SWO(N)
COMMUNITY
BRIEF
Who are we...

• **CDR Dave Guluzian, Head SWO(N) Assignments, PERS 424 / 41N**
  - CO/XO, USS PEARL HARBOR (LSD 52); MPA USS NIMITZ (CVN 68); USS BONHOMME RICHARD (LHD 6)
  - SWO(N) detailing and placement – Post PA and senior
  - Coordinates with PERS 43 on CVN XO/CO placement

• **LCDR Pat Eliason SWO(N) Detailer, PERS 412N**
  - MPA, USS THEODORE ROOSEVELT (CVN 71); OPS, USS ROSS (DDG 71)
  - SWO(N) detailing and placement – PA and junior

• **LCDR Ray Gamicchia, SWO(N) Community Interface, PERS 42D1**
  - REA, USS GEORGE WASHINGTON (CVN 73); CSO, USS CHOSIN (CG 65)
  - Community tracking and monitoring, nominations, pay, AQD Mgmt, NR liaison

• **LCDR Jason Deblock, SWO(N) Policy Manager and Diversity Coordinator**
  - RTA, USS ENTERPRISE (CVN 65); OPS, USS BULKELEY (DDG 84)
  - Policy/Instruction issues, Diversity Coordination

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Your SWO(N) Career Advocates!
SWO(N) Career Goals:

- SWO Warfighter COs
- Technically Expert ROs
Detailing Triad

- Homeport/Ship Type/Billet
- Deploying Ship
- Geographic Stability
- Graduate/Joint Education

- Qualifications
- Timing for Screening
- Career Progression
- Assignment Diversity

“Deliver the Right Skills, at the Right Time, for the Right Job”
SWO(N) Career Path PYG 05 and Junior

XO/CO Fleet Up

XO/CO SWO(N) career path

1st Divo Sea Tour
NPS/NPTU
CVN Divo Sea Tour
1st Shore Tour
DHS
1st DH Sea Tour
CVN PA Tour
O4 XO/CO
2nd Shore Window
O5 XO/CO
CVN RO
XO/CO
3rd Shore Window
CVN RO
Maj Cmd
3rd Shore Window
XO/CO
Screen
PA Screen
XO/CO Screen
CO/COSM Screen
MC Screen
O-4 Board
O-5 Board
O-6 Board

XO/CO Conventional SWO career path

1st Divo Sea Tour
2nd Divo Sea Tour
1st Shore Tour
DHS
1st DH Sea Tour
2nd DH Sea Tour
O4 XO/CO
2nd Shore Window
XO/CO
P XO/CO
3rd Shore Window
Maj XO
XO/CO
Screen
XO/CO Screen
CO/COSM Screen
2nd Shore Window
XO/CO
Screen
PA Screen
XO/CO Screen
CO/COSM Screen
MC Screen
O-4 Board
O-5 Board
O-6 Board
### Career Overview

#### First DIVO Tour:
- **BDOC** + ~21 Month DIVO Tour
- SWO Qual & DH Recommendation on FITREP
- DH Screening (SEP 13 YG07-10)
  - Check BOL for screening status

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**Leading Sailors, Developing SWO Skills**
Second DIVO Tour

• 28 Months
  – Experience for the future
• Goals: PPWO and Nuclear Engineer Qual
• Nuclear Engineer Officer Exam
  – Capstone on nuclear training
• EOOW and/or RDO qual after PNEO

Lead Sailors; Operate and Maintain the Plant
First Shore Tour

• Shore Duty Options
  – Nuclear Shore Duty
  – Full Time Grad Ed
  – Conventional Shore Duty
  – Nominative Shore
  – GSA

Career Needs:
Masters, JPME Phase I, Nuclear Shore, Joint

7.5 YCS @ DHS
Why JO Nuclear Shore Duty?

- Creates opportunity for broadening tours post-PA
  - Joint, DC, War College

- NPS and NPTU
  - Boards recognize important community tours (incl. PASB)
  - Both offer silver bullet for first DH tour (Homeport or Ship Type)

- Unmatched leadership and technical experience
  ➔ success as DH/PA.

Nuclear Shore Early = Flexibility Later
SWO(N) Shore Requirements

- **Post Reactor Officer, O-6 (3)**
  - CNAL/CNAF N9 (2)
  - NR (1)
- **Post Commanding Officer, O-5 (4)**
  - NPMTT Lant/Pac OIC (2)
  - NPTU Ballston Spa CO (1)
  - NPC 424 (1)
- **Pre-XO/Post-PA, O-4 (23)**
  - NPMTT PNW OIC Bremerton (1)
  - NPTU Charleston XO (1)
  - NPEB Lant (2) and Pac (1)
  - CNAP CVN N43 Type Desk (4)
  - CNAL CVN N43 Type Desk (1)
  - CNAL (2) and CNAF (2) N-9 Staff
  - NPMTT Lant (1) and Pac (1)
  - NPC 412N (1)

- NPC 42D1 (1)
- BUPERS DC N133C2 (1)
- NR (2)
- NNPTC DOD (1)
- MTG Yokosuka OIC (1)

- **Post Division Officer, O-3 (30)**
  - NR A4W Training (2)
  - NPTU Ballston Spa (4)
  - NPTU Charleston (5)
  - NNPTC Charleston (7)
  - NPMTT Lant PNEO Coord (1)
  - NPMTT Pac PNEO Coord (1)
  - NPMTT PNW PNEO Coord (1)
  - BUPERS DC N133 (1)
  - CNRC NTO (7) – Millington, TN
  - CNET Coordinator, Pensacola (1)

Numerous and Diverse Options for Nuke Shore!
NPTU Follow-on Program

- 18 months as a Shift Engineer
- Commit to RJCSRB prior to 9 month point in tour
  - Allows detailer enough time to identify a relief
- Up to 12 months of dedicated study time
  - Masters Degree and/or JPME for up to 12 months prior
to Department Head School
  - Most SWO(N)s will have between 6 and 12 months.
  - Study plan submitted to NPTU XO
Shore Duty Detailing Process

- Bi-monthly cycle
- Detailed at ~5-6 months from PRD
- Jobs emailed to CO & RO.
- Provide prioritized list to the detailer
- Exceptions
  - Nuclear Shore Duty
  - Full Time Graduate Education
  - Hot Fills
  - Flag Aides
  - SWO(N) Company Officer at USNA

Communication with Detailer is key!
Graduate Education

• When and where?
  • Naval Post Graduate School (Typically post-DIVO)
    – JPME included in all programs
  • War College (Typically post-PA)
  • Grad Ed Voucher (GEV)
    – SWOS / ATG / ATRC tours (18/12)
  • Distance Learning Programs
    – ODU, Catholic University, NPGS
  • NROTC/Naval Academy
  • Tuition Assistance/GI Bill
  • Special Programs – Pol/Mil Masters, Federal Executive Fellowships, etc

Personal and Professional Importance
Joint Professional Military Education (JPME)

- JPME I is tied to O-5 Command:
  - Must complete prior to assuming command
  - Likely to remain a discriminator at selection boards
- To be eligible for selection to Rear Admiral, Unrestricted Line Officers must complete two courses of JPME and a joint tour
- JPME I and II offered by DoD and service war colleges
  - Multiple ways/times to obtain
  - JPME I has in-resident, seminar, and distance learning options

Complete before O-5 Command
PA Screening Board

- Some YGs will retain more officers than PA billets
- 24-month PA tour critical to growing successful RO’s
- Administrative Board held in Millington: led by SWO(N) Flag
- YG06 Board: April 2014

Based on retention for each YG
## DH/PA Tours

- 1st DH and PA tours critical to building operational and nuclear expertise
- Performance in these tours is vital for future selection boards
- **Finish Command Qualification**
  - Starting June 2013 - time at SWOS following 1st DH tour
- Tour lengths: 18-months and 24-months

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**Superior DH performance remains path to Command**

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<td>2nd Shore Tour</td>
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Command Qualification

- New instruction - CNSFINST 1412.2B (Updated March 2013)
- Must be obtained prior IOT eligible for CDR command board
- Requirements:
  - Minimum shipboard experience
  - SWO, TAO & EOOW qualifications
  - SWOS exams at Department Head School
  - Shiphandling examination
  - Recommendation from an Afloat CO while serving afloat
  - Command Qualification Exam
  - Oral board
- SWOS I-Stop
- SWO(N)s should complete before/during PA tour
  - Get shiphandling exam requirement signed off during 1st DH tour

Added rigor: Qualify as a DH with waterfront input via oral board
Second Shore Tour Window

- XO/CO screening opportunities at 12.5 and 13.5 YCS
- Third look for command at 15.5 YCS for those screened XO Afloat or XO-SM during second look
- Nuclear shore duty for those that still need it
- Excellent opportunities for joint or career broadening experience
- DC, War College, Major Staff all possible

Opportunities to build nuke, joint, and staff experience!
3rd Look for Command

Objectives
• Command opportunity for every XO
• Increase talent in the XO chair
• Every CO has an XO tour

3rd Look Implementation
• Occurs 2 years after 2nd look
• Only XO/XO-SM screened officers eligible
• Board outcomes
  – Screen CO Afloat
  – Screen CO-SM
  – No additional screening

CDR Command Board Process
1st look (2 yrs after O-4 promotion)
- Screen CO Afloat

2nd look (3 yrs after O-4 promotion)
- Screen CO Afloat
- Screen XO Afloat
- Screen XO-SM

3rd look (5 years after O-4 promotion)
- Screen CO Afloat
- Screen CO-SM

Fleet Up Career Path now provides Command opportunity for every XO
FY14 CDR Command Board

• Board Statistics
  – 22.3% (105 of 470) Overall board Rate
• Individual demographic selection rates
  – 33.3% (15 of 45) Female
  – 30.2% (13 of 43) Nuke
  – 9.3% (11 of 118) served or serving in IA/GSA tour
• Selectee Statistics
  – 76.2% (80 of 105) have JPME Phase I
  – 90.5% (95 of 105) have Masters Degrees

Performance as a Department Head remains primary discriminator
ARO

- Eligibility:
  - Post XO & not selected for CDR CMD afloat
  - Screened CO-SM / XO-Afloat / XO-SM
  - EDO(N)s not selected for continuation/possible RO selection
- Selected by administrative board
- Incentive:
  - AROs maintain their nuclear AQD (and COPAY eligibility) during ARO tour and for 3 years following
  - Potential to keep nuclear AQD (and COPAY eligibility) for longer if filling nuclear shore assignment post-ARO

Leadership opportunity with $180K NOIP incentive!
SWO(N) Career Path Changes

- Extended CVN DIVO Tour
  - 28 month DIVO tour (NPTU grads Feb 11 and beyond)
  - 4 months in quals and 24 months onboard CVN as DIVO
  - PNEO exam at 18-22 months
  - Qualify EOOW and/or RDO post PNEO
  - Flexibility for shorter tour for those headed to NPTU Shift Engineer

- CNAL/CNAF Advanced Reactor Plant Management (ARPM) course for P-AROs and PAs
  - 4 weeks in Norfolk, VA

- Revised Nuclear Proficiency Training before XO tour
  - Including a portion of ARPM course

- Focused retention and mentoring efforts

Positive changes for an already healthy community!
SWO and Nuclear Incentive Pay

• COMPENSATION FOR TWO SKILL SETS
  – COPAY: Nuclear Talent
  – SWO Special Pays: Warfighting

Bonuses: Over $888,000 during a 30 year career!
Nuclear Officer Incentive Pay

• Annual Incentive Bonus:
  – $12,500 paid every 01 OCT for the previous year
    ($22K for MC served or O-6 w/26 YCS)
  – Prorated from date of PNEO qual or MSR (later)

• Continuation Pay (COPAY): $30,000 Annually
  – 4, 5, 6 or 7-Year Contracts: $30,000
  – 3-Year Contracts: $17,500 init ($30K for subsequent 3-Year Contracts)

• Timing Considerations
  – Must be under COPAY contract prior to SWO Special Pays
  – Renegotiate if the rate goes up prior to your final COPAY payment.
  – CONTACT US before submitting your contracts

Compensation reflects the value of your job
The Surface Warfare Family of Funds

- **Junior CSRB ($75,000 over 6 payments) **\*UPDATE*\*
  - Obligation to complete two DH Tours.
  - Sign: 1st payment- $10K; $10K payments at YCS 6/7.
  - $15K payments at YCS 8/9/10

- **SWOCS (up to $46,000 over three payments) **
  - Eligible 2 years after promotion to O-4 (not spot promo)
  - First payment $22,000, then $12,000 annually

$285,000 Total Bonus for 2 DH Tours!
Post-9/11 GI Bill “2.0” Highlights

Eligibility:
- Full benefits available after 36 months of qualifying service
- USNA / NROTC graduates: qualifying start date follows completion of MSR
- Honorable discharge

Active Duty Benefits:
- Up to 100% of tuition & fees, not to exceed the nationwide cap (set at $17,500)
- Up to 36 months of benefits, living stipend
- Monthly tutoring funds available for qualifying officers, $1K books

Transferability to spouse or children:
- Retirement eligible 01 AUG 09 – No further obligated service requirement
- Between 17 and 19 years of service – Obligate to 20 years of service
- Between 6 and 17 years of service – Obligate for an additional 4 years
- No conflict with Nuclear COPAY eligibility

- The Dept of Veteran’s Affairs administers / manages the Post-9/11 GI Bill.
- DOD manages the transferability provision.

Post-9/11 GI Bill transferability is a powerful retention incentive
Your Service Record

- Qualifications
  - Detailers can update quals/AQDs
    - OOD (LB2)
    - SWO (LA9)
    - PPWO/PNEO (KD1/2)
  - TAO (LF6/7)
  - ECO (BS1/BS2)
  - ASWE (BA1/BA2)
- Picture
- PFA - PRIMS

- Fitreps
  - 1 of 1 - email detailer for POC
  - Competitive - must be submitted by command

- Awards
  - Must be updated by Navy Awards Office (DC)
  - https://awards.navy.mil

- Web Enabled Record Review (WERR)

KNOW HOW TO GET YOUR OSR/PSR AND REVIEW REGULARLY!
FITREP Considerations

• To inform statutory boards of administrative board screening status, lead FITREP bullets after admin board should read:
  – For CO-Afloat Screened Officers: Screened Commander Command Afloat
  – For CO-SM Screened Officers: Screened Commander Command
  – For XO-Afloat Screened Officers: Screened for Executive Officer Afloat
  – For XO-SM Screened Officers: Screened for Executive Officer

• Block 40 – Career Milestone Recommendations
  – Department Head Afloat, Command Afloat, Maj Command Afloat
  – Specialty Career Path, Special Mission or XO does send a strong signal

• Block 41 – Comments on Performance
  – Tell the board briefer what’s going on (e.g. ranked behind XO, stuck behind senior DHs)
  – Soft breakout language critical – even if block 42/43 shows hard breakout (e.g. 1 of 5 DHs)

• Block 42/43 – Promotion Recommendations
  – Movement Left Always Viewed Negatively unless newly promoted
  – O-1 and O-2 URL receive “P” recommendations
  – LDO O-1 and O-2 are expected to receive “EP” and “MP” recommendations

• Hard Breakouts/Movement to the Right

Document Success At-Sea to Support Promotion
Take Aways

• Know your career path. Milestones:
  • 7.5 YCS @ DHS
    • Driver is DH Fitreps prior to O-4 IZ look
  • Nuclear shore duty
  • Track your bonus timing
  • DH performance is the bedrock of your record

Know Your Career Path! We are here to Help!
Get Smart and Stay Smart about your Career Path

- Annual Newsletter
- SWO(N) Grams (stay in the loop on shore duty – send us your e-mail address)
- Mentors
- Peers
- Web Sites
- Detailer Visits

Career Management: A Dynamic Process
Points of Contact

PERS 41N/424
CDR Dave Guluzian       SWO(N) Placement/Program Mgr
                         (901)874-3940
david.guluzian@navy.mil

PERS 412N
LCDR Pat Eliason        SWO(N) Detailer
                         (901)874-3896
                         pat.eliason@navy.mil

PERS 42D1
LCDR Raymond Gamicchia  SWO(N) Community Interface
                         (901)874-3145
                         raymond.gamicchia@navy.mil

N133C2
LCDR Jason Deblock      SWO(N) Program Manager
                         (703) 604-5488
                         jason.deblock@navy.mil
Questions?
Backup Slides
Other Navy Programs

- Career Intermission Pilot Program
- Executive MBA Program
- Federal Executive Fellowship Program
- Olmsted Scholar Program
- Permanent Military Professor

Contact your detailer with questions on eligibility/timing
Career Intermission Pilot Program (CIPP) (2009—2015)

- Up to 2 Naval Nuclear Propulsion Program Officers per year (20 throughout USN)
- 1 to 3 years in IRR to pursue personal/professional growth
- Retain family health care benefits
- Obligated to sign SWOCP/SWO CSRB upon re-entry into AC
- Begins at end of current PRD
- Rolled back into successive YGs
- Stipend: 2 x (1/30) of basic pay
- No Education Benefits
- Navy paid PCS To/From any CONUS location
Two nuke sea tours and one nuke shore tour prior to RO
FITREPS 101

FITREPS:
Know the reference!

Know what to ask!

What is:
• an “air gap”?
• a hard break out?
• a soft break out?
  • traffic?
• Boss’s RSCA?

How do you get that EP?

Block 41 must tell a clear story – white space OK!

<table>
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<th>Promotion Recommendation</th>
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45. Signature of Reporting Senior

46. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to make a statement."

47. Type name, grade, command, O3, and signature of Reporting Senior on Concurrent Report

<table>
<thead>
<tr>
<th>CDR CMD AFLOAT</th>
<th>4-STAR EA</th>
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<td>NOTE: ranked with the XO.</td>
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40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: LCPO, DEPT CPO, SE, CMC, CWO, LDO, Dept Head, XO, OIC, CO, Major Command, War College, PG School.

41. COMMENTS ON PERFORMANCE: *All 1 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically supported in comments. Comments must be verifiable. First must be 10 or 12. Pitch (10 or 12) point only. Use upper and lower case.

42. Number 1 of 5 Department Heads in [Blank]

Commendation View: [Blank] is superbly gifted in crafting a vision, effectively communicating it, then developing and executing a detailed plan for success. He possesses the perfect blend of tactical and technical acumen required in a CO. I'm spoiled by his thoroughness.

CATALYST: As Combat Systems Officer, CSTD Leader, Senior Watch Officer, Acting XO . . . he kept the crew on step for success. He led a highly successful ULTRA in which 4 mission areas certified, and 6 of 8 CSTD directed warfare areas achieved self-assessment. During the ship's maiden deployment in support of [Blank], he formed a planning team from scratch, bringing together leaders of the embarked Marine det, an Air Force surgical team, and a MH-60 detachment. [Blank] led, they followed, and the mission flourished.

Mentor: Dedicated himself wholly to developing subordinates. Continuously challenged the Wardroom to improve in professional knowledge and skills. The stand up, take charge leader of a cohesive, highly effective team of Department Heads.

Strongest recommendation for Command Afloat - the Navy wins with [Blank] in Command
### Performance Summary Report

**PERFORMANCE SUMMARY REPORT**

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**Blocks 40-43**

**What’s the Story to the briefer**

- **A**: Bad: Ind Avg below RSCA; 1 of 1 MP (this is an air gap – clear signal)
- **B**: Greater than 90 day FITREP gap; pay attention to dates
- **C**: Ok: New DH; in traffic; Ind below RSCA not an issue
- **D**: Ok: 1st FITREP as O-4; stuck behind XO? – Block 41 must indicate
- **E**: Bad: Ind Avg below RSCA on a 1 of 1 EP; Is the CO sending a message? – What story does block 40 and 41 tell?
Welcome to the Surface Nuclear homepage.

The primary purpose of the SWO(N) community is to maintain a cadre of Surface Warfare Officers with a sub-specialty in nuclear power. These officers serve alternate tours in conventional surface ships (as Division Officers, Department Heads, Executive Officers, and Commanding Officers) and in nuclear-powered aircraft carriers where they lead Sailors in operating and maintaining the nuclear propulsion plants.

This career path produces officers competitive for Major Command and Flag rank. Along the way, SWO(N)s enjoy rewarding tours in a variety of afloat and ashore billets. Their skills and importance to the nation's maritime strategy are well-respected and well-compensated by the Navy.

This site is the most up-to-date and educative tool.

Important: To view administrative board information that is not accessible to the general public, log in with your BOL user ID and password. An “Admin Board Info” link will become visible in the left-hand navigation pane.

Hot Items:

- The Chief of Naval Personnel signed a new revision of the NOIP instruction (now OPNAVINST 7220.11C) on 7 Jul 2009. The new revision allows COPAY contract lengths of 6 and 7 years in addition to the existing 3, 4, and 5 year options. 6 and 7 year contracts are
Old Dominion University
Credit for Nuclear Training

- SWO(N)s validate 12 of 33 credit hours (4 of 11 courses)
  - Easy access for those stationed in Norfolk area

- Distance Learning programs available in DC and Bremerton
  - University is pursuing additional distance learning sites at other fleet concentration areas

- CD-ROM based program also available
  - Tuition funded through PACE program for those on sea duty
  - Tuition Assistance pays majority of tuition (in-state rates)

“Best Bang for the Buck out there”
Grad Ed Voucher (GEV)

- Available in conjunction with taking orders to important SWO community jobs: SWOS, ATG, ATRC.
- Up to $20K per year for two years.
- 18/12 is an option but….
- SWO Community has an annual quota
- Ask about GEV if going to nuclear shore

Reflects commitment to get Grad Ed for all SWOs
Lateral Transfer

- Lateral Transfer to another designator generally not authorized until post-PA
  - EDO(N) an exception and should be pursued post-divo
  - Case-by-case exceptions for SWO(N)s following PNEO qualification when YG on track to meet PA requirements.
- Managed by Year Group.
- EDO, IP, HR, Aviation, INTEL/CRYPTO, they have all been done recently.

Balancing of Needs
EDO(N) Program Career Path

Goal: to produce officers competitive for selection as Reactor Officer on a CVN in RCOH or New Construction

- PA tour ideally will be on CVN in RCOH / NEWCON / extended avail
- EDO(N)s are eligible for COPAY
- EDO(N)s also have a nuclear clock and alternate between nuclear and non-nuclear ED tours. Most nuclear ED tours will be at nuclear capable shipyards.
- Need to ensure the entire period of SWOCP are covered under COPAY.

- Nominally able to sign SWOCS during PA ride, but do not sign until you are under a COPAY agreement (new contract or renegotiation) that covers the entire period of your multi-year SWOCS obligation.