

ISSUE 10

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THE PRIMER

NAVY EOD MAGAZINE



Contents

A full-page background image showing a Navy helicopter (HSC-12) hoisting an explosive ordnance disposal (EOD) technician in a bomb suit. The technician is suspended by a rope, hanging vertically from the helicopter's hoist. The helicopter is in flight against a blue sky with scattered white clouds. The ocean is visible at the bottom of the frame. The helicopter has "NAVY" and "HSC-12" visible on its side.

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Cover Photo: An explosive ordnance disposal (EOD) technician, assigned to Explosive Ordnance Disposal Mobile Unit (EODMU) 2, conducts a familiarization of an EOD bomb suit during cold weather in Little Falls, Minnesota, Feb. 4, 2023, as part of Snow Crab Exercise 23-1. The exercise was designed to test and evaluate Navy EOD and Navy Divers' capabilities and equipment in a simulated Arctic environment and improve combat effectiveness. Navy EOD and Navy Divers are part of the Naval Expeditionary Combat Force (NECF), enabling the Navy Fleet by clearing and protecting the battlespace. (U.S. Navy Photo by Lt. Brittany Stephens)



A MESSAGE FROM THE COMMODORES



In the last issue of the Primer we discussed recent EOD Force Design decisions, the intent behind the redesign and some initial steps we have taken to update training, organizational structure and enlisted billet structure. If you have not yet had the opportunity to read that message, we strongly encourage you to do so. Since that issue, we have shifted focus to implementation of our new Force Design. We are doing so deliberately and with a relentless focus on providing an EOD Force capable of winning in a great power conflict. Two common themes drive us towards this objective: increased flexibility and increased ownership/responsibility at the EODMU/MDSU.

The revised EOD Training Manual was signed in January. No longer a step-by-step training checklist, the EOD TRAMAN relies on initiative and ownership at the EODMU/MDSU – from the Triad down to the platoon level. We acknowledge that there is risk in loosening the reins but are confident that our force has the intelligence, drive, and motivation to build combat ready forces able to thrive in uncertain environments.

Unit level training (ULT) at the EODTEUs is being updated with a single path to major combat operations (MCO) certification (formerly known as FEP) for all EOD and MCM platoons, regardless of assigned mission. The eight-week training will focus on core EOD skills and practical application of training. The end result will be a longer advanced phase and an increase in surge ready platoons across the force. During advanced phase, platoons will have increased opportunities for mission-specific training, advanced training, exercise support and integration.

We are beginning to man platoons IAW the new organizational structure of 1/5 for EOD platoons, 1/9 for MCM platoons. ExMCM companies will consist of a C2, MCM platoon and UMS platoon. NSW companies will consist of a C2 and two EOD platoons. Our priority is manning EOD platoons to 1/5 and actual implementation has been dependent on assigned mission, current GFM requirements and overall EOD manning shortfalls.

Manning continues to be our greatest challenge – both with current and future plans. It is both challenging to recruit individuals capable of succeeding as EOD techs and divers, and difficult to retain those talented individuals who are likely to have many other options outside the Navy. While both Groups look for formal opportunities to support Navy recruiting, the best recruiting assets we have are each and every one of you. Every time you show your capabilities and professionalism both inside and outside the Navy, you provide higher quality advertising than any commercial or recruiting poster could ever achieve.

Our commitment to retention is to provide meaningful and challenging employment. In the Chairman's Foreword of the 2022 National Military Strategy (NMS), General Mark Milley refers to the document as "a wakeup call" and challenges us to "Adapt Now, or Lose Later." He goes on to say, "What we do in the next few years is going to set conditions for victory or defeat in the next war." We can think of no greater purpose, no employment more meaningful, and no task more challenging than to prepare now to fight and win later.

Make no mistake, we are in an era of strategic competition and Navy EOD and diving will continue to fill critical needs for the Navy and the Nation. Expect to see more opportunities in the Indo-Pacific as we focus on ensuring we are ready for the future. Thanks you for all that you do.

CAPT Wade Hilderbrand
Commander, EOD Group 1

CAPT Charles Eckhart
Commander, EOD Group 2



EXMCM UPDATE

A New Application of ExMCM: Subsea & Seabed Warfare

Over the past two years, there has been a tremendous amount of development and countless test events to improve our SSW centric capabilities. There is incredible work going on, and we need to capitalize on it. As we look to how we should mature our developing capabilities in a new mission space, deliberate planning needs to be done to ensure all of the testing and experimentation that is going on builds upon each other, and units not colocated with each other are applying effort in complimentary manners. Without doing so, we minimize the gains we make every time we conduct these events. To ensure efficiency and accelerate capability development as much as possible, centralized management of decentralized testing needs to be established. In the near future, EOD Group One – as the community lead for ExMCM and SSW development – will begin to more closely direct and coordinate future SSW capability development.

Support from research labs, warfare centers, program offices, science & technology offices will be necessary to help us build out “tactical” test plans. Having dedicated, consistent leadership and management towards this effort will enable the community to build test events upon previous ones, effectively capture test data, and work toward a road map with collective understanding and buy-in. At times, this will feel like a burden – because it is; it’s the price of blending our operational and development worlds. However, in the long term, this will ensure that we are working towards to the ultimate goal of fielding sustainable and consistent tools that can be relied upon to answer Fleet and Joint Force Commander tasking in the undersea domain.

EXMCM/SSW

Working Group

The The ExMCM / SSW Working Group meets bi-monthly over SVTC and brings together members of the EOD community to discuss, update, and collaborate on ExMCM/SSW related priority operations, actions, and investments. For questions about how to attend the next iteration of the Working Group, please contact the EOD Group One Requirements Officer, LT Joshua Werling, at (619) 437-3318, joshua.s.werling.mil@us.navy.mil or by accessing the Navy EOD ExMCM/SSW Portal at <https://intelshare.intelink.sgov.gov/sites/navyeod-exmcm/SitePages/Home.aspx>.



SPOTLIGHT

EOD MOBILE UNIT THREE

"Nothing Stands in the Way"

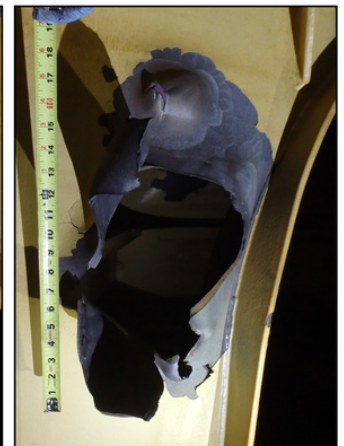
U.S. CENTRAL COMMAND DEPLOYMENT

UAV Attack Response in U.S. 5th Fleet

Following an aerial drone attack against the M/T Pacific Zircon on Nov. 15, 2022, two EODMU-3 explosive ordnance disposal technicians boarded the vessel on Nov. 16 to assess the damage and collect unmanned aerial vehicle (UAV) debris fragments for forensic analysis. During a two-hour survey and evidence collection process, the technicians also obtained explosive residue samples for lab testing. U.S. 5th Fleet transported the gathered evidence to a lab at its Bahrain headquarters where technicians confirmed Iran's connection to the attack.

The aerial drone that hit the commercial tanker was identified as a Shahed-136 UAV, fitting a historical pattern of Iran's increasing use of a lethal capability directly or through its proxies across the Middle East. Iran has supplied aerial drone technology to the Houthis in Yemen used in attacks against Saudi Arabia and the United Arab Emirates in early 2022.

On Nov. 15, the explosive-laden aerial drone attacked Pacific Zircon at approximately 7:30 p.m. in the Northern Arabian Sea, tearing a 30-inch-wide hole into the back of the ship while subsequently penetrating and damaging internal compartments. The UAV's explosive impact also damaged a shipboard boiler, potable water tank and life raft.



Top: Debris fragments from an Iranian-made Shahed-136 unmanned aerial vehicle (UAV) collected as evidence by EODMU-3 aboard M/T Pacific Zircon. **Bottom:** Images taken by EODMU-3 aboard M/T Pacific Zircon showing shipboard damage from a UAV. (U.S. Navy photos)



SPOTLIGHT

EOD MOBILE UNIT THREE

"Nothing Stands in the Way"

U.S. CENTRAL COMMAND DEPLOYMENT

Intercepting Explosive Material Bound for Yemen



Left and Center: Sailors inventory a large quantity of urea fertilizer and ammonium perchlorate discovered aboard a fishing vessel intercepted by U.S. naval forces while transiting international waters in the Gulf of Oman, Nov. 8, 2022. **Right:** U.S. naval forces approach a fishing vessel transiting international waters in the Gulf of Oman, Nov. 8, 2022, during an interdiction. (U.S. Navy photos)

On Nov. 8, 2022, U.S. 5th Fleet intercepted a fishing vessel in the Gulf of Oman smuggling lethal aid, including a large quantity of explosive material, from Iran to Yemen.

U.S. Coast Guard ship USCGC John Scheuerman (WPC 1146) and guided-missile destroyer USS The Sullivans (DDG 68) interdicted the vessel as it transited through international waters. Patrol coastal ship USS Hurricane (PC 3) and two Navy EOD technicians from EODMU-3, assigned to U.S. 5th Fleet's Task Force 56, also assisted during the weeklong effort to search the vessel and verify the type of material found.

"This was a massive amount of explosive material, enough to fuel more than a dozen medium-range ballistic missiles depending on the size," said Vice Adm. Brad Cooper, commander of U.S. Naval Forces Central Command, U.S. 5th Fleet and Combined Maritime Forces. "The unlawful transfer of lethal aid from Iran does not go unnoticed. It is irresponsible, dangerous and leads to violence and instability across the Middle East."

The EODMU-3 technicians provided testing that confirmed some of the material was ammonium perchlorate, a powerful oxidizer commonly used to make rocket and missile fuel, and explosives. The fishing vessel also contained massive quantities of urea fertilizer, a precursor that can be used to produce explosives. U.S. forces sank the vessel Nov. 13 after it was determined to be a hazard to navigation. The EODMU-3 technicians assisted by advising on safe stand-off distances.



SPOTLIGHT

EOD MOBILE UNIT THREE

"Nothing Stands in the Way"

U.S. CENTRAL COMMAND DEPLOYMENT

Intercepting Assault Rifles from Iran

U.S. naval forces intercepted a fishing vessel in the Gulf of Oman, Jan. 6, 2023, and discovered it smuggling 2,116 AK-47 assault rifles while transiting international waters along a maritime route from Iran to Yemen. Two EODMU-3 technicians supported a U.S. Navy boarding team from patrol coastal ship USS Chinook (PC 9) that initially discovered and seized the weapons with support from USS Monsoon (PC 4) and guided-missile destroyer USS The Sullivans (DDG 68). The intercepted vessel, which was sailing on a route historically used to traffic illicit cargo to the Houthis in Yemen, was crewed by six Yemeni nationals.

“This shipment is part of a continued pattern of destabilizing activity from Iran,” said Vice Adm. Brad Cooper, commander of U.S. Naval Forces Central Command, U.S. 5th Fleet and Combined Maritime Forces. “These threats have our attention. We remain vigilant in detecting any maritime activity that impedes freedom of navigation or compromises regional security.”



Left: Sailors from patrol coastal ship USS Chinook (PC 9) transfer weapons seized from a fishing vessel in international waters of the Gulf of Oman, Jan. 6, 2023. **Top Right:** A boarding team including EODMU-3 technicians approaches a fishing vessel in international waters of the Gulf of Oman. **Bottom Right:** Seized AK-47 assault rifles aboard USS The Sullivans (DDG 68). (U.S. Navy photos)



SPOTLIGHT

EOD MOBILE UNIT THREE

"Nothing Stands in the Way"

U.S. CENTRAL COMMAND DEPLOYMENT

Training Maintains Readiness



Top: Members of EODMU-3 assigned to CTG 56.1 in Manama, Bahrain, conduct cast and recovery operations with the "Chargers" of Helicopter Sea Combat Squadron (HSC) 26. *Bottom:* Members of EODMU-3 assigned to CTG 56.1 conduct rappel training to maintain proficiency. One member of the platoon was reenlisted while locked out and hanging inverted. (U.S. Navy photos)





EXPLOSIVE ORDNANCE DISPOSAL EXPEDITIONARY SUPPORT UNIT TWO

TRAINING THE FORCE

EODESU TWO executes expeditionary support services to EODGRU TWO forces and is ready to support prompt and sustained combat and non-combat operations for supported units throughout the sea-to-shore domain. The unique mission of EODESU TWO focuses on providing optimized logistical support to all EODGRU TWO through arms, ammunition and explosives, civil engineer support equipment, medical and undersea medicine support, small boats and utility craft, table of allowance management and inventory, recompression chamber and diving support, tactical communications, facility planning and programming, and expeditionary camp support. The command's support to Explosive Ordnance Disposal units and Mobile Diving and Salvage units ensures the most combat effective forces are deployed. EODESU TWO's forces and support functions integrate into multiple Optimized Fleet Response Plans (OFRP) for EODGRU TWO and all subordinate units, and Fleet level and Joint exercises. Annually, EODESU TWO averages support to the following:

25 Expeditionary Logistic Overhauls, equipping units of action with mission critical equipment to execute all capabilities and OFRP events

16 OFRP events (i.e. Mobility Exercise, Final Evaluation Problem and Navy Integrated Exercise), providing expeditionary camp and communication support, and additional tailored logistic support

2 Fly Away Recompressions Chamber platoons deployed ISO of deployed CTGs

1,300 operations requests spanning all commodities and departments at EODESU TWO

2 Expeditionary Support Elements deployed ISO of deployed CTGs

1 Fleet level exercise providing expeditionary camp and communication support

COMMAND HISTORY

Explosive Ordnance Disposal Expeditionary Support Unit (EODESU) TWO commissioned on 15 June, 2007, onboard Joint Expeditionary Base Little Creek, Virginia Beach, VA.

EODESU TWO's primary mission was to establish and maintain the premier logistics support command for all Explosive Ordnance Disposal Group (EODGRU) TWO forces.

EODESU TWO continues to provide optimized support set from its original charter, expanding its scope and depth of responsibility as the mission sets of forces change to meet current threats.



FUTURE LINES OF EFFORT

Support to CTG 56.1: EODESU TWO will continue to provide Fly Away Recompression (FARC) support teams, and Expeditionary Support Elements to Mobile Units deploying to CTG 56.1.

Improve administrative process: ESU will be utilizing digital tracking through Microsoft Teams to improve transparency and relieve the administrative burden off of units of action. This will allow individuals under EODGRU TWO to get real-time feedback on their status of requests through ESU.



Training With Our Partners

MDSU ONE

Canadian Ice Diving Exercises (ICEDIVEX) 2023 Sheridan Lake, British Columbia

A team of 12 MDSU One divers trained with the the Canadian Armed Forces' Fleet Diving Unit Pacific from March 5-18 to enhance interoperability between the two allies' diving units through joint technical diving evolutions.

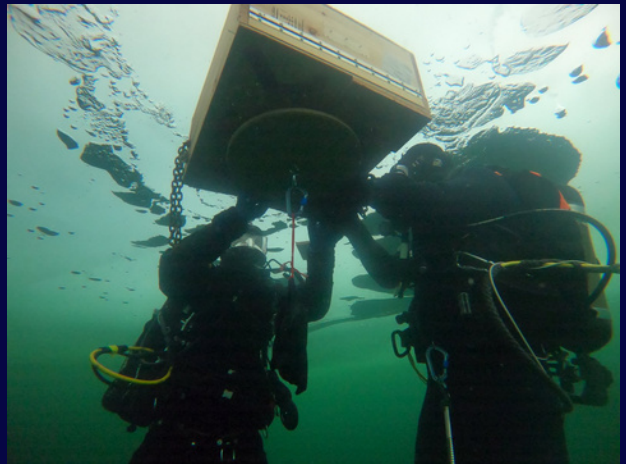


The U.S. and Canadian diving team set up a camp on the frozen surface of Sheridan Lake. After cutting an ice triangle, it was splash time. Here they conduct supervisor and in-water checks before heading underwater.

Training With Our Partners

MDSU ONE

Canadian Ice Diving Exercises (ICEDIVEX) 2023 Sheridan Lake, British Columbia



Conducting familiarization dives and practicing emergency procedures with our Canadian partners. It wasn't frigid enough to stop a group photo.



Expeditionary Salvage MDSU TWO

HIGH ALTITUDE BALLOON RECOVERY

Feb. 4, 2023, the world watched as an F-22 Raptor fired an AIM-9X anti-air missile at a high-altitude surveillance balloon at an altitude of 65,000 feet. As debris from the balloon crashed into the waters off the coast of South Carolina, covering an expanse of the Atlantic Ocean, a team of U.S. Navy Divers, U.S. Navy Explosive Ordnance Disposal, and unmanned underwater vehicles (UUV) operators from Mobile Diving and Salvage Unit (MDSU) Two's Task Unit rapidly moved into position to search, identify, reacquire, and recover components from the balloon.



After establishing a Tactical Operations Center and shoreside operating area at U.S. Coast Guard Station Georgetown, the team quickly launched small boats and boat crews to recover all floating debris. Once on station, boat crews immediately located much of the balloon floating on the surface and began the arduous task of pulling up the water-logged material, hand-over-hand into the small boats. After nearly eight hours of struggling against the weight of the balloon, the team transited back to USCG Station Georgetown to transfer all recovered materials to FBI teams to begin the evidentiary chain of custody.

The Navy EOD and Navy Diver Team executed a constant 24-hour cycle of operations to recover all components resting beneath the surface of the water as rapidly as possible. UUV operators surveyed the ocean floor and analyzed post-mission data throughout the night while EOD Divers operated during daylight hours to identify all contacts of interest identified the night prior. Additional forces arrived on scene to support fast-paced, sustained operations. The shoreside operating area relocated to the Johnny Causey Boat Ramp, approximately an hour closer to the site of the debris field. At its peak, the MDSU Two Task Unit was deconflicting water space between three MH-53 helicopters, two expeditionary mine countermeasures (ExMCM) companies, four EOD dive teams, an area search platoon, and the contracted motor vessel Rosebud with Mobile Dive and Salvage (MDS) Company 2-1 embarked.



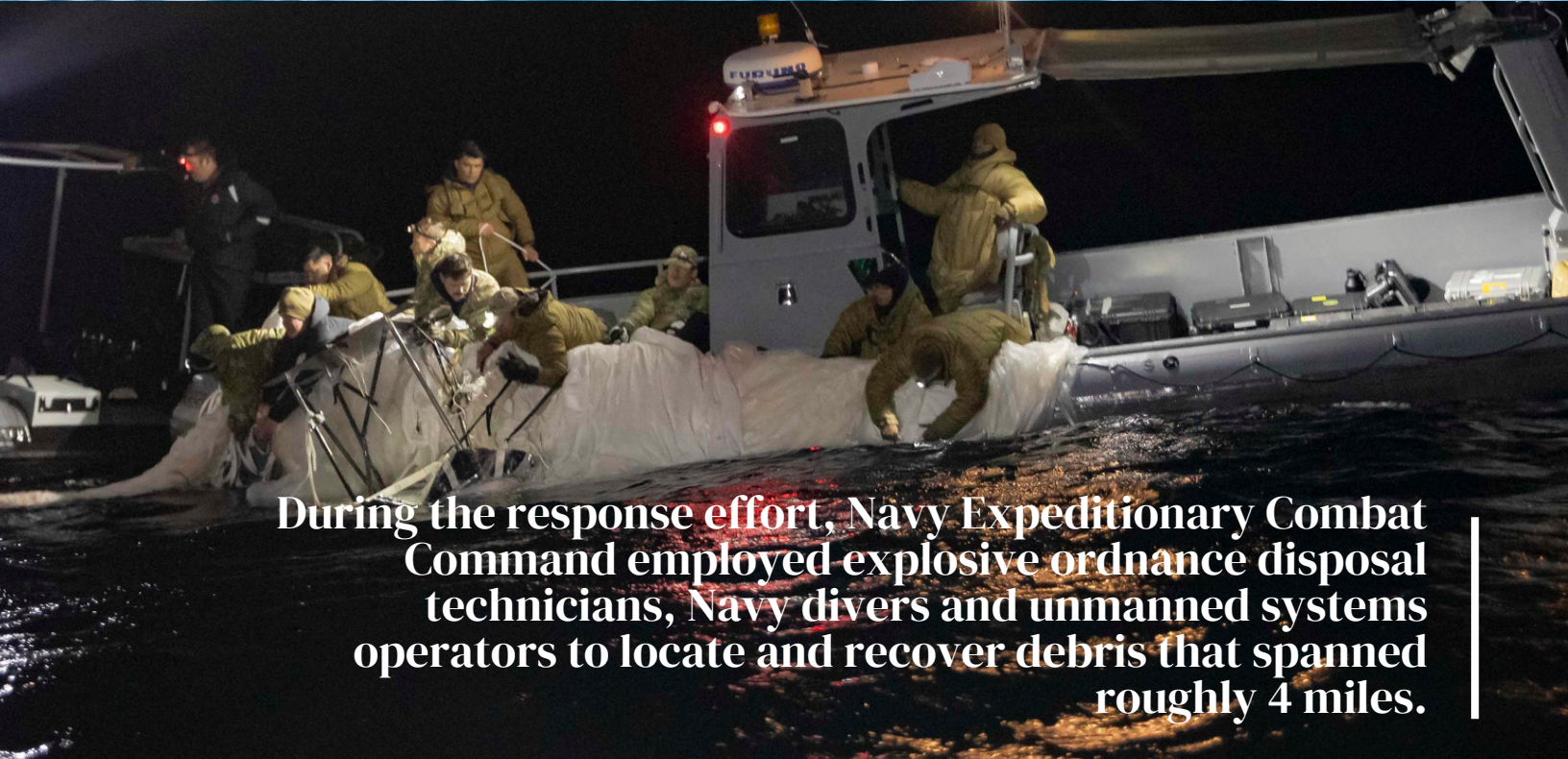
Once the remainder of the wreckage was located, MDS 2-1 conducted a salvage survey, subsequently lifting the mangled structure onto the deck of the Rosebud. Materials were transferred at-sea via an LCAC to USS Carter Hall (LSD 50), and the embarked to FBI agents.

Continued search and recovery efforts produced more components for the balloon until Feb. 16, when it was assessed that all components of interest had been recovered. The team of teams was then released from tasking to redeploy and prepare for the next mission. Hooyah, MDSU TWO! See more photos on the next pages.

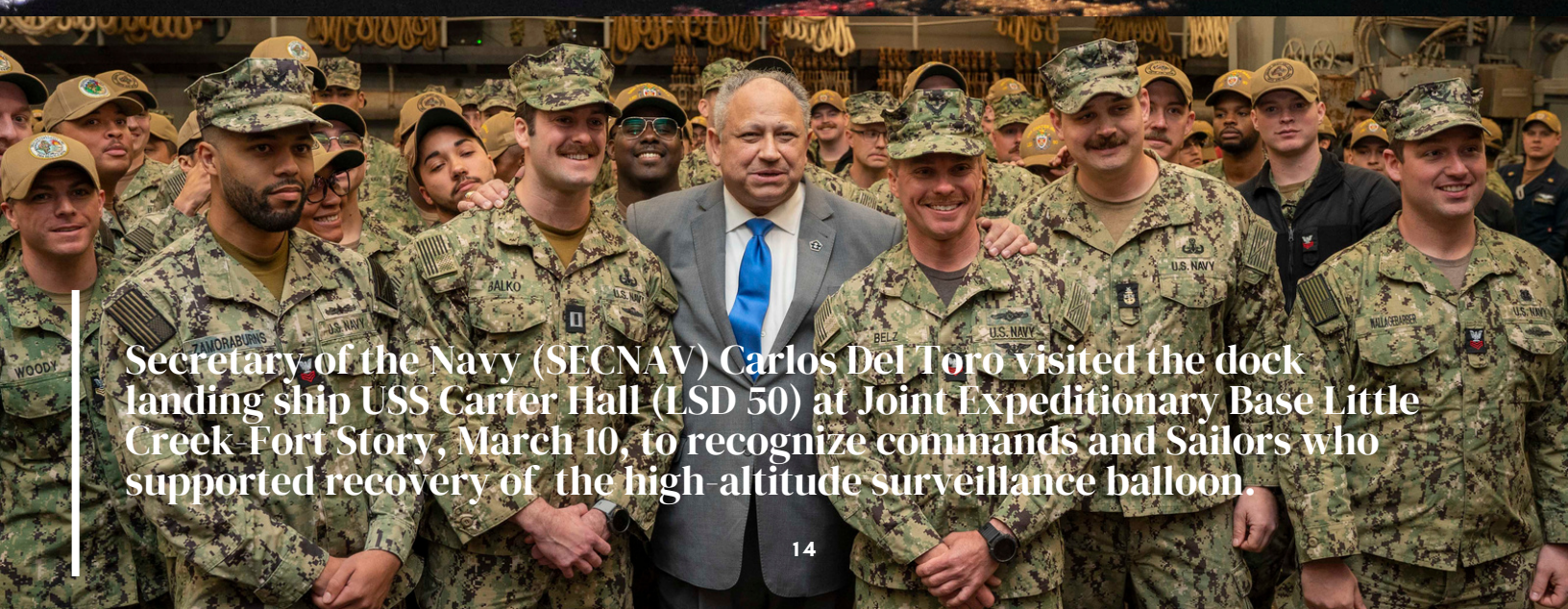
Supporting Expeditionary
Salvage Lines of Effort

1. Fleet concepts development & integration
2. Force generation & employment
3. Industry exchange & acquisitions
4. Platform integration & training

At the direction of the President of the United States and with the full support of the Government of Canada, a U.S. Air Force F-22 Raptor under U.S. Northern Command authority engaged and brought down a high-altitude surveillance balloon within sovereign U.S. airspace and over U.S. territorial waters, Feb. 4.



During the response effort, Navy Expeditionary Combat Command employed explosive ordnance disposal technicians, Navy divers and unmanned systems operators to locate and recover debris that spanned roughly 4 miles.



Secretary of the Navy (SECNAV) Carlos Del Toro visited the dock landing ship USS Carter Hall (LSD 50) at Joint Expeditionary Base Little Creek-Fort Story, March 10, to recognize commands and Sailors who supported recovery of the high-altitude surveillance balloon.

“

I wanted to take the time to thank each and every one of you for the professionalism and Navy expertise you provided during the recovery and collection of the surveillance balloon that was shot down. Whether you supported in an aerial, subsurface, or surface capacity, your efforts greatly contributed to our national security objectives, and you should all be proud in the roles filled and the speed in which you accomplished them.

-- SECNAV

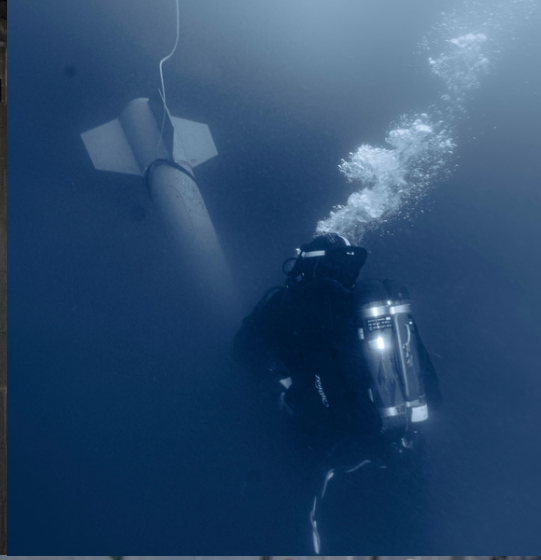
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“

I am impressed by the professionalism displayed at every level of this recovery effort. Their incredible effort, agility and speed of response, showed the inherent maneuverability and adaptability for Naval Forces to work together seamlessly to ensure our homeland remains safe.

-- Vice Adm. Daniel Dwyer, commander, U.S. 2nd Fleet

”



SNOW CRAB EX 23-1

NAVY EXPLOSIVE ORDNANCE DISPOSAL COMPLETES ARCTIC TRAINING EXERCISE

LITTLE FALLS, Minn. –U.S. Navy Explosive Ordnance Disposal (EOD) completed Snow Crab Exercise (Snow Crab Ex) 23-1 this week following the departure of U.S Navy EOD units and Navy Divers at Camp Ripley in Little Falls, Minnesota. During the two-week exercise, U.S. Navy EOD tested and evaluated operating in a simulated Arctic environment.

“Navy EOD and Navy Divers clear explosive hazards and underwater obstacles to enable access in (typically) denied areas for the U.S. Navy Fleet,” said Capt. Chuck Eckhart, commander, Explosive Ordnance Disposal Group (EODGRU) 2. “So, it’s important we continue to train and evolve our capabilities. Snow Crab Ex trained Navy EOD and Navy Divers forces to better operate and survive in the challenging Arctic environment.”

U.S. Navy forces must be able to operate in the Arctic due to “rapidly melting sea ice and increasingly navigable waters,” according to the Department of the Navy’s Strategic Blueprint for the Arctic.

Several Navy EOD units of action participated in Snow Crab Ex, including Explosive Ordnance Disposal Mobile Unit (EODMU) 12, which exercised tactical control over Navy EOD from EODMU 2, Navy Divers from Mobile Dive and Salvage Unit (MDSU) 2, as well as Sailors from EOD Expeditionary Support Unit (EODESU) 2 and Explosive Ordnance Disposal Group (EODGRU) 2.

“During Snow Crab Ex, we put our people and our gear to the test,” said Cmdr. David Scherr, commander, EODMU 12. “The Arctic presents challenging conditions, and lessons learned from Snow Crab Ex will help these Navy EOD teams operate quickly and efficiently anywhere with cold weather.”

All participating units completed Arctic mobility and survival training to ensure they could effectively operate in cold-weather conditions. Navy EOD cleared simulated unexploded ordnance, secured critical infrastructure, and effectively communicated between distributed operating units in a training environment. Navy Divers successfully completed ice dive training to ensure they can complete dive and salvage operations in Arctic waters.

Camp Ripley and the Minnesota National Guard provided ideal conditions and training areas to simulate an Arctic environment for ice and cold weather dive training, where Navy divers can train in a subzero temperature and arduous conditions at training ranges.

EODMU 2, EODMU 12, EODESU 2, and MDSU 2 are headquartered at Joint Expeditionary Base Little Creek-Fort Story under EODGRU 2. EODGRU 2 operates as part of Navy Expeditionary Combat Command, and EODGRU 2 provides skilled, capable, and combat-ready deployable Navy EOD and Navy Diver forces around the globe to support a range of operations.



OFFICER DETAILER UPDATES



NEGOTIATING ORDERS

As a reminder, negotiations for orders begin 9-12 months prior to your projected rotation date (PRD). Once you are within 6 months of your PRD, you are committed to a new set of orders and separating or resigning may not be an option if there is a vacancy requiring a fill. If you intend to separate or resign a letter of intent (LOI) must be submitted to PERS-416 prior to 6 months from your PRD to communicate your desire to not receive a follow-on set of orders (MPM 1301-108).

ORDERS RELEASE POSTURE

As of March 1, 2023, the orders windows are all detaching orders in September 2023 for all CONUS orders and January 2024 for OCONUS. All retirement and resignation orders are at a minimum released 6 months prior to separation or retirement date (9 months if OCONUS).

RECORDS MANAGEMENT

Record management is an ongoing process. This is a reminder that records updated via ESSBD (via BOL) for Statutory (paygrade promotion) and Administrative (CO, XO, and DH) Boards will not permanently update your record. MyNavy HR webpage includes helpful information on record management (MyNavy HR > Career Management > Records Management). Lean on your executive officers, as they are a wealth of knowledge on how to update your record. Never hesitate to reach out to PERS-416 if you have questions. It is not too early to review your record for the next CO, XO, or DH board in December 2023. All officers are afforded 3 looks for each Admin Milestone Board.

DEPARTMENT HEAD

Year group (YG) 2017 will receive their first look at DH. Complete your DH board and submit your letter of endorsement to PERS-416.

EXECUTIVE OFFICER

All officers selected for LCDR (primarily YG 2014) will receive their 1st look at XO.

COMMANDING OFFICER

All officers selected for CDR, complete with XO tour by December 2023, and complete with command qualification board (AQD 2D1) will receive their 1st CO look (YGs 2009 and 2010).

MAJOR COMMANDER

All officers selected for CAPT and complete with their CO tour (MAJCOM Board convenes October 2023) will receive their 1st look at MAJCOM.

EOD FSEP SELECTION

The COMNECCINST 1500.78B (FSEP) was updated in June 2022 to support maximum flexibility in the selection and slating of officers into this program. The policy changes include the expansion of eligibility to LCDRs, the option of creating an FSEP “bank” to allow for flexible career management. A community Slating Talent Management Panel, similar to CO/XO/CMC slating, will complete the selection for the FY24 FSEP academic year in August.

PERS-416 requests all candidates submit their application by 1 August 2023 to allow for time to process and prepare for the slating panel. The FSEP panel moved to the summer to allow additional time for candidates to apply for the school of their choice. A reminder, selection to the FSEP bank in FY24, does automatically determine if an officer begins FSEP in FY24 and PERS-416 will work with the member to identify the best time to attend graduate education. Officers are encouraged to apply early and to reapply if not selected.

SEPARATIONS AND RETIREMENTS

Most retirement and resignation requests are made for the month of the officer’s PRD. In the past, we would double stuff officer billets to accommodate Skillbridge requests for separating officers. Unfortunately, current inventory at all paygrades no longer supports the previous practice. All future requests will only allow for double stuffing officers for their turnover (30 days) and their terminal leave period. Any additional Skillbridge time will require the member’s command to delay the report of the officer’s relief to offset the Skillbridge period. NAVADMIN 064/23 was released Mar. 3, 2023, which outlines new and additional requirements that are paygrade dependent.

Below is a breakdown of the “chop chain” here at NPC, once your NSIPS request departs your command:

PERS-45 EDUCATION DESK This is where they verify you do not have an OBLISERVE for an education opportunity or GI bill transfer.

DETAILER (PERS-416) Verify not under MSR or bonus, and also attempt to ID a backfill

PLACEMENT This will depend on where you are assigned, as it is not always an EOD command. Must be complete with minimum time on station requirements.

DIVISION DIRECTOR PERS-41 will often delegate this to PERS-416

PERS-45 QUALITY ASSURANCE Verification of the above and orders cut

**** PLEASE CONTINUE TO UPDATE NFAAS WITH YOUR CURRENT CONTACT INFORMATION, ESPECIALLY IF YOU HAVE TRANSFERRED INTO/OUT OF A COMMAND THAT REQUIRES A NON-NMCI EMAIL ADDRESS. WE CONDUCT A MONTHLY NFAAS PULL TO ENSURE THE MOST UP-TO-DATE COMMUNITY CONTACT LIST AND THE WIDEST DISSEMINATION OF THE EOD DET MILLINGTON BULLETIN. ****

TOUR LENGTHS

We receive many questions in regards to tour lengths. PERS (All Navy communities) policy is to issue 36-month orders for shore duty; however, the prescribed shore tour length for EOD Officers is 24 months. All officers, with few exceptions, should plan to PCS at the 24-month mark. (MPM 1301-110).

JUNIOR OFFICER DETAILING

SECOND TOUR

Priority is to have second tour junior officers move geographic locations between the first and second tour. At a minimum, tours will not be completed at the same Ech-V command. Preference, inputs from your Chain of Command, and personal circumstances such as dependents, EFMs, dual military co-location requirements, etc. are taken into consideration. The most significant factor driving the orders availability/negotiation process is timing. If your timing does not support a specific billet, it will not be advertised. The goal is to complete your second tour by 6 years of commissioned service (YCS), but no later than 8 YCS.

THIRD TOUR

Both the junior officer and Head Detailer work together with you to get you into the right billet based upon your timing, career success, desires and personal considerations.



OFFICER COMMUNITY MANAGER UPDATES



PROMOTION PLANNING

There have been updates to the community values and merit reorder considerations (below). The annual promotion slide review takes place in August prior to promotion planning in October. Similar to years past, promotion zones will be published 30 days prior to the Active O6 Line board, which is traditionally held in January.

Link to Community Values/MR Considerations slide:

https://www.mynavyhr.navy.mil/Portals/55/Career/OCM/Active/Unrestricted/EOD-FY24%20Community%20Values_MR%20Slides_Updated%20Screenings.pdf?ver=I3RMZ63AANMnpilhXnatQ%3d%3d

ACCESSIONS

The EOD Officer Accession Board convened in September 2022 and interviewed over 66 highly qualified OCS, NROTC, USNA, and lateral transfer candidates. 32 future 1190 YG23 officers and 4 YG20 lateral transfers were selected. The accession process reviewed over 100 applicants across each commissioned source. Additionally, there was a 40% decrease in NROTC candidates who participated in EOD Summer Training and Assessment (ESTA) compared to the previous year. Det Millington has coordinated with EODGRU 1 and EODGRU 2 to reinvigorate and encourage increased participation from active duty officers and enlisted personnel to bolster our NROTC outreach program. If interested, please work through your operations teams. Officer and enlisted recruiting and accessions are a community wide, grassroots effort and will require help from across the force. At this time, we are still looking for a 1x Senior Enlisted Leaders (per coast) to step up and support the East and West Coast summer training and assessment blocks (June-September 23).

Lastly, I would like to thank all of those who volunteered and contributed with recruiting briefs, the virtual town hall, ESTA, and the FY23 accession board. The individuals below deserve to be called out for their support. Bravo Zulu!

West Coast NROTC ESTA Support:

LT Chandler King (NROTC ESTA Lead)
EODCS Piotr Dlugolecki (NROTC ESTA SEA)

East Coast USNA ESTA Support:

LT Marshall Jones (USNA ESTA Lead)
EODCS Jerry Bright (USNA ESTA SEA)

SNA Lead Team:

LT Lance Bell
EODCS Matthew Murray

EOD OFFICER AND LDO COMMUNITY HEALTH

As of February 2023, the EOD Warfare Officer community accounts for 472 Officers and 64 LDOs in inventory. When compared to discrete Officer Programed Authorizations (OPA), 1140/1190s are 1% overmanned and LDOs are currently manned at 90%. Our OPA does not account for non-discrete (Grad School, Fellowships, various staff, and flag aide) billets that continue to employ our Officers to the maximum extent. The majority of the non-discrete billets are filled at control grade (O4-O5 level), which is 95% manned.

In FY22, our community faced two challenges to community health: high attrition in Junior Officer (JO) inventory and a growing demand for future DHs and control grade officers. While accession numbers remain stable, EOD separation numbers for LTs doubled (25) in FY22 and LCDRs increased 67% (10). The take rate for the four-year EOD Officer Retention Bonus (ORB), targeting LTs at 7-11 Years of Commissioned Service (YCS), declined to 40% in FY22, well below historical average. This lower take rate directly correlates the health of that year group and will further challenge LCDR/CDR inventory in an expanding billet base. As our inventory to OPA ratio moves closer to 1:1 with consistent annual increases in O3-O5 OPA, the community will have less flexibility outside the traditional career progression path. This means the detailer shop will have less flexibility/optionality when detailing EOD officers.

In an effort to understand the ongoing changes within the community, we have introduced the JO exit survey, community exit interviews, and NECC has created and hosted a Junior EOD Officer Council (JEOC). The JEOC was established as a conduit to Commander, NECC for unfiltered junior officer feedback. The intent is to understand and analyze community problems, remove communication barriers, and increase transparency across the force that will be used to address systemic challenges driving negative retention and morale. Additionally, similar to other unrestricted line (URL) bonus structures, the EOD community has submitted an update to the officer bonus structure with the goals of increasing flexibility, timing, and payments throughout a career (more below).

Link to EOD Officer LOS Chart

<https://www.mynavyhr.navy.mil/Portals/55/Career/OCM/Active/Unrestricted/EOD%20L%20OS%20January%202023.pdf?ver=AfXGrcF9uLPUJGYen9upgA%3d%3d>

Link to LDO LOS Chart

https://www.mynavyhr.navy.mil/Portals/55/Career/OCM/Active/Unrestricted/Monthly%20LD-CWO%20LOS%20EOD%20JAN%202023.pdf?ver=nM_sPBKhVLnprZOeUmVluQ%3d%3d

UPDATE TO EOD OFFICER RETENTION BONUS (ORB)

EOD submitted an updated bonus structure for consideration to the Assistant Secretary of the Navy (ASN) January 2023. The new proposed structure looks to increase flexibility, timing, and payments throughout a career. Once the community receives a final decision, a new NAVADMIN will be released with specific details and way ahead. Due to likely changes in the new bonus structure, **LTs in YG16 who are interested in the current 4-year bonus must submit for the bonus paperwork prior to April 25, 2023.**

Proposed (FY23) EOD Warfare Officer Retention Bonus (ORB)									
Target Grade	LT				LCDR				TOTAL
YCS	6	7	8	9	10	11	12	13	
Proposed ORB	Four Year Option				Four Year Option				
	\$72,000				100,000				
Annual Payments	\$18,000	\$18,000	\$18,000	\$18,000	\$25,000	\$25,000	\$25,000	\$25,000	\$172,000
	Two Year Option				Two Year Option				
	\$25,000		\$25,000		\$30,000		\$30,000		
	\$12,500	\$12,500	\$12,500	\$12,500	15,000	15,000	15,000	15,000	\$110,000

In the proposed structure, the 4-year LT ORB (\$72K) would be offered to eligible EOD Warfare Officers (warfare qualified (KG5)) at 6 YCS and will require the completion of EOD Department Head (qualified (KG0)) by 8 YCS. Those officers who are undecided and need more career flexibility could be able to take a 2-year bonus at 6 YCS for \$12.5K/annual and be offered another 2-year bonus at 8 YCS for an additional \$12.5K/annual or \$50K over four years.

Pending approval of the updated ORB structure for EOD, LCDR ORB would be offered as a 4-year (\$100K) contract to be taken at 10 YCS. Similar to the LT structure, in an effort to create more career flexibility, there would also be two 2-year options for \$15K/annual, one from 10-11 YCS and another from 12-13 YCS, not to exceed \$60K for both 2-year options.

Currently, LTs from YGs 12-16 are already enrolled in either the four-year contract from YCS 7-10 or the three-year contract from YCS 8-10 (three-year would not apply to members from YG16). EOD officers with 11 YCS under the legacy EOD ORB (YGs 12-16) are ineligible to sign a 4-year agreement at 10 years of YCS due to the previous EOD ORB agreement. To mitigate this, we requested that these officers be allowed to sign a four year, \$100K bonus for YCS 11 to 14. Once YGs 12-16 finish their EOD ORB contracts, no future exceptions will be required under this model.

Lastly, for those taking the ORB, please ensure you update your special pay allotment towards your 'traditional TSP or Roth TSP'. Per DODFMR Vol 7A, Chapter 3, 5.0, retention bonuses are a Special Pay, not a bonus. Please review and update your MyPay in accordance with your financial needs.



ENLISTED COMMUNITY MANAGER UPDATES



NAVAL POSTGRADUATE SCHOOL (NPS)

There are two opportunities for you to pursue a master's degree at NPS in Undersea Warfare or Special Operations Irregular Warfare. The commitment comes with a PCS move and an OBLISERV requirement that begins once classes start. The requirement is based on the length of the program, so the longer you are in school, the longer you owe back. Contact the ECM for more information on either program.

Undersea Warfare (FY23 Opportunity; Classes start Fall '23)

Pre-requisite: Calculus and physics based undergraduate degree

Special Operations/Irregular Warfare (FY24 Opportunity)

Pre-requisite: Undergraduate degree

RETENTION BONUS

The EOD Senior Enlisted Retention Bonus (RB) program is up and running. If you are nearing your 20 years of service mark, take a look at the RB Business Rules located on the EOD MyNavyHR page to ensure you meet all the criteria to receive the retention bonus. Payment structure outlined below

Phase I E7 / E8 / E9 \$100K				Phase II E8 / E9 \$150K		Phase III E9 \$190K			
20	21	22	23	24	25	26	27	28	29
\$25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$10,000	\$10,000	\$10,000	\$10,000

The FY23 EOD Enlisted Career Path (ECP) was just released. There are new changes to milestone requirements that everyone should be aware of.

E-6 TO E-7

To be considered for advancement to E7, personnel must have completed a successful tour (minimum 12 months) as a Leading Petty Officer (LPO).

E-7 TO E-8

To be considered for advancement to E8, personnel must have completed a successful Optimized - Fleet Response Plan (OFRP) (JORT at NSWDC) tour at sea in a leadership milestone position (Platoon (PLT)/Task Element (TE) Leading Chief Petty Officer (LCPO).

E-8 TO E-9

To be considered for advancement to E9, personnel must have completed a successful tour (minimum 20 months) in a leadership milestone position (Troop/Company/Department LCPO)

QUALIFICATIONS

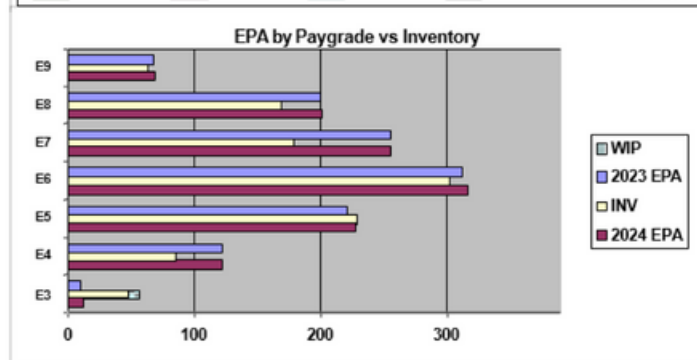
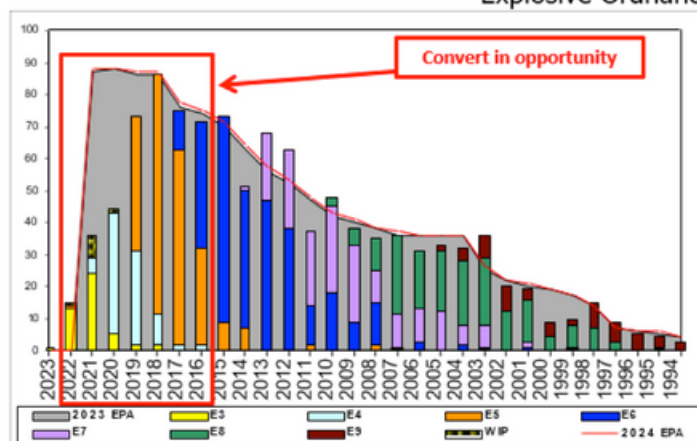
If you look at the upper left quad of the summary sheet, you will see the Length of Service (LOS) chart. This list all EOD enlisted personnel by their current paygrade and the year they entered the service. The red line that outlines the shaded area behind the bar graph represents the FY23 EPA. If the bar in a particular year group is below the red line, we are undermanned in that year group. The upper right quad breaks down the EOD Force Structure (FS) at every enlisted paygrade at sea and shore. In the red box, you can see that out of the 1,139 billets available (BA) (billets that can you fill), we have 979 tech's available to fill those billets, which makes our communities health 86%. Not every person can fill every billet, as most require milestones that one must complete throughout their career.

The EOD Summary Chart below is updated monthly and can be found on the community managers page at:

<https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Enlisted/Special-Operations/EOD/>

If you have any suggestions for future discussion topics, areas of interest you would like to see in the Millington times, send me an email.

Explosive Ordnance Disposal - E200



	E1-3	E4	E5	E6	E7	E8	E9	TOTAL
% INV to FY23 EPA	522%	69%	104%	97%	70%	84%	96%	90%
EPA (FY23)	9	123	221	312	256	200	67	1188
INVENTORY	47	85	229	303	179	168	64	1075
EPA (FY24)	12	123	227	317	256	201	68	1204
% INV to FY24 EPA	392%	69%	101%	96%	70%	84%	94%	89%
INV + WIP / FY23 EPA	622%							91%
INVENTORY	56	9						1084
INV + WIP / FY24 EPA	467%							90%

Sea Shore Flow			FORCE STRUCTURE MANNING TO BA									
TOUR	SEA	SHORE	PG	SEA	INV	BA	SHORE	INV	BA	SEA + SHORE #Div/01	TOTAL INV	TOTAL BA
1ST	60	36	E1-3	#Div/01	2					#Div/01	2	
2ND	60	36	E4	66.7%	76	114				66.7%	76	114
3RD	48	36	E5	124.0%	207	167	6.3%	3	48	97.7%	210	215
4TH	48	36	E6	111.0%	182	164	73.3%	107	146	93.2%	289	310
5TH	36	36	E7	70.9%	105	148	65.4%	68	104	68.7%	173	252
6TH	36	36	E8	76.2%	99	130	115.8%	66	57	88.2%	165	187
7TH	36	36	E9	97.6%	40	41	120.0%	24	20	104.9%	64	61
Total				93.1%	711	764	71.5%	268	375	86.0%	979	1139

ADV OPP. (Cycles 253/254/256)

Pay Grade	E1-3	E4	E5	E6	E7	E8	E9
All-Navy	TIR	26.0%	16.9%	7.53%	26.6%	12.9%	15.6%
EOD	TIR	100.0%	29.6%	17.0%	100.0%	51.8%	11.4%

Zone Info

	ZONE A	ZONE B	ZONE C	ZONE D	ZONE E	ALL ZONES
FY23 Manning:	83.0%	93.0%	106.0%	91.0%	82.0%	90.0%
FYTD RENL Rate:	82.8%	68.0%	75.0%	100.0%	54.8%	73.0%
FY24 Manning:	82.0%	92.0%	104.0%	90.0%	80.0%	89.3%

NOTES

Convert-in opportunity up to E-5 Sailors:

- Must meet the program and rating criteria set forth in MILPERSMAN 1220-200.
- Must be eligible to hold a Top Secret Clearance. (Drugs, misconduct, etc. may disqualify)

EOD Technicians:

- Naval Post-graduate School (NPS) Degree Opportunities for E8/E9 Millstone Complete Operators. Contact ECM for more details.
 - FY23 Undersea Warfare
 - Pre-requisite: Calculus and physics based undergraduate degree
 - FY24 Defense Analysis (Special Operations/Low Intensity Conflict)
 - Pre-requisite: Undergraduate degree

- EOD Senior Enlisted Retention Bonus (Formerly CSRB) has been approved. We are now accepting contracts. View business rules on the EOD ECM page to ensure you qualify.

Current employable EOD manning: 86%

Data Source: NMPBS(Inv)/NRMS(RE Rate)/N12(EPA/SSF)/BUPERS3(Adv Op)

As of Date: 20-Feb-23



NAVY RECRUITING COMMAND EOD PROGRAM MANAGER UPDATES



RECRUITING NOW

The Department of Defense is facing a difficult time recruiting today's generation.

"There are approximately 32.8 million Americans, part of Gen Z, but when looking at those who qualify for and want military service, that number quickly dwindles to 412,000." – Brig Gen. Jason Morris

There is a knowledge gap between the American public and today's military. Bad news spreads more quickly than good. News channels don't often report on the military benefits, the struggles we've overcome and the camaraderie built from being part of the military and Navy EOD. EOD needs to tell their story and have a real conversation to give young Americans the full picture.

OUTREACH

NAVY/ FLEET WEEKS

Get into the planning process early and help shape how participation will look like. To maintain a healthy force, we will need candidates from the "streets", RECLASSES and Fleet Returnees. Utilize Fleet Weeks as a way to talk to those Sailors on the ship who may not have exposure to our communities.

EDUCATOR ORIENTATION VISITS (EOVs)

Teachers are near and dear to my heart. Please show those educators on the EOv tours the best of what we got.

MENTORING

If your command wants to sponsor a class throughout the pipeline, from Assessment and Selection through EOD or Dive School please contact EODCM Wandell at Robert.S.Wandell.mil@us.navy.mil. Please contact me if you are interested in joining a Virtual Townhall with candidates prior to them shipping to Boot Camp. EODCM Wandell and I usually host one every other month. Hometown Area Recruiting Program is available to Enlisted and Officers. Take advantage of some basket leave to go home and help the recruiting effort. Contact your CMC for more details.

WAY AHEAD

Keep Talent Management on the top of your mind. Recruitment, Retention and Retirement are all important, and we cannot sacrifice two to save one. Keep looking for that balance between yourself, the team and the community.

If you take away nothing else: 2-2-2

EOD Recruiter to the Deckplate

Frequently Asked Questions

Q. I GET THAT FLEET WEEKS HELPS THE NAVY, BUT WHAT ABOUT MARKETING FOR “PIN WEARERS”

A. WE’VE STARTED CONVERSATIONS WITH USA HOCKEY, AND USA WATER POLO TO SET UP RECRUITING BOOTHS AT SOME OF THEIR LARGER EVENTS. ADDITIONALLY, EODCS BLAND IS STANDING BY TO ATTEND A SOCOM ATHLETE EVENT IN COLORADO TO SEE HOW AND IF WE CAN USE THEIR COMPANY. THE BIGGEST HURDLES WILL BE LEGAL REVIEWS AND GETTING THE FUNDING TO SET UP THE BOOTHS. ONLY NRC AND THEIR NTAGS CAN FUND EXHIBIT BOOTHS.

Q. HAVE YOU LOOKED AT LIFEGUARD EVENTS TO RECRUIT FROM?

A. NO, UNTIL I GOT THAT QUESTION. I CONTACTED AND RECEIVED A QUOTE ON A RECRUITING BOOTH FOR THE USLA NATIONAL LIFEGUARD CHAMPIONSHIP IN VIRGINIA BEACH, AUG 9-12. AT THE TIME OF MY DEADLINE FOR THE PRIMER, I HAVE NOT SUBMITTED A REQUEST TO FUND THIS EVENT. CURRENTLY, OUR COORDINATOR IN RICHMOND IS SUBMITTING A LARGER REQUEST FOR A WRESTLING SHOWCASE. I HOPE TO GET THAT PAST THE GOAL LINE BEFORE I SUBMIT MORE REQUEST. MARKETING TOWARDS THESE HIGHER PERFORMERS IS MORE EXPENSIVE THAN WHAT WE HAVE BEEN DOING.

Q. FOR THE PEOPLE INTERESTED THAT COME UP TO THE DIVE TANK, CAN WE GET THEIR INFORMATION TO SEND THEM NEWSLETTERS TO CONTINUE TO ADD TO THE TOUCHPOINTS?

A. I HAVE THE INFORMATION SYSTEMS NEEDED TO RECORD THEIR INFORMATION (NAMES, EMAILS, PHONE NUMBERS). MY NEXT STEP IS FIGURE OUT HOW TO SEND THEM “MORE INFORMATION” LEGALLY. TRY IT OUT, TEXT EOD TO 764764, OR DIVER TO 764764.

Q. HOW CAN WE GET YOU PHOTOS THAT WE TAKE FOR RECRUITING PURPOSES?

A. THE PUBLIC AFFAIRS COMMUNITY HAS SOME RULES ON HOW PHOTOS CAN BE RELEASE VIA OFFICIAL CHANNELS. FOR ALL OFFICIAL RELEASE, PLEASE COORDINATE WITH YOUR PAO. IN ADDITION, IF YOU WANT TO SET UP SOME TRAINING AND HAVE MY PHOTOGRAPHERS FROM NAVY RECRUITING COMMAND COME DOWN TO TAKE PICTURES, LET ME KNOW A FEW MONTHS IN ADVANCE SO I CAN WORK PERMISSION FROM NAVY RECRUITING COMMAND, AND YOUR ECH IV (EODGRUS, CEODD, TECHDIV ETC). YOUR PAO CAN ALSO TAKE PHOTOS FOR RELEASE THAT I CAN USE.

Q. WHY ARE THE EOVS FOCUSED ON JUST STEM EDUCATORS?

A. STUDENTS ARE INFLUENCED BY PARENTS, COACHES AND TEACHERS FROM DIFFERENT SUBJECTS. YOU NEVER KNOW WHO IS GOING TO BE THAT FINAL “TOUCHPOINT” TO GO INTO THE MILITARY. I HAVE ASKED THE COORDINATORS TO FIND COACHES TO NOMINATE FOR THE EOVS TOURS IN THE FUTURE. IN ADDITION, EODCS SCHWEGLER WILL BE ATTENDING AN ATHLETIC DIRECTOR CONFERENCE IN MISSOURI NEXT MONTH TO START BUILDING THOSE RELATIONSHIPS WITH THE SCHOOLS.

I URGE ALL OF YOU TO USE YOUR NETWORK OF FRIENDS AND NEIGHBORS TO FIND COACHES THAT WILL LET YOU TALK TO THEIR TEAM. BRING EQUIPMENT THAT WILL KEEP THEM ENGAGED, JUST THINK OF IT AS PLANTING A SEED.

CONGRATULATIONS

FY23 ACCESSIONS

USNA

MIDN Tiernan Brunner
MIDN Diego Campos
MIDN Crawford Enyart
MIDN Noah Faust
MIDN Margaret Foot
MIDN Celeste Garza
MIDN Ryan Hoffman
MIDN Christian Pumpelly
MIDN Calie Rehme
MIDN Thomas Ryan
MIDN Jack Santina
MIDN Nathan Schatz
MIDN Dawson Waage
MIDN Nathan Watts
MIDN Benjamin Werve
MIDN Turner Wine

OCS

EM3 Matthew Brock
EODCS Jon Chapman
AWS2 Ezra Godshall
HM1 Evan Johnson
AM3 Yangliu Lin
ND1 Christopher Prust
Mr. Edward Stolarski

NROTC / SSMP

MIDN Bryce Alexander (University of Southern California)
MIDN Owen Benson (University of Minnesota)
MIDN Nicolas Cabell (Virginia Military Institute)
MIDN Matthew Gardiner (Catholic University of America)
MIDN Evan Molka (University of Norte Dame)
MIDN Nathan Van Zuilen (University of Minnesota)
MIDN Kelton Williams (University of Rochester)
MIDN Hayden George (US Merchant Marine Academy)

FY-23 Lateral Transfer Selects (YG 20)

LTJG Bradley Buchter (USS FARRAGUT)
LTJG Ian Hamilton (USS MAKIN ISLAND)
LTJG Nathan Twining (LCS Crew 11)

STA-21

MIDN Jared Johnston (University of San Diego)

FY 23 LDO Selects

EODC Tyler Brooks (EODMU 5)
EODC Sean Cross (EODGRU 2)
EODC Mark Long (EOD TEU 2)

FY 24 LDO Selects

EODC Christopher Reynolds (EODMU ONE)

MILESTONE SLATING

Major Commanders:

CAPT Karl Haywood – EODGRU TWO
CAPT Ollie Herion – CTF 56
CAPT Paco Porter – CTF 52

Commanding Officers:

CDR Stan Allen – EXU 1
CDR David Carter – MDSU 1
CDR Jack Damon – EODMU 12
CDR Eli Ford – EODMU 5
CDR Drew Giacomucci – EODMU 2
CDR Jay Higgins – NSWG EOD SQDN
CDR (SEL) Matt Guido – EODMU 8
CDR Chris Osipower – NDSTC
CDR Karl Staehle – EOD TEU 2

Executive Officers:

LCDR Aaron Bell – EOD TEU 1
LCDR Vince Demakas – EOD TEU 2
LCDR Kristen Fekete – EODMU 12
LCDR Mikey Golankiewicz – ESU 2
LCDR Chris Jones – EODMU 11
LCDR Kristopher Lovekamp – EODMU 1
LCDR Scott Maxfield – ESU 1
LCDR Mark McSharry – NDSTC
LCDR Chris Phillips – NAVSCOLEOD
LCDR Chris Price – EODMU 5
LCDR Larry Salazar – NEDU
LCDR Tommy Smith – EODMU 6



OUR NEWEST TEAMMATE

Normalizing Military Mental Health Care

EODGRU-1 Welcomes Dr. Shiva Ghaed



Dr. Shiva Ghaed is a Nationally Board Certified, California-licensed Clinical Psychologist, currently embedded in the Psychological Health Team for Explosive Ordnance Disposal Group One under Navy Expeditionary Combat Command. From 2010-2022, she worked as a staff provider for the Department of Mental Health in the Naval Medical Center San Diego healthcare system (Marine Corps Recruit Depot, NAVSTA).

During that time, Dr. Ghaed was involved in numerous activities, including provision of group and individual therapy, academia and research, fitness and suitability assessment of Marine recruits, and NMCSO Institutional Review Board. Dr. Ghaed's clinical experience also includes several years of training and specialization in the Veterans Affairs Healthcare Systems of San Diego and Los Angeles. She completed a Postdoctoral Fellowship at the San Diego VA, specializing in anxiety disorders, non-combat trauma, and combat Posttraumatic Stress Disorder in Operation Enduring Freedom (OEF)/Operation Iraqi Freedom (OIF) veterans. Dr. Ghaed is a member of the American Psychological Association, and strives to maintain competency and excellence as a therapist and

professional in her field. In 2015, she was presented with the Associate Master Clinician Award, and in 2020, the Master Clinician Award. More recently, she became involved in the Expert Reviewer Program as a psychological examiner for the Medical Board of California.

Dr. Ghaed's formal education includes a Ph.D. in Clinical Psychology (Behavioral Medicine) from the Joint Clinical Psychology Doctoral Program at the University of California, San Diego and San Diego State University (2008), an M.P.H. in Health Promotion (2006) and an M.S. in Psychology (2006) from SDSU, a B.S. in Psychology from the University of Maryland (2001), and a B.S. in Zoology (Premedicine) from the George Washington University (1993).

For the past 30 years, Dr. Ghaed has been involved in research ranging from bench research in the pure sciences to clinical research in the social sciences and psychology, and she has worked for world and nationally renowned organizations such as the National Institutes of Mental Health (NIH), the Uniformed Services University of the Health Sciences, and the Walter Reed Army Institute of Research.

She was Project Director for an NIH-funded research study for several years, and has served in leadership positions at the Naval Center for Combat and Operational Stress Control, at NMCSO and Naval Hospital Camp Pendleton (NHCP). Dr. Ghaed regularly presents at professional conferences and grand rounds for a variety of mental health departments, local clinics, and universities.

She has numerous publications in peer-reviewed journals, and has received honors and awards for excellence in her field throughout the course of her career.

In early 2017, Dr. Ghaed joined the founder of

Sunlight Retreats for Survivors of Rape, a non-profit organization, to create a free educational program for victims of interpersonal trauma.

Annual retreats were offered to the public, and then in 2020, the resources went online as Sunlight University.

In October of 2017, following the Las Vegas Massacre, Dr. Ghaed organized a free weekly support group for fellow survivors and their family and friends.

She posted weekly therapy-based articles specifically catered to and witnessing the Route 91 community recovery process. A website, www.route91therapy.com, was created to allow public access to these documents, and this information has been disseminated to the Route 91 community across the globe.

In April, 2018, Dr. Ghaed was honored with the Citizens of Courage Award by the San Diego District Attorney's Office, and the National Hero Award by the American Red Cross (Metro New York). In honor of the first anniversary of the Las Vegas massacre on Oct 1, 2018, Dr. Ghaed released her free e-book, *Route 91: Healing from Mass Violence and Trauma* for download.

In 2019, she was honored as Keynote Speaker of the annual conference for the Florida Association of Private Investigators.

Dr. Ghaed was a volunteer for the American Red Cross and served as the San Diego/Imperial Counties Chapter Lead (Southern California Region) for the Mental Health Disaster Response Team, and taught Psychological First Aid and Trauma and Volunteer Wellness (2019-2022).

In September 2021, she launched a free podcast, *The Happy Wizard*, to help support patients through their recovery period and beyond, and to help disseminate vital information about mental health and psychological well-being.

HAVE INPUT FOR THE NEXT PRIMER? QUESTIONS? CONTACT YOUR PUBLIC AFFAIRS OFFICER!



LCDR John Mike
john.j.mike.mil@us.navy.mil
o: 619-437-0859
c: 619-756-3915



LT Brittany Stephens
brittany.j.stephens3.mil@us.navy.mil
o: 757-917-6780
c: 757-663-8420

BASIC MEDIA ENGAGEMENT TIPS

Accurate, truthful, and timely communication increases the **credibility** and **transparency** of our organization and enhances the **legitimacy** of our operations.

AN **EFFECTIVE RESPONSE** INCLUDES AN ANSWER TO THE QUESTION AND A MESSAGE. FOR EXAMPLE:

Q: Why is Navy diving still relevant with the advances in unmanned underwater systems?

A: Unmanned underwater technology is important, and we employ it in many of our missions when it is safe and practical. However, there is no comparison to our incredibly skilled divers and EOD operators solving problems underwater.

IF YOU ARE ASKED A QUESTION OUTSIDE OF YOUR LANE, **BRIDGE** BACK TO THE TOPIC AT HAND. FOR EXAMPLE:

Q: Why does the Navy insist on dropping ordnance off the coast, knowing that it will put people in danger?

A: I can't speak on all the training the Navy does, but I can say Navy EOD operators are incredibly skilled and will handle any ordnance washed ashore in a safe and responsible manner when required.

EOD SOCIAL MEDIA

FOLLOW US ON



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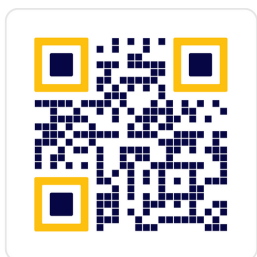
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SCAN ME



[NAVY EXPLOSIVE
ORDNANCE DISPOSAL](#)

[HTTPS://WWW.LINKEDIN.COM/COMPANY/NAVY-EXPLOSIVE-ORDNANCE-DISPOSAL/](https://www.linkedin.com/company/NAVY-EXPLOSIVE-ORDNANCE-DISPOSAL/)

Explosive Ordnance Disposal Ethos

**I am a United States EOD OPERATOR,
a warrior, professional Sailor and guardian of life.**

**I willfully accept the danger of my chosen
profession and will accomplish all duties my great
country asks of me.**

**I follow in the wake of those who have served before
me with uncommon valor. I was born from the bombs
and mines of the blitzkrieg. I have cleared the world's
sea lanes and fought in the jungles, deserts and
mountains around the globe.**

**I will never disgrace the Navy EOD warrior of the past
and will uphold their honor and memory, both on and
off the battlefield.**

**I am a quiet professional! I strive to excel in every art
and artifice of war. I adapt to every situation and will
overcome all obstacles. I will never fail those who
depend upon me.**

**I maintain my mind, body and equipment in the
highest state of readiness that is worthy of the most
elite warrior.**

**I will defeat my enemies' spirit because my spirit is
stronger. I will defeat my enemies' weapons because
I know my enemies' weapons better.**

**I will complete every mission with honor, courage and
commitment. Though I may be alone and completely
isolated, I will trust my teammates and my country. I
will never give up and I will never surrender.**

**Where most strive to get it right, I will relentlessly
train so I never get it wrong.**

I am a United States Navy EOD operator.



2030 STRATEGY

DOWNLOAD [**HERE**](#)

Navy Diver Ethos

I am a United States Navy Deep Sea Diver

I traverse the dark, forbidding depths of the world's oceans, lakes, rivers and seas where only a select few can follow. They are my battlefield. I serve across the spectrum of our nation's military services and with Special Operations Forces.

I honor my deep sea brethren past, present and future; they are my Family. My personal Honor and Integrity are above reproach and compel me to do what is right regardless of the circumstances. Courage is the hallmark of my trade.

The laws governing my chosen profession are absolute and unforgiving, demonstrated and proven with the blood of many brave divers who have gone before me.

Because of their courageous sacrifice, I am committed to my Brothers-in-Arms through relentless mental and physical preparation. My knowledge of diving, underwater techniques and systems, physics, and hyperbaric medicine must be unsurpassed.

The accomplishments of United States Navy Deep Sea Divers are the benchmarks by which the world measures man's achievements in the sea. My specialized skills, undaunted spirit and unbreakable will enable me to succeed in an environment where there are no second chances. Excellence is my standard.

I maintain uncompromising standards personally and professionally. Accepting anything less would bring disgrace upon myself and discredit to my community. My sense of Duty to God, my Country and the United States Navy and my teammates is steadfast and enduring.

I am a United States Navy Deep Sea Diver