

Fellow SWO(N) Warriors –

Greetings from Millington!

In this SWO(N) Gram: Board Date Changes, Acquisitions Professional (AP) Community Policy Update, Tailored Career Transition (TCT) Policy, Division Officer Shore Tour Length, 2023 PPWOs of the Year, Talent Management Board Results, Department Head Retention Bonus (DHRB) Increase, Detailer Travel Schedule, SWO Qual Less Than 18 Months, and PNEO Results.

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Board Date Changes:

The Fiscal Year 2026 (FY-26) SWO Department Head (DH) Screen Board will now convene on 28 April 2025.

The FY-26 CVN Principal Assistant (PA), Assistant Reactor Officer (ARO) and EDO(N) Continuation Screen Boards will now convene on 26 March 2025. These are updates to the schedule in the link below.

Your official record should be kept up to date at all times and verified prior to being considered for any board. Utilize the references at the bottom of the SWO(N) website linked below to verify your record. If you are unsure if you are being considered for any of these boards or are interested in serving on any administrative or statutory boards, please contact LCDR Aaron Jean at [aaron.a.jean@us.navy.mil](mailto:aaron.a.jean@us.navy.mil).

SWO(N) Website:

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

Board Schedule:

<https://www.mynavyhr.navy.mil/Portals/55/Boards/Selection/FY26%20WEB.pdf?ver=CwcoXyScUd-i4htTZYBW3Q%3d%3d>

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Acquisitions Professional (AP) Community Policy Update:

As we continue to foster opportunities for career flexibility and ensure SWO(N)s are able to participate in larger SWO community programs, we have changed and expanded the opportunities for SWO(N)s to join the AP community.

Effective at the upcoming Commander Command (CDR CMD) board in December 2024 and following, up to two SWO(N)s may be designated as an AP Candidate. If not selected at a CDR CMD board, SWO(N)s may apply for membership to the AP community at the semiannual AP eligibility board. Please contact us if you have screened for CDR CMD and are interested in SWO AP.

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#### Tailored Career Transition (TCT) Policy:

The TCT program allows Junior Officer SWOs to be pre-selected into the conventional Engineering Duty Officer (EDO), Foreign Area Officer (FAO), or Maritime Space Officer (MSO) communities. This requires signing a DHRB contract.

If selected, post-CVN division officer shore duties would be preferentially sent to an overseas assignment for FAO or Naval Post Graduate school for EDO and MSO pre-selects. Conventional DH tours would be tailored for the next community as follows:

EDO – Ship in major maintenance availability

FAO – Ship stationed overseas and DLI (Defense Language Institute)

MSO – BMD (Ballistic Missile Defense) capable ship and IAMD WTI (Integrated Air and Missile Defense Warfare Tactics Instructor)

If selected for CVN PA, SWO(N)s will still be required to serve a PA tour and then have the option to transition to the pre-selected community. Up to two SWO(N)s per YG may participate in this program. Please contact LCDR Kara VanSice at [kara.vansice.mil@us.navy.mil](mailto:kara.vansice.mil@us.navy.mil).

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#### Division Officer Shore Tour Length:

To ensure the entire community is aligned, post-CVN division officer shore duties are 24 months. Department of Defense direction states all shore duty orders are written for 36 months but reduces the minimum to 24 months for officers returning to sea duty.

In order to meet Surface Warfare community career milestones and maintain the nominal sea-to-shore rotation, all shore duty PRDs will be adjusted to 24 months after reporting to shore duty for post-CVN division officers though the orders state 36 months. Our career timing can be found in MPM 1301-110 Table 1.2 and the SWO(N) Community Brief. Please understand that this is a policy constraint that we must follow and is aligned with previous execution of shore duty as well. While SWO(N)s can request to extend on shore duty, projected rotation date (PRD) extension requests must be submitted to LCDR Kara VanSice at [kara.vansice.mil@us.navy.mil](mailto:kara.vansice.mil@us.navy.mil) to ensure we are tracking intended rotation dates, discussing overall career timing, and filling billets properly.

MILPERSMAN 1301-110 can be found here:

<https://www.mynavyhr.navy.mil/Portals/55/Reference/MILPERSMAN/1000/1300Assignment/1301-110.pdf?ver=q7EUUpD9iijHsb7cSEM59w%3d%3d>

SWO(N) Community Brief can be found on the website below:

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

Section 3 of Enclosure 3 on page 15 of DoD Instruction (DoDI) 1315.18 details shore duty orders requirement and can be found here:

<https://www.esd.whs.mil/Portals/54/Documents/DD/issuances/dodi/131518p.pdf?ver=2019-06-25-112403-130>

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2023 PPWOs of the Year:

Congratulations to LT Ryan Hunt and LT Christina Green on their recent selection as the CNAL and CNAP Propulsion Plant Watch Officers of the Year!

Additional nominees included LT Joseph Minicucci, LT Brett M. Gentile, LT Andrew K. Shugan, LT Peyton Lara, LT Jessica Davis, LT Benjamin Kocsis, and LT Jacqueline Dyer.

Each candidate is commended for their hard work and contributions to the SWO(N) Community!

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Talent Management Board (TMB) Results:

This year's Talent Management Board was extremely competitive but I'm happy to report that SWO(N)s did exceptionally well! Congratulations!

LT Luke Lanham (CVN 71) - SNTWI  
LT Zach Dykeman (CVN 70) - GEV Engineering  
LT Jonathan Plant (CVN 74) - GEV Engineering  
LT Chad Meece (CVN 73) - FSEP  
LT Isaac Melendez (CVN 76) - NROTC Instructor  
LT Valerie Doan (CVN 68) - NROTC Instructor

Talent Management Boards are held annually each summer. There are amazing opportunities available that are not offered through the normal slating process in several cases. You are NOT required to sign a DHRB contract to apply so it is RISK FREE. If selected, you have seven days to accept the billet and sign a DHRB contract. If you have any questions, please contact LCDR Kara VanSice at [kara.vansice.mil@us.navy.mil](mailto:kara.vansice.mil@us.navy.mil).

The full announcement for the FY-25 TMB can be found here:

[https://www.mynavyhr.navy.mil/Portals/55/Career/Detailing/Officer/SurfaceWarfare/Documents/FY%2025%20Talent%20Management%20Announcement.pdf?ver=4ztPUScF\\_xwzxTdaHDLdIQ%3d%3d](https://www.mynavyhr.navy.mil/Portals/55/Career/Detailing/Officer/SurfaceWarfare/Documents/FY%2025%20Talent%20Management%20Announcement.pdf?ver=4ztPUScF_xwzxTdaHDLdIQ%3d%3d)

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Department Head Retention Bonus (DHRB) Increase:

DHRB has increased to a maximum of \$150K! Details can be found in the NAVADMIN linked below but highlights are as follows:

- Contracts must be received prior to 4 years of commissioned service (YCS) in order to receive the maximum amount
- Contracts received between 4-5 YCS are limited to \$135K
- Officers must be screened for DH to submit a DHRB contract
- Rates are tied to when the contract is received and not what look officers screened for DH
- Contracts received prior to the authorization are not eligible for the increased rates

DHRB contracts (and all SWO bonuses) are completely separate from nuclear bonuses. Officers may submit a DHRB contract prior to requesting Nuclear Officer Continuation Bonus (COBO).

NAVADMIN 149/24 can be found here:

[https://www.mynavyhr.navy.mil/Portals/55/Messages/NAVADMIN/NAV2024/NAV24149.txt?ver=bV\\_qT0GYMNJPh39UfxJ-fw%3d%3d](https://www.mynavyhr.navy.mil/Portals/55/Messages/NAVADMIN/NAV2024/NAV24149.txt?ver=bV_qT0GYMNJPh39UfxJ-fw%3d%3d)

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Detailer Travel Schedule:

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

14-15 November 2024: Bremerton/Everett

18-20 November 2024: Pearl Harbor

13-14 January 2025: San Diego

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

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

17-20 February 2025: Charleston (NNPTC/NPTU)

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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!

LTJG Luke Baca  
ENS Nolan Wright

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PNEO Results:

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

June Exams:

LT Justin Darrington

LT Junavy Frianeza

LT Austin Kocsan \*

LT Tin Nguyen

LT Andrew Shugan

LT Shannon Tereo

July Exams:

LT Jason Causey \*

LT Thomas Hanahan \*

LT Amy Hoffman

LT Warren Lee  
LT John Lemay  
LT Kristina Lin  
LT Seamus Long \*  
LT Donovan Lyon \*

August Exams:  
LT Robert Hall  
LT Peyton Lara \*  
LT Nicholas Theriot  
LT Tyler Valdez  
LT Matthew Vogel

September Exams:  
LT Maya Matais  
LT Allen Davis  
LT Aaron Bongco \*  
LT Charles Burns  
LT Blake Constantakis  
LT Josiah Hunt  
LT Stephanie Richardson

\*Indicates Excellent Performance

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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 to our shipmates out to sea!

V/r,  
Matt

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