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NAVADMIN 108/26

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SUBJ/IMPLEMENTATION OF LIEUTENANT SPOT PROMOTION OPPORTUNITY (CORRECTED COPY)//

REF/A/DOC/OPNAV/13MAR26

AMPN/REF A IS SECNAVINST 1421.3N, TEMPORARY SPOT PROMOTION OF OFFICERS.//

RMKS/1. This NAVADMIN announces a modification to the temporary spot promotion process for officers, expanding it to include Lieutenant (LT) billets. In line with reference (a), LT spot promotion is now authorized only for LT billets within the Naval nuclear propulsion program.

2. Limited Duty Officer (LDO) program is foundational to the operational readiness of the entire Navy. Without the technical expertise and deckplate leadership of LDOs, the Navy could not operate Nuclear Aircraft Carriers (CVN), man new construction submarines, or fill critical maintenance leadership roles at our shipyards and across the Fleet. LDOs support every surface combatant or submarine at some point in the ship's life span, from new construction support in the shipyard, standing vital watches at sea, or through the maintenance mission getting our ships and submarines back into the fight. Within this indispensable community, the Nuclear LDO program stands as a vital pillar of the naval nuclear propulsion program; a pathway forged by excellence, commitment, and proven performance. In addition to traditional assignments on nuclear powered warships, nuclear LDOs perform a critical role as naval reactors field office representatives, executing the nuclear regulatory function at waterfronts and nuclear shipyards around the world. Drawn from the enlisted ranks, nuclear LDOs embody the very best of technical mastery and deck plate leadership. They don't just join the wardroom, they elevate it.

These officers carry with them real-world experience, unwavering accountability, and the respect earned through years of action. Their impact resonates from the deckplate to the command level, shaping the strength and future of the force. Senior leadership doesn't just value nuclear LDOs, they rely on them. Therefore, several initiatives have been recently implemented to help recognize the challenging assignments nuclear LDOs fill and better compensate for their hard-earned efforts.

3. Spot promotion to the grade of LT serves to match the officers' rank with their level of responsibility and critical skills. Spot promotions are intended for officers serving in billets designated for the next higher grade.

4. The LDO(N) community seeks top talent from the nuclear enlisted community, including our most senior enlisted, to build a cadre of technical experts. Retaining the invaluable experience of our senior enlisted leaders through this program is a community-wide priority. Those selected are eligible for a nuclear officer accession bonus and annual incentive pay. When coupled with spot promotion to LT, this provides significant benefits for the officer and their family.
5. Fleet Feedback. Recent Fleet LDO feedback has resulted in several changes and benefits added to further reward LDO(N)
 - a. Geo-stable detailing.
 - b. Shift Engineer opportunity for LDOs (receive Shift Engineer pay).
 - c. Mentorship programs.
 - d. More frequent town halls, occurring every 2 months.
6. Fleet Engagement. Command leadership is highly encouraged to actively seek highly motivated Sailors who qualify for the nuclear LDO program and who they feel would be great additions to their wardroom.
 - a. All Surface commands and Submarine Immediate Superior in Commands (ISIC) are provided with a comprehensive list of qualified Sailors who are encouraged to apply for a commission as a nuclear LDO.
 - b. Submarine and Nuclear Officer Distribution (PERS-422) is executing world-wide engagement at all Fleet concentration areas and training commands to increase awareness of the program.

Additionally, Navy Personnel Command will engage with individual command TRIADs, departmental leadership, and provide one-on-one assessments by request in addition to providing just-in-time mentorship for current nuclear LDOs to improve recruitment techniques.
 - c. PERS-424 and PERS-422 will provide additional touchpoints to convey the importance of the LDO community and value of mentoring junior Sailors early in their career to further this discussion.
 - d. PERS-42 will engage with CVN Reactor Officers and Assistant Reactor Officers at the 2026 Reactor Officer training symposium.
 - e. Details regarding the fiscal year 2026 Fleet engagement efforts have been promulgated to the Fleet via separate correspondence.
7. Spot Promotion Eligibility and implementation:
 - a. Spot promotion to LT will occur for eligible officers at 2 years of service when serving in specified billets.
 - b. The following billets will be considered for spot promotion:
 - (1) CVN technical assistants
 - (2) Submarine tender division officers
 - (3) Select naval reactors field office assignments
 - c. PERS-42 will coordinate directly with commands on the details of spot promotions.
8. PERS-42/N133 will communicate this policy with command and departmental leadership via virtual or face-to-face briefings to explain the specifics on management and execution efforts.
9. For questions regarding the utilization of LT spot promotions, command and/or departmental leadership should contact Officer and Enlisted Nuclear Program Office (OPNAV N133) at (703) 604-5489 or PERS-422 at (901)-874-3938. They can both be reached via email at nukeldo@us.navy.mil.
10. This NAVADMIN will remain in effect until 1 October 2026.

11. Released by Vice Admiral Jeffrey J. Czerewko, N1.//

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