

Fellow SWO(N) Warriors –

Greetings from Millington!

In this SWO(N) Gram: FY-25 Major Command Results, SWO(N) Career Path Update, CVN Principal Assistant Screen Board Update, Division Officer Shore Slate Metrics, Shift Engineer Incentive Pay Increase, Norfolk Geographic Lead Turnover, 2023-2024 SWO(N) Newsletter Inputs, OHARP Opportunity, Command Qualification, and PNEO Results.

FY-25 Major Command Results

The FY-25 Surface Major Command Board concluded this month and recognized the heavy lifting that our Reactor Officers and Senior Nukes are doing for the Navy. SWO(N)s selected above the board rate overall (46.7% vs 42.2%) across all three looks. 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 Karl Brandl – XO, Southwest Regional Maintenance Center

CAPT Matthew Curnen – PERS-424

CAPT Terrence Frost – N96G Branch Head, OPNAV N96

CDR Bryan Geisert – Chief of Staff, Board of Inspection and Survey (INSURV)

CAPT Houssain Sareini – RO, USS Harry S. Truman (CVN 75)

Major Command Ashore:

CAPT Elizabeth Nelson – RO, USS George H. W. Bush (CVN 77)

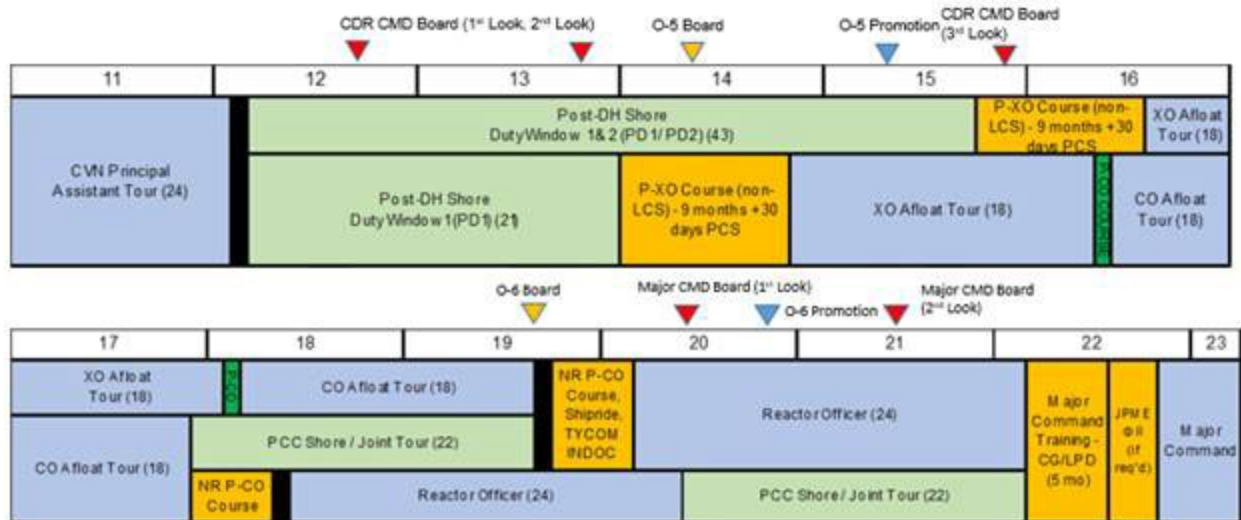
CAPT Michael Root – OIC, CNAP Mobile Training Team

The full list of selects can be found here:

https://www.mynavyhr.navy.mil/Portals/55/Boards/ScreenBoards/SurfaceSpecopsEOD/FY25_SWO_EOD_LDO_MAJOR_COMMAND_SELECTS.pdf?ver=jWYehpQ-G5s2yXMBFSVYRA%3d%3d

SWO(N) Career Path Update:

A new opportunity has been made available for SWO(N)s that screen for CDR CMD on their PD1 shore duty. The option is now available to forego PD2 shore and go straight into the XO/CO pipeline. This allows for a shore duty window either between CO and RO or between RO and Major Command. The timing of the shore windows will be worked through PERS-424. We recognize the difficulties of consecutive and arduous sea tours and want to provide flexibility later in the career path. An additional benefit of the early path to RO is spot promotion to CAPT two years earlier!



Reach out to me if you are interested in this option.

CVN Principal Assistant Screen Board (PASB) Update:

Screening Principal Assistant (PA) is another milestone in the SWO(N) career path which historically has occurred at 8 years of commissioned service (YCS). The legacy SWO career path required SWOs to be in Department Head (DH) school at the 7.5 YCS point to have a competitive DH FITREP to ensure selection for LCDR. Since SWO community values have been updated to only have screened and signed for DH to be selected for LCDR, SWOs can start DH school between 5-9 YCS.

This change required adjusting the timing of the PASB for SWO(N)s to ensure adequate time for screening/detailing and selecting the best and fully qualified PAs that will serve at the same time across different year groups (YGs). The PASB will now occur 9-20 months from SWO(N)s conventional DH projected rotation date (PRD). By tying the PASB to your conventional DH PRD, only SWO(N)s who have agreed to serve or are serving as DHs will be evaluated at the board. For SWO(N)s not yet screened for PA, you will be contacted a few months prior to your PASB. All that have previously screened for PA will maintain their screening status. If you have any questions about when your PASB will be, please contact the SWO(N) Detailer (wade.d.mockel.mil@us.navy.mil) or Community Manager (aaron.a.jean.mil@us.navy.mil).

Division Officer Shore Slate Metrics:

There have been a number of changes to post-Division Officer shore slating over the past year. One of the biggest changes involves shifting sea duty staff (DESRON, PHIBRON) billets back to the second Division Officer tour. What does that mean? Far less demand for sea duty on shore. We have not sent a SWO(N) to a sea-going billet that did not request the billet for shore duty. Here are some metrics from the past year of shore duty slates:

15% of SWO(N)s on the conventional slate rank in the top third.
71% of SWO(N)s on the conventional slate rank in the middle third.
66% of SWO(N)s are awarded a preference in their top 3.
73% of SWO(N)s are awarded a preference in their top 5.
On average, 16% of SWOs participating on a shore slate are DHRB signers.

These metrics only include data from the conventional shore slate process. Detailing to SWO(N) nuclear experience tours are detailed directly through the SWO(N) detailer and only include billets you request. For review of the shore slate process, refer to the May SWO(N) gram linked below.

https://www.mynavyhr.navy.mil/Portals/55/Career/Detailing/Officer/SurfaceWarfare/Detailers/SWO-N/May_2023_SWO_N_Gram.pdf?ver=Ht7sPq0fqfzW0W4XXn0bA%3d%3d

You do not have to be at the top of the slate to get the shore duty you want! Reach out to the SWO(N) Detailer (wade.d.mockel.mil@us.navy.mil) with any questions about your desired shore duty.

Shift Engineer Incentive Pay (SEIP) Increase:

SEIP recently increased from \$500 to \$1,000 monthly (\$12,000 extra pay annually). All SWO(N)s that serve as Shift Engineers are able to rotate as early as 22 months from their CVN Division Officer tour. SWO(N)s under contract for DH also receive SEIP while on their protected 12 month sabbatical following their 6 month qualification and 12 months serving as a Shift Engineer. We're always looking for volunteers to serve as Shift Engineers so please contact the SWO(N) Detailer (wade.d.mockel.mil@us.navy.mil) if you are interested or have any questions. We can provide contact information for served or serving Shift Engineers to give you information about the tour. It is not the same as going through prototype as a student!

Norfolk Geographic Lead Turnover:

A warm welcome and thanks to CAPT Chris Roberto for volunteering to serve as the Norfolk Geographic Lead. He is currently working as an Assessor at Naval Safety Command. Some of his previous tours include CVN 79 ARO, CVN 78 ARO, NBU 7 CO, CNAP MTG OIC, CVN 76 MPA and FFG 46 OPS. He's already reached out to the Norfolk SWO(N)s so if you didn't receive his email, please update your contact information in NSIPS (that request is for all SWO(N)s).

Also, a well-deserved thank you to CAPT Megan Thomas for all that she has done for the community. She will still be at events and a resource for all and we appreciate her time serving as the Norfolk Geographic Lead.

2023-2024 SWO(N) Newsletter Inputs:

We are beginning to draft the next SWO(N) Newsletter and want your inputs. Please send any pictures (high resolution required) and stories you want included to the SWO (N) Community Manager (aaron.a.jean.mil@us.navy.mil). If you have any additional topics you want to see in the newsletter, please forward those as well.

All should have received a hard copy of the 2021-2022 SWO(N) Newsletter. Contact LCDR Jean if you haven't received yours or want extra copies. An abridged, digital version of the newsletter can be found on the SWO(N) Detailer website below.

<https://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-41-SWO/Detailers/SWO-N/>

Officer Hometown Area Recruiting Program (OHARP) Opportunity:

In an effort to support recruiting efforts for the nuclear propulsion program, the detailing team will be offering OHARP to SWO(N)s graduating from Prototype. If approved, your orders will include up to 30 days to return to your home of record or area where you attended college at no cost to the Navy. Officers interested in executing OHARP on the way to their CVN should notify staff at Prototype and/or LCDR Mockel when submitting CVN preferences. Approval to execute OHARP will be contingent on CVN operational schedule and current division officer manning level.

Command Qualification:

Screening for Command is the pinnacle milestone in the SWO career path. While there are alternate career paths that are vital to the success of the SWO and SWO(N) community, all SWOs that have served or will serve as a Department Head (DH) should strive to screen for Command. The details for qualifying for command can be found in the link below which contains the Command Qualification Bibliography that governs the Command Assessment and the SWO Career Manual (COMNAVSURFORINST 1412.7A) that contains the Command Qualification Card and requirements to screen for Command.

The first opportunity to take the Command Assessment is following a SWO(N)'s conventional DH tour, prior to their CVN Principal Assistant (PA) tour. The Command Qualification Card in the SWO Career Manual on pages 56-57 should be completed prior to taking the Command Assessment. The first look to screen for Command is the December of a SWO(N)'s 12th year of commissioned service (YCS) and after completion of our PA tour. Since SWO(N)s spend additional time on our PA tours, the first look may be delayed if still serving as a PA. The first look CANNOT be delayed for not completing the requirements to be eligible for Command following completion of the PA tour.

I highly encourage everyone serving or slated to serve as a DH to discuss Command Qualification with your CO or a mentor. As always, I am available as a resource for this topic or any other career related questions you may have! Please don't hesitate to reach out and QUALIFY as good Nukes do!

<https://www.milsuite.mil/book/groups/swos-command-assessment>

PNEO Results:

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

August Exams:

LT Chancellor Adams
LT Benjamin Bloom
LT Duncan Brown
LT Zachary Burkhart
LT David Cepeda
LT Julie Dejnozka
LT Christina Green *
LT Isaac Kaplan
LT Lacey Kelley *
LT Kayne Munson
LT Kiersten Martin
LT Travis Rossen
LT Jacob Ruby
LT Dustin Steadman
LT Thomas Stolte
LT Sarah White
LT Alexandria Yetter

October & November Exams:

LT Alec Bortnick
LT Jessica Davis
LT Markus Fornelius *
LT Zachary Garland
LT Sterling Gordon *
LT Andrew Grimmage
LT Trevor Hansen
LT Wesley Horadam
LT Evan Landry
LT Patrick Long *
LT Diane Meason
LT Rhett Nowotny
LT Megan Pettyjohn
LT Ray Puckett *

LT Michael Romero
LT Katelyn Sleeter
LT Blake Stanley

*Indicates Excellent Performance

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. Fair winds and following seas to our shipmates out to sea, especially those on the tip of the spear near ongoing conflicts!

V/r,
Matt

CAPT Matt Curnen
Surface Nuclear Officer Programs & Placement (PERS-424/41N)