From: Chief of Naval Personnel  
To: President, FY-18 Active-Duty Navy Senior Chief Petty Officer Advancement Selection Board  
Subj: ORDER CONVENING THE FY-18 ADVANCEMENT SELECTION BOARD TO CONSIDER CHIEF PETTY OFFICERS OF THE ACTIVE-DUTY NAVY FOR ADVANCEMENT TO SENIOR CHIEF PETTY OFFICER  
Ref: (a) FY-18 Active-Duty Navy and Navy Reserve Senior Enlisted Advancement Selection Boards Precept  
(b) BUPERSINST 1610.10D  
Encl: (1) Board Membership  
(2) Administrative Support Staff  
(3) Competitive Group Quotas  

1. **Date and Location**  
   a. The advancement selection board, consisting of you as president and the members listed in enclosure (1) and the administrative support staff listed in enclosure (2) is ordered to convene at the Navy Personnel Command, Millington, TN, at 0800, 24 April 2017, or as soon as practicable thereafter.  
   b. The board shall proceed in accordance with all guidance in this letter and reference (a).  

2. **Advancement Board Authorized Selections.** The total number of candidates who may be recommended in each competitive group shall not exceed the quota specified in enclosure (3). The advancement selection board shall only recommend up to the quota if the board determines that there are a sufficient number of fully qualified candidates.  

3. **Best and Fully Qualified Selection Standard**  
   a. **Fully Qualified.** All candidates recommended for advancement must be fully qualified, that is, each candidate’s qualifications, experience and performance must clearly demonstrate that he or she would be capable of performing the duties of the next higher rank. Candidates that do not meet that standard shall not be recommended for advancement.
Subject: ORDER CONVENING THE FY-18 ADVANCEMENT SELECTION BOARD  
TO CONSIDER CHIEF PETTY OFFICERS OF THE ACTIVE-DUTY NAVY FOR ADVANCEMENT TO SENIOR CHIEF PETTY OFFICER

(1) Candidates fully qualified for advancement demonstrate a requisite level of leadership, technical expertise, managerial and communication skills, integrity, commitment to the personal and professional development of subordinates, resourcefulness in their assignments, and recognition of our Navy’s heritage required to perform in the next higher rank.

(2) Fully qualified candidates must clearly demonstrate adherence to Navy and Department of Defense ethical standards, physical fitness, loyalty to Navy Core Values, and our Chief Petty Officer (CPO) mission, vision, and guiding principles as listed on the CPO evaluations and the CPO 365 Development Guide.

b. **Best Qualified**. Among the fully qualified candidates, you must recommend for advancement the best qualified candidates within their respective competitive group. Each board member shall apply this guidance when briefing individual records, deliberating, and voting. Additionally, members will use the considerations below to guide their determinations of the best qualified candidates.

(1) **Leadership**

(a) The best qualified candidates will have proven and sustained superior performance in difficult and challenging in-service or joint leadership positions and demonstrated skill in enhancing teamwork and individual performance as demonstrated in unit warfighting readiness and accomplishments. You must consider that the future Navy or joint force leadership will comprise a mix of service members that have excelled in both traditional and alternate career paths. You should consider candidates who have clearly demonstrated sustained superior leadership and shown competency in mentoring and developing Sailors.

(b) You should also consider for selection those candidates who have successfully completed, or are currently serving in, the extremely demanding tour of duty as Command Senior Enlisted Leader. This tour demands leadership responsibilities inherent in Command Master Chief billets, but for smaller commands. You should consider that these candidates may be performing entirely out of rating during that tour.
(2) **Institutional and Technical Expertise.** You must consider documented institutional and technical expertise and the extent to which each candidate used that knowledge to train on principles of leadership, professionalism, technical proficiency, and heritage as measured by subordinate advancement results, qualification accomplishments, retention, etc. You shall also consider a candidate’s management skill towards achieving warfighting readiness by evaluating the candidate’s impact on unit mission; results with division, department, unit-level certifications, inspections, readiness exams, etc., and completion of required and recommended institutional and technical training curriculums such as service or technical schools, United Services Military Apprenticeship Program, professional licenses, credentials, and other certifications.

(3) **Scope of Responsibility.** You must consider the scope of the candidate’s primary job assignments based on the impact throughout the command, area, fleet, etc., and the number of personnel the candidate leads.

(4) **CPO 365 Impact and Petty Officer First Class/CPO Mess or Association Impact.** You must consider peer leadership as demonstrated by successfully performing in an active role and/or impacting CPO 365, mess, or association.

(5) **Collateral Duties.** You must consider the successful accomplishment of major collateral duties and the impact on mission effectiveness, retention, and morale.

(6) **Special Qualifications.** You must consider the completion of special qualifications (both above rank and in and out of rating) beyond the minimum requirements, which have an impact on mission effectiveness.

(7) **History of Assignments**

(a) Every job in the Navy is important and candidates can be frequently detailed to duty outside of their rating, which may not be typical of the candidate's traditional community career path. Each of the specific types of special programs and commands cannot be listed in this document, but many such types of duty are considered arduous and require selective assignment and special qualifications. In determining
which candidates are best and fully qualified, you must consider that candidates serving in these types of highly selective assignments compete within a group of individually selected personnel with equally superb records. Repeat tours in special programs should not be viewed negatively.

(b) Due to operational demands, some assignments may result in a candidate missing the opportunity to serve in a community-recognized milestone to be competitively ranked on an evaluation. A candidate serving in one of these assignments may be rated by a reporting senior unfamiliar with the candidate's occupational specialty and the Navy evaluation report system. Therefore, special attention must be taken in reviewing these candidates' records.

(8) **Education and Professional Development.** You must consider the completion of professional military or advanced civilian education. Professional military education is defined as Primary Professional Military Education, Senior Enlisted Joint Professional Military Education, and Leadership Development (Senior Enlisted Academy, Joint Special Operations Senior Enlisted Academy, Air Force Academy, Marine Corps Academy, and Coast Guard Academies). Our Navy's future senior enlisted leaders hone and develop leadership skills from these courses required to function as future departmental leading chief petty officers. The Senior Enlisted Academy, in particular, is a prerequisite to Command Master Chief/Command Senior Chief positions.

R. F. BURKE
BOARD MEMBERSHIP
FY-18 ACTIVE-DUTY NAVY SENIOR CHIEF PETTY OFFICER
ADVANCEMENT SELECTION BOARD

1. Senior Chief Petty Officer:

RDML John W. Tammen, Jr., USN, 1120 (President)
CDR Scott D. Young, USN, 1830
CDR Brian L. Tothero, USN, 1120
CDR Jeffrey A. Nesheim, USN, 1120
CDR Thomas A. Decker, USN, 6390
CDR Jenny S. Burkett, NC, USN, 2900
CDR Kevin H. Cady, USN, 1130
CDR Jonathan W. Sims, USN, 1820
CDR Keith A. Tukes, USN, 6490
CDR Hans A. Fosser, USN, 1120
CDR Jason P. Grower, USN, 1310
CDR Edward K. Floyd, USN, 1120
CDR Scott M. Cullen, USN, 1120
CDR Steven J. Shauberger, USN, 1320
CDR Brian S. Long, USN, 1820
CDR Terrance J. Patterson, USN, 6130
CDR Almond Smith III, USN, 6410
CDR Cherie Taylor, USN, 1110
CDR William B. Cleveland, Jr., USN, 1440
LCDR April E. Malveo, SC, USN, 3100
LCDR Matthew C. Tolhurst, CEC, USN, 5100
LCDR Nicholas J. Sylvester, USN, 1310
LCDR Matthew T. Erdner, USN, 1110
LCDR Samuel W. Herbst, USN, 1110
LCDR Nathan S. Wemett, USN, 1110
LCDR Wesley A. Barnes, USN, 1310
LCDR Michael P. Bukolt, Jr., USN, 1320
LCDR Brian S. Luebbert, USN, 1110
LCDR Armando Marron-Fernandez, USN, 1440
LCDR Russell J. Goff, Jr., USN, 6110
LCDR Ronald Betancourt, USN, 6830
LCDR Robert L. Ketch, Jr., USN, 6260
CWO4 Benny Brockington, USN, 7521
FORCM(SS) Russell S. Mason, USN (Senior Enlisted Advisor)
ABCM(AW/SW) Glenn R. Apacible, USN
ABCM(AW/SW) Bernard H. Dizon, USN
ABCM(AW/SW/TW) Raul R. Ramos, USN
ACCM(AW/SW) Jesse Soto, USN
AFCM(AW/SW/IDW) Teri A. Boucher, USN
AFCM(AW) Adam J. Gerbers, USN
AFCM(AW/SW) Jeremy B. Parks, USN

Enclosure (1)
BOARD MEMBERSHIP
FY-18 ACTIVE-DUTY NAVY SENIOR CHIEF PETTY OFFICER ADVANCEMENT SELECTION BOARD

AFCM(AW/SW) Simanu Salanoa, USN
AFCM(AW/SW) Frankie M. B. Sanchez, USN
AGCM(IW/AW/SW) Patricia M. Kelly, USN
AOCM(AW/SW) Kevin L. Nowlin, USN
ASC(M/AW/SW) Oliver J. Randall, USN
AVCM(AW) James R. Coleman, USN
AVCM(AW/SW) Brian M. Jackson, USN
AVCM(AW/SW) Jean M. E. Previlleon, USN
AVCM(AW) Denise Rodriguez, USN
AWRCM(NAC/AW) Andrew M. Smith, USN
AWSCM(NAC/AW) Jason A. VanBuren, USN
AWVCN(NAC/AW/SS) Matthew J. Waxenfelter, USN
AZCM(AW/SW) Shon R. Nuanez, USN
BMCM(SW/AW) Mauro E. Guevara, USN
CMDCM(SW/IW) Timothy D. Bailey, USN
CMDCM(SW/AW) Tobie T. Bellamy, USN
CMDCM(SS) Ronald E. Brooks, USN
CMDCM(SW/AW/IW/EXW/PJ) David B. Carter, USN
CMDCM(SW) Raul M. Delacruz, USN
CMDCM(SW/AW) Thane A. Douglass, USN
CMDCM(SW/AW) Christopher S. Haas, USN
CMDCM(SW) Andrew J. Hochgraver, USN
CMDCM(SW/EXW/AW/IW) Lucas W. Jenkins, USN
CMDCM(FMF/SW) Frank E. Johnson, Jr., USN
CMDCM(SW) Michael D. Kaszubowski, USN
CMDCM(SS) Aaron Lee, USN
CMDCM(SCW/FMF) Keith A. Lefebvre, USN
CMDCM(SS) Christopher O. Leggett, USN
CMDCM(AW/SW) Bret D. Levinton, USN
CMDCM(SW/AW/EXW) Chad L. Lunsford, USN
CMDCM(SW) Morais M. McDermott, USN
CMDCM(SW/EXW/FMF) Zachary D. Pryor, USN
CMDCM(SW/AW/EXW) Pablo Rosado, Jr., USN
CMDCM(SS) Scott A. Rossiter, USN
CMDCM(SW/AW) Alton C. Smith, USN
CMDCM(SW/IDW) Patrick A. Tummins, USN
CMDCM(SS/SW) James A. Willis, Jr., USN
CSCM(SW/AW) Dario R. Canlas, USN
CTICM(IW/AW/NAC) Andrew J. Leshnov, USN
CTMCN(AW/IW) John C. Brown, USN
CTNCM(SW) Daniel J. Oldham, USN
CTRNM(IW/SW/AW) Richard E. Meek, USN
CTTCM(SW/AW) Joseph D. Squire, USN
BOARD MEMBERSHIP
FY-18 ACTIVE-DUTY NAVY SENIOR CHIEF PETTY OFFICER ADVANCEMENT SELECTION BOARD

CTTCM(IW/SW/AW) Robert A. Stewart, USN
CUCM(SCW) Matthew M. Konn, USN
DCCM(SW/AW) Brett A. Lee, USN
DCCM(SW) Paul A. Robertson, USN
EMCM(SW) Thomas Y. Li, USN
EMCM(SW) Jonathan M. Miranda, USN
EMNCM(SS) Christopher M. Bean, USN
EMNCM(SW/AW) Robert B. Bivens, USN
ENC(SW) Arcenet Vazquez III, USN
EODCM(EWS) Richard Z. Cain, USN
EQCM(SCW/EXW/PJ) Charles A. Courchesne, Jr., USN
ETCM(IW/SW) Gary W. Burghart, USN
ETCM(SW/AW) Mark A. Damron, USN
ETCM(SW/AW) Steven L. Williams, USN
ETNCM(SW/IW/AW) Donald G. Hyde III, USN
ETNCM(SS) Thomas P. McKinney, USN
ETVC(SW) Jason D. Burkett, USN
FCCM(SW/AW) Joel L. Conrad, USN
FCCM(SW/AW) Jason R. Sippel, USN
FTCM(SS/IDW) Anthony J. Lyons, USN
HCMC(SW/AW) Shannon L. Forde, USN
HCMC(FMF/CAC) Darnell Haskins, Jr., USN
HCMC(SW/FMF/FMF) Brandon L. Lindbeck, USN
HCMC(SW/FMF) Phillip M. Nafus, USN
HCMC(SW/FMF/IW) Sharon M. Tavares, USN
HTCM(SW/AW) Ronnie P. Patillo, Jr., USN
ITCM(IW/EXW/AW) Sharon M. Tavares, USN
ITCM(IW/EXW/AW) James H. Murphy III, USN
ITCM(IW/AW) Romere A. Ellis, USN
ITCM(IW/SW/AW/SW) Mathew L. Steiner, USN
ITCM(IW/SW/PJ) William D. Tilley, USN
ITSCM(SS) Adam M. Burchette, USN
LNCTM(SW/AW) Brook L. Larkins, USN
LSM(SW/AW) Mark P. Wojtal, USN
LSM(SW/AW) Shawn P. Grasty, USN
LSM(SS) Mackie L. Johnson, USN
LSM(SW/AW/IW) Tonya R. McRaney, USN
MACM(SW/AW/PJ) Jamie E. Gainey, USN
MACM(FMF) Mark P. Wojtal, USN
MCCM(SW/AW/EW) Michael B. Lewis, USN
MMCM(SW) Erik T. Johnson, USN
MMCM(SW/AW) Jose Joseph, USN
MMCM(SW) Jarman H. Westmoreland, USN
MNCM(SW/AW) Steven E. Jones, USN
BOARD MEMBERSHIP
FY-18 ACTIVE-DUTY NAVY SENIOR CHIEF PETTY OFFICER
ADVANCEMENT SELECTION BOARD

MTCM(SS) Adrian D. Watkins, USN
MUCM Jeffrey B. Knutson, USN
MUCM Thomas A. Lawrence, USN
NCCM Valerie N. Pugh, USN
NCCM(AW/SW/IUSS) Gary C. Simpson, USN
NDCM(DSW/SW/EXW) Michael S. Shields, USN
OSCM(SW/AW) Michael E. Hackley, USN
OSCM(SW/AW) Joseph W. Kidd, USN
OSCM(EXW/SW/AW) Wendell A. K. Manuwa, USN
PRCM(AW/EXW) Sebastien F. Dorazio, USN
PSCM(SW/AW) Marco A. Gavino, USN
QCMC(SW/AW) Patrick D. Hatcher, USN
RPCM(FMF/SW/EXW) Antoine L. Roach, USN
SBCM(SWCC) Mike B. Davis, USN
SHCM((SW/AW) Michael T. Tenn, USN
SOCM(SEAL) Jon J. Franklin, USN
SOCM(SEAL) Steven J. Ward, USN
SOCM(SEAL) Stephen D. White, USN
STSCM(SS) Robert M. Carlin, Jr., USN
YNCM(SW/AW) Raymond L. Brady, USN
YNCM(SW/AW) John P. Cordero, USNR
YNCM(SW/AW) Jeffrey K. Sams, USN
1. YNCS(SW/AW/IDW) Jedidiah Yisrael, USN, will act as a recorder with the following personnel acting as assistant recorders:

- ASCS(AW/SW) Darius R. Bustarde
- ATCS(AW) Steven E. Worsham
- AWSCS(NAC/AW/SW) Benjamin E. Evers
- CSCS(SW/AW) Stephanie D. Canteen
- CTICS(IG/SW/AW) Trevor S. Fells
- ENCS(EXW/SW) Jarod M. Gumbleton
- EODCS(EWS/EXW/SW/AW) Brandon M. Smith
- ETNCS(SS) Darby K. Schaff
- GSCS(SW/AW) Gregory E. Miller
- HMCS(DSW/EXW/FMF/SW/PJ) Jason R. Duty
- ITCS(IW/SW/AW/EXW) Kadesha N. Perry
- MMACS(SS) Mark A. Pearson
- OSCS(SW/EXW/AW) Quincy D. Johnson
- UTCS(SCW/EXW/IDW) Michael P. Saenz, Jr.
- AMC(AW/SW) Christopher J. Booker
- AZC(AW) Jenita L. McCay

2. The recorder or an assistant recorder will be present during all deliberations.

3. The following personnel are designated to serve as the board sponsors:

- PSCM(SW/AW) C. E. Christiansen
- YNCM (AW) Amy R. Kelly

4. The following personnel are designated to serve as administrative support staff to the board:

- RDML Richard A. Brown
- RDML John F. Meier
- CAPT Bradley J. Cordts
- CAPT Christopher Engdahl
- CAPT Mark C. Holley
- CAPT Douglas P. Howell
- CAPT Jeri L. O'Neill
- CAPT Martin L. Pompeo
- CAPT Henry P. Roux, Jr.
- CAPT Elisabeth S. Stephens
- CDR Melissa A. Barnett

- CDR Howard M. Bryant
- CDR Paul J. Dee
- CDR Steven J. Skretkowicz
- LCDR Price W. Balderson
- LCDR Walter C. Dehner
- LCDR Felipe P. Finley
- LCDR David R. Flowers
- LCDR Joseph A. Gueary
- LCDR Johnny W. Kelley
- LCDR Ann M. MacDonald
- LCDR Stephen P. Milloway

Enclosure (2)
ADMINISTRATIVE SUPPORT STAFF
FY-18 ACTIVE-DUTY NAVY SENIOR CHIEF PETTY OFFICER
ADVANCEMENT SELECTION BOARD

LCDR Christopher C. Muller
LCDR Michael S. Newman
LCDR Timothy D. O’Brien
LCDR Eric A. Polonsky
LCDR Van E. Stewart
LCDR Jeremy S. Yarborough
LT Robert R. Allen
LT Randall W. Beal
LT Beau J. Blanchard
LT Ivan C. Cole
LT Simon S. Davies
LT Isabel Gomez
LT Erin T. Janofski
LT Tramayne L. Jenkins
LT Kevin M. Loughman
LT Christopher R. McHenry
LT Vincent N. Perry
PSCM(SW/AW) C. E. Christiansen
PSCM(SW/AW) Matthew A. Lucas
SOCM(SEAL) Andrew Jones
YNCM(SW/AW/EXW) Leo S. Godet
YNCM(AW) Amy M. Kelly
CMDCS(SW/AW) Marquita Y. Handley
LSCS(SW) Robert A. Tunstall
PSC(AW) Catherine P. Kuntz
YNC(SW/AW) Michael M. Riles
LN1 Lauren M. Hauck
PS1(AW) Joshua R. Bright
PS1 Christopher McCollough
YN1 Carolyn Hester
YN1 Kimberly S. Knowles
YN1(SW) Benjamin J. Ryser
YN1(SW) Joseph F. Scarlata
LN2 Courtney E. Countiss
YN2 Santos A. Cedeno
YN2(SW) Kari K. Lueth
YN2(SW/AW) John T. Myrick
YN2(SW/AW) Alexis P. Williams
Mr. Rodger Abernathy
Ms. Jacqueline S. Anderson
Mr. Daryl L. Ballard
Ms. Alison Barnes
Mr. Julion A. Bend

Ms. Wendy Beyer
Mr. Robert C. Black
Ms. Patricia O. Boothe
Mr. Brian D. Bourne
Mr. James W. Bowman
Mr. Doug Burgess
Ms. B. J. Callis
Ms. Tanya D. Campbell
Mr. Clarence Carver
Ms. Lakiesha D. Chalmers
Ms. Janice Chambers
Ms. Linda M. Coffield
Mr. Joel Cook
Ms. Sonya Y. Cox
Mr. Mitchell Croskey
Mr. John R. Crotts
Mr. James Cutter
Ms. Karen Dapsis
Mr. Bennie Davis
Mr. Paul W. Davis
Mr. Jay C. Delfoe
Mr. Richard T. DeRousse
Mr. John T. Dickman
Mr. Bernard D. Dunn
Mr. Charles D. Eaton
Mr. Jeremy L. Fisher
Mr. John Pleenor
Mr. Mike Foldes
Mr. John Prantz
Mr. Christopher Garner
Mr. Dennis Garza
Mr. Cornell D. Gaulmon
Mr. Bryan Gillentine
Mr. William H. Green
Mr. James Griffaw
Mr. Keith Grover
Ms. Andrea Hammer
Mr. Jim Hammerich
Mr. Richard M. Hammer
Mr. Dave Hard
Ms. Dorothy C. Harris
Mr. Charles T. Henderson
Mr. Max H. Hodge
<p>| Mr. David L. Howard                        | Ms. Cheryl L. Scott                   |
| Ms. Rosalind Hudson-Phillips             | Ms. Edna M. Shannon                  |
| Mr. Juan J. Jimenez                      | Mr. Antoine Sharp                    |
| Mr. Douglas E. Johnson                   | Mr. Michael P. Simrell               |
| Mr. John Johnson                         | Ms. Angie L. Smith                   |
| Ms. Lorraine A. Johnson                  | Mr. Thor Smith                       |
| Ms. Patricia A. Johnson                  | Ms. Ruby D. Snowden                  |
| Ms. Crystal Jones                        | Mr. John J. Sorce                    |
| Ms. Melissa D. Jones                     | Mr. William A. Stephens              |
| Mr. Steven P. Jones                      | Ms. Lynnette Stinnett               |
| Mr. Daniel G. Kay                        | Mr. Tim Suich                       |
| Mr. Charles M. Kellum                    | Ms. Jennifer M. Summers              |
| Ms. Shu J. King                          | Mr. Jim C. Tanner                    |
| Mr. Alex Kraus                           | Mr. Horace Taylor                    |
| Ms. Karen M. Kumnick                     | Mr. Robert J. Thompson               |
| Mr. David B. Lanham                      | Ms. Martha Uselton                   |
| Mr. Bryan LeDrew                         | Mr. Carl R. Waelde                   |
| Ms. Sonia Lewis                          | Mr. Shawn Walther                    |
| Ms. Diane L. H. Lofink                   | Ms. Davida L. Ward                   |
| Mr. Victor A. Loy                        | Mr. Timmy W. West                    |
| Ms. Nancy P. Lubiani                     | Ms. Jessica Whitfield                |
| Mr. Donald P. Marshall                   | Ms. Carma S. Whorton                 |
| Mr. Paul D. Martin                       | Mr. Christopher A. Wiley             |
| Mr. Paul L. Martin                       | Mr. Bob T. Wilkinson                 |
| Mr. Richard P. Mason                     | Mr. Ed Willard                       |
| Mr. Anthony L. Matthews                  | Ms. Sharlene Williams                |
| Ms. Karon D. Matthews                    | Mr. Charles E. Wilson                |
| Ms. Lynda C. McKinney                    | Ms. Deborah A. Wilson                |
| Mr. Chris G. McNulty                     | Mr. Jason T. Winfield                |
| Mr. Christopher J. Meunier               | Mr. Wiley P. Winter                  |
| Ms. Patricia Moats                       | Mr. Darrence A. Wolfe                |
| Mr. Corey A. Nichols                     | Ms. Mindee M. Wolven                 |
| Mr. Tommy D. Owens                       | Ms. Rebecca Yong                     |
| Ms. Keisha R. Parker                     | Mr. Alan D. Young                    |
| Mr. Drew R. Parmley                      | Mr. Christopher J. Zaller            |
| Mr. Chuck Pennington                     |                                         |
| Mr. Richard S. Perry                     |                                         |
| Mr. Lee Peyton                           |                                         |
| Mr. James A. Price                       |                                         |
| Mr. Stephen R. Ranne                    |                                         |
| Mr. Stanley Robinson                     |                                         |
| Mr. Jay A. Rublaitus                     |                                         |
| Mr. Tony V. Sanders                      |                                         |</p>
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**VERIFIED: LSQ J.D. LONG**

**VERIFIED: LCOR J.L. WALSH**

**RECOMMENDED: RAIDM JOHN B. NOWELL, JR.**

**APPROVED: VAADM R.P. BURKE**

**VERIFIED: CAPT J.J. O'NEAL**

**RECOMMENDED: RAIDM JOHN B. NOWELL, JR.**

**APPROVED: VAADM R.P. BURKE**

3/13/17