

Fellow SWO(N) Warriors –

Greetings from Millington!

In this SWO(N) Gram: Welcome, Farewell from CAPT Curnen, FY-26 Rear Admiral Selection Results, FY-26 Major Command and Commander Command Results, Lieutenant Commander Retention Bonus (LRB) Increase, Statutory Promotion Boards, Geographical Lead information, Detailer Travel Schedule, SWO Qual Less Than 18 Months, and PNEO Results.

Welcome

I am extremely excited to start 2025 as the Millington SWO(N) lead. I recently turned over command of USS MASON (DDG 87) in November after completing combat operations in the Red Sea and understand the hard work and challenges our SWO(N) shipmates and Navy are tackling. Having served at Naval Reactors Line Locker and on the Joint Staff following a REA and OPS tour, I'm well versed on the amazing opportunities our unique community has to offer in the Navy and on the world stage. There are so many more opportunities for our Junior Officers than were available to my peers and senior and hope you all take full advantage of them. The demanding work and skill set required to serve as a SWO and a SWO(N) are highly valued and I'm proud to be a part of this team!

Very Respectfully,
CDR Justin Smith

Farewell from CAPT Curnen

Thank you for all the incredible work you've done as a Community over the last two and a half years! You have accomplished so much, both serving in our nation's surface ships and ensuring our CVN Fleet remains ready to fight and win on any ocean, at any time. I am truly grateful for everything you do every day to make our Navy and our Community better. It has been an incredible honor to serve you here at Navy Personnel Command, and I will look back fondly on my time here in Millington. CDR Justin Smith is absolutely the right person to take the reins, and I can't wait to see where he takes the Community in the coming years. I bid all of you fair winds, and hope to see you around the Fleet, wherever our paths may cross!

We Happy Few,
CAPT Matt Curnen

FY-26 Rear Admiral Selection Results

Please join me in congratulating RDML(sel) T.J. Zerr, who will be joining the ranks of our SWO(N) Flag Officers. His previous tours include CDS 21 CDRE, USS John C. Stennis (CVN 74) RO, and USS Kidd (DDG 100) CO. Our Flag Officers are highly involved in our community and seek every opportunity to engage with the Fleet. Be looking for them on the waterfront!

The full list of selects can be found here:

https://www.mynavyhr.navy.mil/Portals/55/Messages/ALNAV/ALN2024/ALN24087.txt?ver=e_EZzu4YYJy6x2MUXur_oA%3d%3d

FY-26 Major Command Results

The FY-26 Surface Major Command Board concluded in November 2024 and recognized the heavy lifting that our Reactor Officers and Senior Nukes are doing for the Navy. SWO(N)s selected at 61% where the overall selection rate was 51%. We look forward to seeing these officers lead in Major Command!

Please join me in congratulating the following officers who were selected:

Major Command Afloat:

CAPT James Diefenderfer
CAPT Christopher Green
CAPT James Hopp
CAPT Kristel O'Cañas
CAPT Meghan Bodnar
CAPT Victor Boza

Major Command Ashore:

CAPT John Fitzpatrick
CDR James Smith

NTAG Region Commodore:

CDR Shannyn Fowler

Naval Beach Group Commodore:

CDR Jessica Betz
CDR John Hoy

The full list of selects can be found here:

<https://www.mynavyhr.navy.mil/Portals/55/Career/Detailing/Officer/SurfaceWarfare/Documents/FY26%20Surface%20Major%20Command%20Board%20Selects.pdf?ver=M5hWD30My-a56VoWCho0zQ%3d%3d>

FY-26 Commander Command Results

The FY-26 Surface Commander Command Board has concluded. The board was especially competitive this year and overall SWO(N)s selected at 63% where the overall selection rate was 37%. We are excited to see these warfighters leading at the tip of the spear!

Please join me in congratulating the following officers:

CO Afloat:

LCDR Kyle Bolton
LCDR Brian Danley
LCDR Benjamin Ingersoll
LCDR Andrew Johnson
LCDR William O'Quinn
LCDR Drew Tribble
LCDR Kara VanSice
LCDR Patrick Yu
LCDR Nicholas Detweiler
LCDR McLaren Gilmore
LCDR Justin Kowatch
LCDR Heather Lee
LCDR Ryan Mullen
LCDR Sierra Rooney
LCDR Jason Thill

CO-Special Mission:

CDR Morgan Dietzel
CDR Kevin Isaak

XO Afloat:

LCDR James Friedlander
LCDR Brett Williams

XO Afloat*:

LCDR Anthony Guy
LCDR Graham Ziemba

XO-Special Mission:

LCDR David Bradley

The full list of selects can be found here:

<https://www.mynavyhr.navy.mil/Portals/55/Career/Detailing/Officer/SurfaceWarfare/Documents/FY%2026%20SURFACE%20CDR%20CMD%20BOARD%20RESULTS%2018DEC24.pdf?ver=qkRMZ1zrqIFNZtQxKM Yciw%3d%3d>

Lieutenant Commander Retention Bonus (LRB) Increase

LRB has increased to a maximum of \$66K! Details can be found in the NAVADMIN linked below but highlights are as follows:

- Contracts must be received prior to 12 years of commissioned service (YCS) in order to receive the bonus
- Contract obligation is through 15 YCS
- Payments are tied to commissioning anniversary, not promotion to LCDR
- Officers currently under LRB are not eligible to renegotiate for the higher rate

LRB contracts (and all SWO bonuses) are completely separate from nuclear bonuses.

NAVADMIN 247/24 can be found here:

<https://www.mynavyhr.navy.mil/Portals/55/Messages/NAVADMIN/NAV2024/NAV24247.txt?ver=COQw eppAv7lrJG7li6YHpw%3d%3d>

Statutory Promotion Boards

All officers are advised to check the Promotion Zone message (NAVADMIN 248/24 DTG 111521ZDEC24) for O4 and O5. Promotion zones have been shifting left at all levels and many officers are in zone earlier than expected.

O4: Post Division Officers are recommended to verify if in zone early for O4 and ensure their records are up to date. On FITREPs, it is important to include "Department Head Screened and Signed" if you are a DHRB signer as this is valued at the O4 Board.

O5: For Post-PAs, it is recommended to send a Letter to the Board (LTB) via ESSBD with the screening results as screening for a milestone can be a key factor in being selected for O5. The deadline for the O5 Promotion Board LTBs is 08 Feb 2025. Also ensure your screening status is noted on your next FITREP.

Any officer can submit a LTB via ESSBD in BOL for Administrative (Milestone - DH/CVN PA/CDR CMD/etc) or Statutory (Promotion – O4/O5/etc) Boards. If ESSBD is not working, review the board announcement message for details on how to submit LTB manually and please contact our team.

NAVADMIN 248/24 can be found here:

<https://www.mynavyhr.navy.mil/Portals/55/Messages/NAVADMIN/NAV2024/NAV24248.txt?ver=fTQHZ XrVsSWt55jXrb7nog%3d%3d>

Board Information:

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

Geographical Lead information

Geographical Leads are an invaluable resource in addition to the PERS Team. These officers have volunteered to organize socials, mentor, or just be a point of contact for the SWO(N) community in their respective areas. Please bring any ideas that you would like to see in the community and enjoy the opportunity for us to get together outside of the plant! Contact information below for reference.

AOR	LEAD	EMAIL
HAMPTON ROADS	CAPT Thomas / CDR Mockel	megan.a.thomas2.mil@us.navy.mil wade.d.mockel.mil@mail.mil
SAN DIEGO	CAPT Craig Trent	craig.m.trent.mil@us.navy.mil
PACNORWEST	CAPT Emily Bassett	emily.l.bassett.mil@us.navy.mil
MAYPORT	CDR Kissinger / CDR Yakubisin	leandra.kissinger@LCS29.navy.mil kari.yakubisin@LCS27.navy.mil
YOKOSUKA	CDR Al Rognlie	aleron.b.rognlie.mil@us.navy.mil
ROTA	CDR Art Trejo	arturo.trejo@ddg84.navy.mil
DC	CAPT Jason DeBlock	jason.w.deblock.mil@us.navy.mil
SASEBO	CAPT Fontaine / LCDR Ellis	michael.k.fontaine.mil@us.navy.mil frank.l.ellis8.mil@us.navy.mil
HAWAII	CDR Ryan Kelly	co@ddg118.navy.mil

SWO(N) Detailer Travel Schedule

We look forward to executing the below travel schedule (dates subject to change) and seeing you on the waterfront!

13-14 January 2025: San Diego

14-16 January 2025: Surface Navy Association 37th National Symposium (Washington, D.C.) with PERS-41

28-30 January 2025: Norfolk, VA

3-7 February 2025: Pentagon and USNA Ship Selection (Washington, D.C.) with PERS-41

18-21 February 2025: Charleston (NNPTC/NPTU)

SWO Qual Less Than 18 Months

While qualifying SWO is a major accomplishment that all should be proud of, we want to take the time to highlight those officers that qualified quickly. We understand that all do not have the ability to qualify SWO < 18 months due to ship's schedule or other factors. Congratulations to all those who were able to!

ENS Grace Hoffman
ENS Isaac Ruse
ENS Riley Nofziger
ENS Simon Kowalewski
ENS Patrick McDonald
ENS Gracie Molnar

PNEO Results

Congratulations to the following officers for passing their Engineer's exam:

October Exams:

LT Eric Cann
LT Turner Chaundy
LT Luis Rosano

December Exams:

LT Jonah Cerbin *
LT Samantha Espos
LT Samuel Grubbs
LT MacKenzie Hennas
LT Luke Lanham
LT Jeffrey Lin
LT Robert Papp
LT Matthew Ponzi
LT Kayla Revelle

*Indicates Excellent Performance

Get connected with our team on social media!

**Join our NEW SWO(N) Instagram: PERS41N_SWO_NUC_WARRIORS

Also make sure to join our Facebook Page: SWO(N) Mentorship Network

My team and I are standing by to address any needs, concerns, ideas, or questions that you may have. Please don't hesitate to reach out to us or your Geographic Lead as we are here to assist you on shore. Fair winds to our shipmates at sea!

V/r,
Justin

CDR Justin Smith, USN
Surface Nuclear Officer Programs & Placement (PERS-424/41N)