officer Summary Record (OSR)
4. Review your Personal Decorations/Awards to check if anything is missing.

If you are missing an award, coordinate with your yeomen and follow Section 7 of the NDAWS User Guide (p. 37-38). This will require the CO to delegate authority to their yeomen inside BOL NDAWS. Awards from previous commands may be approved under the current CO. The process may be time intensive, particularly for afloat units with LAN connectivity issues, and may require access to faster connectivity if a command has a significant quantity of missing awards. Follow the below link for more information and the NDAWS User Guide:

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

Special Duty Incentive Pay (SDIP)

SDIP is now available to ETNC(SS) at the rate of \$1,000 per month. This SDIP was recently implemented to assist in filling gapped at-sea LCPO billets by encouraging ETNC(SS)s to extend at sea and/or curtail their shore duty. SDIP cannot be retroactively approved or applied to Sailors already selected to billets or under orders.

SDIP is an incentive paid to Sailors to voluntarily remain on sea duty past their Prescribed Sea Tour (PST) or curtail their current shore duty and return early to sea duty. The SDIP program consists of three types of incentives.

1. SDIP-Extension (SDIP-E): Incentivizes Sailors to voluntarily extend their sea duty assignments on board their current sea duty command when assigned to ships or

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submarines. SDIP-E requests must be submitted 14-16 months prior to their current PRD, if their PST has been completed.

2. SDIP-Back-To-Back (SDIP-B): Incentivizes Sailors to voluntarily extend their sea duty when assigned to a Type 2/4 command for rotational purposes upon transfer to ships or submarines (with exception of PCUs). SDIP-B requests must be submitted 14-16 months prior to their current PRD, if their PST has been completed.
3. SDIP-Curtailment (SDIP-C): Incentivizes Sailors to voluntarily curtail their shore duty assignments a minimum of six months prior to their original PRD and return to sea duty assignments on a ship or submarine. SDIP-C requests, to curtail shore duty, must be submitted 6 months prior to their desired detachment date from the current shore duty assignment.

More information on SDIP can be found on the MyNavy HR website link below:

<https://www.mynavyhr.navy.mil/References/Pay-Benefits/SDIP/>

Blended Retirement System Continuation Pay

For those enrolled in the Blended Retirement System (BRS), Continuation Pay (CP) is a one-time, mid-career incentive payment in exchange for an agreement to perform four years of additional obligated service to be served concurrently with time obligated by Nuclear Officer Continuation Bonus (COBO) contracts. This one-time payment is in addition to any other career field-specific incentives or retention bonuses such as COBO. Eligibility starts at 12 years of service (YOS).

There are three CP payment options to choose from:

1. A single lump sum payment
2. Two annual payments (50%, 50%)
3. Four annual payments (25%, 25%, 25%, 25%)

CP is subject to federal and state tax. You are required to complete financial readiness touchpoint training before being eligible to receive CP which is available for enrollment on Navy e-Learning (NeL) and must be documented in FLTMS.

The election to receive CP must be made in NSIPS BRS (Continuation Pay tab) and before you complete 12 YOS based on your PEBD.

For any questions and more information regarding CP, refer to <http://militarypay.defense.gov/BlendedRetirement/>

PERS-42 Upcoming Travel

PERS-42 will be getting back on the road this summer! We will be kicking off our travel with a visit to the Naval Academy early May prior to graduation, with follow-on trips to all submarine homeports by the end of the year. Final travel plans will be set by the end of the May. Schedule updates will be posted on the PERS-42 Facebook page.

Any requests for Detailer visits or other outreach related questions should be directed to LCDR Jeff Guise. For enlisted detailer questions, contact the nuclear enlisted community management team

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(N133D) at bullnuke@navy.mil and the ESRP manager nxag_n133d@navy.mil & nxag_n133d3@navy.mil.

What is a Precedence Number (Lineal Number)?

An officer's grade and date of rank determine their position on the Navy Active Duty List (ADL). The relative seniority of officers is indicated by a six-digit whole number and a two-digit suffix. Suffixes allow additional placement of officers on the ADL in proper precedence order between whole numbers. An officer's date of rank determines their seniority among officers of the same grade. An officer whose lineal number is lower than that of another officer is senior to that officer. An officer's date of rank is the date the appointment to their grade is made, with one exception for Ensigns. The date of rank of officers appointed as Ensigns in May or June of any year is the same as the date of the U.S. Naval Academy graduation that year. For example; if a NROTC midshipman commissions on 13 May, their date of rank is the date of the Naval Academy commissioning (normally the week before Memorial Day weekend).

Ensigns commissioned with the same date of rank are ordered by percentile of class standing across all commissioning sources. The Naval Academy graduate who ranked highest in the class and who was appointed an Ensign will be assigned the lowest (most senior) lineal number of those Ensigns appointed with the same date of rank.

When an officer is promoted to the next rank, they are assigned a new precedence number in the higher grade based on their promotion date and their precedence positions in the previous grade. Lineal numbers are primarily used by most officers to determine when they will be eligible for a statutory promotion board (discussed below).

More information can be found in OPNAVINST 1427.2, RANK, SENIORITY, AND PLACEMENT OF OFFICERS ON THE ACTIVE DUTY LIST AND RESERVE ACTIVE STATUS LIST OF THE NAVY.

How do I Know if I am In Zone for Promotion?

The first step in determining if you are eligible for a statutory promotion board is to locate your precedence/lineal number on your Officer Data Card (ODC). ODCs are available via MyNavy Portal and BUPERS Online (BOL).

Second, a NAVADMIN message setting promotion "zones" is normally released in mid-December for the upcoming year. This message establishes the senior and junior person in zone for each grade and competitive category. The active duty zone message also includes a "junior eligible." The junior eligible marks the end of the zone list of eligible officers. This NAVADMIN can be found on the MyNavyHR website under References -> Messages -> NAVADMIN.

<https://www.mynavyhr.navy.mil/Portals/55/Messages/NAVADMIN/NAV2021/NAV21061.txt>

If your lineal number is lower than the number for the junior in-zone officer on the message, you will be considered in zone by the upcoming promotion board.

If your number is higher than the junior in-zone officer but lower than the junior eligible officer, you will be considered below zone by the upcoming board. Boards are allowed to select a certain percentage of highly qualified below-zone officers. A below-zone look is essentially a "free" look with no penalty for non-selection below zone. The number of below-zone officers actually selected

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is very small. It is possible for an officer to receive one or two (in rare cases, three) below-zone looks.

What Information in my Record Matters the Most?

The single most important element of your record is your FITREPs, which document your performance. They should demonstrate sustained, superior performance—most importantly during sea tours—and continued progression of responsibility. It is important to verify all FITREPs are included in your record by reviewing your Performance Summary Record (PSR), which can be accessed via MyNavy Portal and BOL. **Do not assume a FITREP is included in your record just because your command submitted it.** There are many reasons FITREPs may be delayed or rejected by Navy Personnel Command. Consider sending a Letter to the Board (LTB) if significant performance or achievements are not captured in your record. Examples include: updated rankings, awards, degrees, subspecialty codes, and additional qualification designators (AQDs). Also consider submitting a LTB if there are elements of your record that may be unclear to the board. For example, you may ask a CO or Commodore to write a letter explaining a change in ranking after a homeport and/or ISIC shift.

Selection Board Participation

PERS-42 has opportunities for submariners of all ranks to participate in statutory or administrative selection boards as both voting members and as recorders. Naval Personnel Command funds all travel for board participants. This is a valuable opportunity and further develops your professional knowledge of board processes. Please contact LT Keith “Lars” Monia (keith.l.moniamil@us.navy.mil) for details.

Previous *Drumbeat* Topics

The NPC/PERS-42 website contains previous versions of the *Drumbeat*. If you use a previous topic as a reference, please refer to the source reference/document to verify its accuracy because policies and references change frequently. Please contact us if you have any questions.

The *Drumbeat* POC is PERS-421B; LCDR Aaron Smith, at Aaron.M.Smith24.mil@us.navy.mil.

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JAN 2022

- Warrior Toughness
- Improving Customer Service, The SAILOR Wins Today
- FY-23 Board Update
- Direct to Department Head and Update on Current Execution
- Spot Promotion Process
- Nuclear Sea Shore Flow (SSF) Adjustment
- Nuclear Enlisted Supervisor Retention Pay (ERSP) Changes in Eligibility Zones
- Shore Duty Orders Execution (24 vs. 36 Month Nominal Tour Length)
- Junior Officer Diversity Outreach (JODO) Execution
- What do Letters of Intent (LOI) do for you?
- COLUMBIA Class Weapons Officer LDO Selection Board
- Nuclear Officer Incentive Pay – Nuclear LDOs and CWOs
- Selection Board Participation

OCT 2021

- Nuclear Final Technical Number
- Additional Eligibility for Administrative Screening
- Engineering Duty Officer Option
- FY23 Board Schedule and Eligibility
- PERS-42 Outreach
- Department Head Symposium
- SUBPAY Update
- FY23 Major Command Board
- FY23 LDO Commander Command and Drydock CO Board
- FY23 O-5/O-6 Statutory Selection Board
- Review of Post-Division Officer Initiatives
- Split-tour DH Opportunities/Requirements
- Operational Requirements for Qualifications in Submarines
- Submarine Acquisition Professional Opportunity

JUL 2021

- Warrior Toughness
- Help Us Help You – Please Keep Your NSIPS/NFAAS Updated
- Nuclear Qualifications (What Causes a Loss of AQDs)
- Graduate Education Opportunities
- Naval War College Fleet Seminar Program
- Total Operational Submarine Service (TOSS)
- Career Intermission Program/Targeted Reentry Program
- FY23 Submarine Major Command Screening Board
- Selection Board Support
- LDO/CWO Program Information

APR 2021

- Upcoming Department Head (DH) Symposium
- DH Detailing—Deep Dive into the Process
- Warfare Tactics Instructor (WTI)
- What is a Precedence Number (Lineal Number)?
- How do I Know if I am In-Zone for Promotion?
- What Information in my Record Matters Most?
- CO/XO/DH Screening Board Lessons Learned
- Sea-Shore Concentration Areas
- Selection Board Participation
- Virtual Outreach Update

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PRD and Slate	1Q23	2Q23	3Q23
Slate Opens	2 nd Week of June	2 nd Week of September	2 nd Week of December
Slate Closes	1 st Week of August	1 st Week of November	1 st Week of February
Detach Dates	December 22-February 23	March 23-May 23	June 23-August 23
Talent Management Board (next boards August 22 and February 23)			
Submission Guidance to be promulgated by COMSUBFOR message two months prior to board. If selected, COBO contract is required to be submitted within 2 weeks to accept nomination/assignment.	FSEP	PEP/High Visibility Overseas tours	Additional programs and opportunity may be added for consideration at the board.
	GEV (7)	USNA Company Officer	
	MIT/WHOI	Direct to DH Option	
	USNA GE+T/LEAD	SNTWI	

Department Head Detailing Upcoming SOAC dates:			CO and XO Detailing Upcoming SCC dates:					
Class	Start	Finish	NR	Start	Finish	SCC	Start	Finish
22040	02MAY22	14OCT22	22-04	19SEP22	16DEC22	SCC 74 (CT)	26SEP22	01DEC22
22050	27JUN22	09DEC22						
22060	29AUG22	24FEB23	23-01	02JAN23	31MAR23	SCC 75 (PH)	03JAN22	16MAR22
23010	24OCT22	21APR23						
23020	09JAN23	23JUN23	23-02	03APR23	30JUN23	SCC 76 (CT)	10APR22	08JUN22
23030	06MAR23	18AUG23						

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

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

Upcoming FY23 Board Schedule:

07 Dec: Submarine Major Command (#145) [Complete]

12 Jan: Active O-6 Line (#160) [Complete]

15 Feb: Active O-5 Line (#230) [Complete]

09 May: Active O-4 Line (#275) [Complete]

23 May: Submarine CO/XO and DH (#146/350)

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LCDR Aaron Smith	DH Sea Detailer	Aaron.m.smith10@navy.mil
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