



THE SECRETARY OF THE NAVY
WASHINGTON, D.C. 20350-1000

JUL 21 2011

From: Secretary of the Navy
To: President, FY-12 Active-Duty Navy Unrestricted Line
Commander Selective Early Retirement Board

Subj: CONVENING ORDER FOR THE FY-12 SELECTIVE EARLY RETIREMENT
BOARD TO CONSIDER UNRESTRICTED LINE OFFICERS ON THE
ACTIVE-DUTY LIST OF THE NAVY FOR RETIREMENT AT THE
PERMANENT GRADE OF COMMANDER

Ref: (a) FY-12 Active-Duty Unrestricted Line Captain and
Commander Selective Early Retirement Boards Precept

Encl: (1) Board Membership

1. Date and Location

a. The Selective Early Retirement (SER) board, consisting of you as president and the officers listed in enclosure (1), is ordered to convene at Navy Personnel Command, Millington, TN, at 0800, July 25, 2011, or as soon as practicable thereafter.

b. The board shall proceed in accordance with the guidance contained in this letter and reference (a).

2. SER Board Authorized Selections

a. The board shall select the number of officers that most closely approximates, but does not exceed, 30 percent of the eligible officers, as defined by the list of eligible officers provided by the Chief of Naval Personnel on the day the board convenes. The list of eligible officers shall include a number of required selects.

3. Unless expressly authorized or required by the President, Secretary of Defense, or me, neither you nor any member of the board or administrative staff may disclose the proceedings, deliberations, or recommendations of the SER board. Nevertheless, the Chief of Naval Personnel may provide the recommendations of the SER board to the senior flag officer responsible for recommending community assignments and to senior community detailers, to the extent necessary to facilitate community assignments. All board members and administrative

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staff must comply fully with these requirements, and I expect you to emphasize the need for strict confidentiality.

4. Selection Standards

a. The board shall consider carefully, without prejudice or partiality, the record of every eligible officer. The board will select those officers whose early retirement, in the opinion of a majority of the members of each board, is in the best interest of the Navy. You must consider each officer's demonstrated performance as well as potential for future contributions in both traditional line and more specialized assignments and retain those officers who have the highest potential for significant future service.

b. The following considerations should guide your recommendations. Members assigned to brief individual records are expected to use these considerations to guide their briefs' review and structure. Each board member is expected to apply this guidance when deliberating and voting. Considerations are:

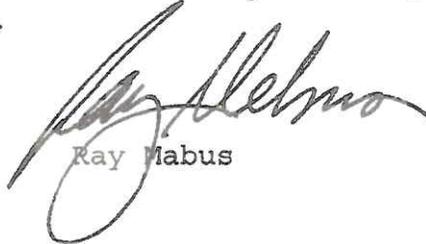
(1) Proven and sustained superior performance. Success in command and leadership positions, as well as in difficult and challenging joint and in-service assignments, is a primary factor that should guide your deliberations.

(2) Some high-demand specialized skills, which support safe Fleet operations (particularly nuclear safety) and require years of intensive training and experience to develop, cannot easily be replaced. Navy has critical shortages of officers with advanced technical qualifications and these officers may have had limited opportunity to serve in Joint or other career-broadening assignments. Officers who have excelled in challenging technical specialties, have special or additional qualifications, and in whom the Navy has made exceptional training investments are of high value to the Navy for future service.

(3) Officers with a record of superior service in arduous assignments, and those officers who have demonstrated superior performance in demanding operational assignments are of high value to the Navy for future service.

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c. As a factor subordinate to the above criteria, when determining who to retain, you should also give consideration to the resources expended by the Navy in preparing officers for unique assignments requiring extensive language training or advanced degrees, and the needs of the Navy in managing billets with long training pipelines.



Ray Mabus

BOARD MEMBERSHIP
FY-12 ACTIVE-DUTY NAVY UNRESTRICTED LINE COMMANDER
SELECTIVE EARLY RETIREMENT BOARD

1. Unrestricted Line Officer:

VADM John M. Richardson, USN, [REDACTED]/1120 (President)
RADM William H. Hilarides, USN, [REDACTED]/1120
RADM Michael P. Tillotson, USN, [REDACTED]/1140
RADM David M. Thomas, USN, [REDACTED]/1110
RADM Ted N. Branch, USN, [REDACTED]/1310
RADM Sean A. Pybus, USN, [REDACTED]/1130
RADM James F. Caldwell, Jr., USN, [REDACTED]/1120
RDML Sinclair M. Harris, USN, [REDACTED]/1110
RDML Paul A. Grosklags, USN, [REDACTED]/1310
RDML Dixon R. Smith, USN, [REDACTED]/1110
RDML James A. Murdoch, USN, [REDACTED]/1110
RDML Scott T. Craig, USN, [REDACTED]/1310
RDML Matthew L. Klunder, USN, [REDACTED]/1310
RDML Michael W. Hewitt, USN, [REDACTED]/1320
RDML Ann C. Phillips, USN, [REDACTED]/1110

2. CAPT Todd A. Zvorak, USN, will act as recorder with the following personnel acting as assistant recorders:

CAPT Thomas B. Smith II	CAPT Robert A. Hall, Jr.
CAPT Stuart P. Baker	CAPT Kevin E. Kinslow
CAPT James R. Raimondo	CDR Michael D. Patterson

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

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

RADM Donald P. Quinn
RDML Cynthia A. Covell
CAPT Gene F. Harr
CAPT Fredrick R. Luchtman
CDR Paul F. Eich
CDR Jeri L. O'Neill
CDR Jeffrey C. Stevens
CDR Kendra M. Bowers
CDR Jerry L. Alexander, Jr.
LCDR Gregory D. McKeithen
LCDR Steven J. Smith
LCDR Roberta S. Taylor
LCDR Timothy R. Hodskins

Enclosure (1)

BOARD MEMBERSHIP
FY-12 ACTIVE-DUTY NAVY UNRESTRICTED LINE COMMANDER
SELECTIVE EARLY RETIREMENT BOARD

LCDR Christopher J. Garner
LCDR Jeffrey J. Klinger
LT Joseph T. Griffo
LT Breier W. Scheetz
LT William M. Bencini
LT Brian S. Dembicky
LT Tracy L. Harp
LT Christopher M. Johnson
ENS Randall W. Beal
CWO5 Lawrence S. Cole
CWO3 Malcolm D. Hall
CWO3 Jonathan C. Summers
PSCM(SW) John D. Vance
PSCM(SW) Robin M. Thiel
PSC(AW) Tina R. Erts
YN1(SW/AW) Debra D. Gethers
LS1 Carol M. Moore
YN2(SW) Luis A. Diaz
Ms. Diane L. H. Lofink
Mr. Richard P. Mason
Mr. Steve C. Veach
Mr. Dwight Stanton
Mr. Tim Suich
Mr. Steven Hester
Ms. Ruby D. Goodwin
Mr. Christopher J. Zaller
Ms. Deborah A. Wilson
Mr. Juan J. Jimenez
Mr. Max H. Hodge
Mr. Antoine Sharp
Mr. Carl R. Waelde
Ms. Bonita K. Archie
Mr. Jay A. Rublaitus
Mr. Eric D. Montgomery
Ms. Doris A. Pembroke
Mr. Stephen R. Ranne
Mr. James A. Price
Ms. Mindee M. Wolven
Mr. Tommy D. Owens
Ms. Edna M. Shannon
Mr. Donald Schmidt
Ms. Tonya E. Marshall
Ms. Lynda McKinney
Mr. Arik Tucker

BOARD MEMBERSHIP
FY-12 ACTIVE-DUTY NAVY UNRESTRICTED LINE COMMANDER
SELECTIVE EARLY RETIREMENT BOARD

Mr. Jim C. Tanner
Ms. Darlene Gemuend
Mr. Stanley Robinson
Ms. Karen Kumnick
Ms. Amy Ray
Ms. Lynn Saarinen
Mr. Leo Metoyer
Ms. Courtney Jones
Mr. Paul Martin
Mr. Paul Wilder
Mr. Donald P. Marshall
Mr. Gary E. Smart
Mr. Donald Stinson
Mr. David B. Lanham
Ms. Linda M. Coffield
Ms. Elizabeth A. Vaughn
Ms. Dorothy G. Harris
Ms. BJ Callis
Ms. Jacqueline Anderson
Mr. William A. Stephens
Mr. Corey Nichols
Mr. Jeffery D. Walker
Ms. Sarah Bowen
Ms. Karen Harris