From: Commander, Navy Personnel Command  
To: President, FY-18 Aviation Department Head Selection Board  

Subj: ORDER CONVENING THE FY-18 AVIATION DEPARTMENT HEAD SELECTION BOARD  

Ref: (a) FY-18 Administrative Selection Board Precept  
Encl: (1) Board Membership  
(2) Administrative Support Staff  
(3) FY-18 ADHSB Eligibility Criteria  

1. **Date and Location**  
   
a. This administrative selection board, consisting of you as president, the officers listed in enclosure (1) as members, and the personnel listed in enclosure (2) as administrative support staff, is ordered to convene at Navy Personnel Command, Millington, TN, at 0800, 1 May 2017, or as soon as practicable thereafter.  
   
b. The board shall proceed in accordance with all guidance in this letter and the FY-18 Administrative Selection Board Precept, reference (a).  

2. **Function.** The function of the board is to:  
   
a. Recommend Unrestricted Line (URL) officers for Operational (OP) and Operational Training (OP-T) Aviation Department Head.  
   
b. Recommend officers as Qualified Insufficient Opportunity (QIO).  

3. **Board Authorized Selections**  
   
a. The maximum number of candidates that may be recommended in each competitive category is listed below. All officers within each competitive category have been reviewed to ensure compliance with the eligibility criteria as outlined in enclosure (3).
Subj: ORDER CONVENING THE FY-18 AVIATION DEPARTMENT HEAD SELECTION BOARD

<table>
<thead>
<tr>
<th>Competitive Category</th>
<th>Maximum Number of Selects</th>
</tr>
</thead>
<tbody>
<tr>
<td>HM OP</td>
<td>7</td>
</tr>
<tr>
<td>HSC OP</td>
<td>50</td>
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<td>HSM OP</td>
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<td>VAW 1320 OP</td>
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</tr>
<tr>
<td>VRC OP</td>
<td>3</td>
</tr>
<tr>
<td>VFA 1310 OP</td>
<td>65</td>
</tr>
<tr>
<td>VFA 1320 OP</td>
<td>15</td>
</tr>
<tr>
<td>VP/VQ(P) 1310 OP</td>
<td>26</td>
</tr>
<tr>
<td>VP/VQ(P) 1320 OP</td>
<td>22</td>
</tr>
<tr>
<td>VQ(T) 1310 OP</td>
<td>4</td>
</tr>
<tr>
<td>VQ(T) 1320 OP</td>
<td>4</td>
</tr>
<tr>
<td>Operational Training</td>
<td>63</td>
</tr>
</tbody>
</table>

b. The board need not select to the numbers provided. The maximum number to select should only be attained if there are a sufficient number of candidates determined fully qualified. Should the board deem that an insufficient number of qualified officers exist in a particular competitive category then the finding will be included in the board report.

c. Qualified Insufficient Opportunity (QIO). In each competitive category there may be officers whose records clearly meet selection criteria but are not selected because of limited quotas. The board shall identify such officers to the Recorder and those names shall be annotated in the board report. In the board report, officers selected as QIOs will be ranked in order of merit within each competitive category. However, the QIOs will not be published to the Navy or the public.

(1) The maximum number of QIOs in each competitive category is listed below. The ultimate number of QIOs in each competitive category will be determined by the board.
Subj: ORDER CONVENING THE FY-18 AVIATION DEPARTMENT HEAD SELECTION BOARD

<table>
<thead>
<tr>
<th>Competitive Category</th>
<th>Maximum Number of QIOs</th>
</tr>
</thead>
<tbody>
<tr>
<td>HM OP</td>
<td>4</td>
</tr>
<tr>
<td>HSC OP</td>
<td>15</td>
</tr>
<tr>
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<tr>
<td>VFA 1320 OP</td>
<td>5</td>
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<tr>
<td>VP/VQ(P) 1310 OP</td>
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<tr>
<td>VP/VQ(P) 1320 OP</td>
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<tr>
<td>VQ(T) 1310 OP</td>
<td>2</td>
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<tr>
<td>VQ(T) 1320 OP</td>
<td>3</td>
</tr>
<tr>
<td>Operational Training</td>
<td>0</td>
</tr>
</tbody>
</table>

(2) Unlike a recommendation for selection, an individual may be recommended as a QIO in multiple competitive categories (i.e. OP and OP-T).

(3) Should a need arise during the year for an additional officer to fill a command, an officer so identified in the board report shall be considered qualified and additional administrative screen procedures need not be pursued. Officers shall be selected from the board report according to order of merit and subject to assignability.

(4) QIOs may be on multiple QIO lists until such time as the individual is required to fill a Department Head (DH) billet. Once the QIO officer is selected to fill a DH billet, that officer will be removed from all other QIO lists.

4. Additional Guidance. Naval Aviation is first and foremost an aerial combat force, and values the attainment of warfare qualifications and leadership both in the air and on the ground. The Naval Aviation Enterprise continues to value the war fighting ability and tactical excellence required for Operational Commanders to excel in combat. Therefore, as an aviation officer progresses in his/her career, achievement of community specific warfare qualifications should be documented
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in the officer's official record. The ultimate measure of success within the aviation community is sustained performance in operational environments.

R. A. BROWN
BOARD MEMBERSHIP

FY-18 AVIATION DEPARTMENT HEAD SELECTION BOARD

1. Aviation Department Head Selection Board Members:

RDML Kyle J. Cozad, USN, 1310 (President)

CAPT Valerie R. Overstreet, USN, 1310
CAPT Brett W. Coffey, USN, 1320
CAPT Kavon Hakimzadeh, USN, 1320
CAPT Edgardo A. Moreno, USN, 1310
CAPT Alan M. Worthy, USN, 1310
CAPT Kevin M. McLaughlin, USN, 1310
CAPT James D. Christie, USN, 1310
CAPT Craig T. Mattingly, USN, 1320
CDR Shawn T. Bailey, USN, 1310
CDR Christopher H. Herr, USN, 1310
CDR Scott A. Hardy, USN, 1320
CDR Adam T. Carlstrom, USN, 1320
CDR Hugh E. Winkel, USN, 1310
CDR William C. Pennington, USN, 1310
CDR Peter M. Schnappauf III, USN, 1310
CDR Christopher N. Hurst, USN, 1310
CDR Jonathan G. Voorheis, USN, 1320
CDR Bobby E. Brown, Jr., USN, 1310
CDR Cedrick L. Jessup, USN, 1310
CDR Derek Brady, USN, 1310

Enclosure (1)
ADMINISTRATIVE SUPPORT STAFF
FY-18 AVIATION DEPARTMENT HEAD SELECTION BOARD

1. Aviation Department Head: LCDR Matthew L. Martin, USN, will act as a recorder with the following personnel acting as assistant recorders:

   CDR Adam T. Bean
   LCDR John C. Perkins
   LCDR Zachary R. Brown
   LT Rachel E. Tarbox
   LCDR Alan J. Carlson
   LCDR Benjamin B. Hendricks
   LCDR John R. Allen

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

3. The following person is designated to serve as the board sponsor:

   CAPT Michael W. Baze

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 David H. Mcalister
   CAPT Jeri L. O'Neill
   CAPT Martin L. Pompeo
   CAPT Alonza J. Ross
   CAPT Henry P. Roux, Jr.
   CAPT Elisabeth S. Stephens
   CDR Melissa A. Barnett
   CDR Geoffrey P. Bowman
   CDR Howard M. Bryant
   CDR Carvin A. Brown
   CDR Kenneth R. Colman
   CDR Adan J. Covarrubias
   CDR Paul J. Dee
   CDR Robert H. Eastman
   CDR Patrick M. Gegg
   CDR Michael P. Kline
   CDR Teague R. Laguens
   CDR Vincent W. Logan
   CDR Rocky B. Pulley
   CDR Steven J. Skretkowicz
   CDR Michael L. Smith
   CDR Jonathan E. Spore
   CDR Christopher J. Wood
   CDR Kevin P. Zayac
   LCDR Joshua M. Ales
   LCDR Alexander P. Armatas
   LCDR Price W. Balderson
   LCDR Eric J. Bell
   LCDR Louis F. Catalina
   LCDR Kevin M. Chambley
   LCDR Robert H. Chandler
   LCDR Brian T. Conner
   LCDR Kent L. Davis
   LCDR Walter C. Dehner
   LCDR Rodney C. Erler
   LCDR Jonathan J. Faraco
   LCDR Jeremiah W. Farwell
   LCDR Felipe P. Finley
   LCDR David R. Flowers
   LCDR Marc E. Foreman
   LCDR Andrew J. Greenlees
   LCDR Joseph A. Gueary

Enclosure (2)
ADMINISTRATIVE SUPPORT STAFF
FY-18 AVIATION DEPARTMENT HEAD SELECTION BOARD

LCDR Steven S. Hatch
LCDR Trevor F. Hermann
LCDR Matthew L. Robert
LCDR Eric R. Johnson
LCDR Johnny W. Kelley
LCDR Mark E. Kennedy
LCDR Dermot N. Killian
LCDR Thomas G. Kolwicz
LCDR Ann M. MacDonald
LCDR Robert W. Marrs
LCDR John K. McGee
LCDR Stephen P. Milloway
LCDR Michael V. Minervini
LCDR Matthew T. Mulcahey
LCDR Christopher C. Muller
LCDR Michael S. Newman
LCDR Timothy D. O'Brien
LCDR Douglas W. Oldham
LCDR Dustin W. Peverill
LCDR Eric A. Polonsky
LCDR James M. Reeves
LCDR Richard P. Shiels
LCDR Michael J. Simpson
LCDR Van E. Stewart
LCDR Colin J. Thompson
LCDR Christopher S. Williams
LCDR Robert E. Woodards
LCDR Jeremy S. Yarbrough
LT Robert R. Allen
LT Corey A. Bell
LT Beau J. Blanchard
LT Timothy Coennen
LT Ivan C. Cole
LT Simon S. Davies
LT Andrew J. Dierks
LT Isabel Gomez
LT Erin T. Janofski
LT Tramayne L. Jenkins
LT Kevin M. Loughman
LT Christopher R. McHenry
LT Vincent N. Perry
LT Ruben M. Tapia
CWO3 Joseph J. Brown
CMDCM(SW/AW/EXW) J. W. Osborne

PSCM(SW/AW) C. E. Christiansen
YNCM(SW/AW/EXW) Leo S. Godet
YNCM(AW) Amy M. Kelly
CMDCS(SW/AW) M. Y. Handley
LSCS(SW) Robert A. Tunstall
YNC(SIW/SS) Jon Blish
YNC(SW/AW) Juanett Martin
PSC(SW/AW) Sonny R. Deleon
PSC(SW/AW) Patrick R. Harris
YNC(AW) Raymond E. Boyd
YNC(SW/AW) Joel A. Campbell
YNC(EXW/IDW/SCW) Byron J. Capps
YNC(AW) Gavin A. Irby
YNC(SW/AW/NAO) J. W. Massengill
YNC(SW/AW) Michael M. Riles
LN1 Lauren M. Hauck
YN1 Christopher M. Church
YN1 Sharleen L. Ciesielska
YN1 Carolyn Hester
YN1 Kimberly S. Knowles
YN1(SW) Benjamin J. Ryser
YN1(SW) Joseph F. Scarlata
LN2 Courtney E. Countiss
YN2 Dexter A. Correll
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
Ms. Shannon A. Collins
Mr. Joel Cook
Ms. Sonya Y. Cox
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 Fleenor
Mr. Mike Foldes
Mr. John Frantz
Mr. Christopher Garner
Mr. Dennis Garza
Mr. Cornell D. Gaulmon
Mr. Bryan Gillentine
Mr. William H. Green
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
Mr. David L. Howard
Ms. Rosalind Hudson-Phillips
Mr. Jeffery D. Jacob
Mr. Juan J. Jimenez
Mr. Carl E. Johnson
Mr. Douglas E. Johnson
Mr. John Johnson
Ms. Lorraine A. Johnson
Ms. Patricia A. Johnson
Ms. Crystal Jones
Ms. Melissa D. Jones
Mr. Steven P. Jones
Mr. Charles M. Kellum
Ms. Shu J. King
Mr. Alex Kraus
Ms. Karen M. Kumnick
Mr. David B. Lanham
Ms. Sonia Lewis
Ms. Diane L. H. Lofink
Mr. Victor A. Loy
Ms. Nancy P. Lubiani
Ms. Oberia A. Malone
Mr. Donald P. Marshall
Mr. Paul D. Martin
Mr. Paul L. Martin
Mr. Richard P. Mason
Mr. Anthony L. Matthews
Ms. Karon D. Matthews
Ms. Lynda C. McKinney
Mr. Chris G. McNulty
Mr. Christopher J. Meunier
Ms. Patricia Moats
Mr. Corey A. Nichols
Mr. Tommy D. Owens
Ms. Keisha R. Parker
Mr. Drew R. Parmley
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
Ms. Cheryl L. Scott
Ms. Edna M. Shannon
Mr. Antoine Sharp
Mr. Michael P. Simrell
Ms. Angie L. Smith
Mr. Thor Smith
Ms. Ruby D. Snowden
Mr. John J. Sorce
Mr. William A. Stephens
Ms. Lynnette Stinnett
Mr. Tim Suich
Ms. Jennifer M. Summers
Mr. Jim C. Tanner
Mr. Horace Taylor
Mr. Robert J. Thompson
Ms. Martha Uselton
Mr. Carl R. Waelde
Mr. Shawn Walther
Ms. Davida L. Ward
Mr. Timmy W. West
Ms. Jessica Whitfield
Ms. Carma S. Whorton
Mr. Christopher A. Wiley
Mr. Bob T. Wilkinson
Mr. Ed Willard
Ms. Sharlene Williams
Mr. Charles E. Wilson
Ms. Deborah A. Wilson
Mr. Jason T. Winfield
Mr. Wiley P. Winter
Mr. Darrence A. Wolfe
Ms. Mindee M. Wolven
Ms. Rebecca Yong
Mr. Alan D. Young
Mr. Christopher J. Zaller
1. Eligibility. Overall eligibility for the FY-18 Aviation Department Head Selection Board (ADHSB) has been determined by PERS-43 personnel based on officers meeting the criteria listed in the applicable sections of this document. The following is provided to outline eligibility for the FY-18 ADHSB:

   a. Definition of "Looks". Selection for Aviation Department Head (ADH) occurs in three reviews, referred to as "looks" of a Screen Group (SG). The first "look" occurs in the fiscal year following selection for promotion to Lieutenant Commander, and these officers are only considered for Operational Department Head. The second and third "looks" occur in the fiscal year following the first "look." The second "look" is for consideration as Operational Department Head while the third "look" is for consideration as Operational Training Department Head.

   b. Screen Groups. The records of all eligible officers will receive two "looks" for Operational ADH. As promotion zones are not strictly aligned with year groups, individuals are considered for Department Head (DH) in a SG designated by lineal numbers in the annual Promotion Zone Forecast message. SG boundaries can shift slightly each year due to changes in the Promotion Zone Forecast. The FY-18 ADHSB consists of two screen groups, SG-07 and SG-08.

(1) The group of "In-Zone" (IZ) officers receiving their first look for ADH on the FY-18 ADHSB is referred to as SG-08. SG-08 is comprised of those Aviation Unrestricted Line (URL) Officers selected for promotion to Lieutenant Commander by the FY-17 Active-Duty Navy Lieutenant Commander Line Promotion Selection Board and Aviation URL Officers subsequently selected for special promotion to Lieutenant Commander during a quarterly Special Promotion Board.

(2) The group of "Above-Zone" (AZ) officers is composed of those eligible officers who were previously considered for their Operational ADH first "look" by the FY-17 ADHSB, but not selected. This group of eligible officers is referred to as SG-07.

Note One: For the purposes of the FY-18 ADHSB, the officer with Lineal number 03918312 is considered "Above-Zone" (AZ).
FY-18 AVIATION DEPARTMENT HEAD ELIGIBILITY CRITERIA

2. Eligibility Determination

   a. Definition of Eligibility Criteria. To meet the criteria for eligibility for the FY-18 ADHSB, an officer must:

      (1) Be designated a URL Naval Aviation Officer (1300/1310/1320 designators).

     Note One: Officers who were previously assigned a designator of 1310 or 1320 and have been re-designated to 1300 as a result of medical disqualification from flight status are considered eligible if they are expected to be found medically qualified for flight and re-designated to 1310/1320 prior to the conclusion of FY-17. This determination must be validated by a flight surgeon.

      (2) Fall within SG-07 or SG-08 and have not been previously selected for ADH.

      (3) Be in the rank of Lieutenant Commander or be selected for promotion to Lieutenant Commander as a member of SG-07 or SG-08.

     Note Two: All officers who entered naval service in FY-16 via inter-service transfer at the rank of Lieutenant Commander are considered eligible for selection as part of SG-07.

     Note Three: All officers who were selected for promotion to Lieutenant Commander whose promotions are in a withheld or delayed status are considered eligible for the FY-18 ADHSB. If selected, they will be held in a selected status but will not receive orders to a DH billet until promotion is authorized.

     Note Four: All officers who are approved for the Career Intermission Pilot Program (CIPP) who are beginning CIPP separation after the convening of the ADHSB are considered eligible for selection.

   b. Disqualifying Events

      (1) Officers IZ for Lieutenant Commander on the FY-17 Active-Duty Navy Lieutenant Commander Line Promotion Selection Board who failed to select for promotion to Lieutenant Commander will not be included in SG-08 for their first look on the FY-18 ADHSB. Officers will only be considered for DH once they have been selected for Lieutenant Commander.
FY-18 AVIATION DEPARTMENT HEAD ELIGIBILITY CRITERIA

(2) Resignation and Retirement. All officers with released resignation or retirement orders with a Date-Time-Group (DTG) prior to 01 MAY 2017 are ineligible for the FY-18 ADHSB.

(3) Those officers who have been selected for and accepted lateral transfer outside of the 13X0 designated community, to include the Junior Permanent Military Professor Program, the Aviation Engineering Duty Officer community, and the Full Time Support community, are ineligible for the FY-18 ADHSB.

(4) Officers who were previously assigned a designator of 1310 or 1320 who have been re-designated to 1300 due to a Voluntary Termination of flight status are not eligible for the FY-18 ADHSB.

(5) Officers who were previously assigned a designator of 1310 or 1320 who have been re-designated to 1300 due to the outcome of a Field Naval Aviator Evaluation Board proceeding are not eligible for the FY-18 ADHSB.

(6) Officers who submitted a "Don't Pick Me" letter to request non-selection on any previous ADH Selection Board are ineligible for the FY-18 ADHSB.

Note Five: Any officer who had previously submitted a "Don’t Pick Me" letter as an In-Zone (IZ) eligible of the FY-17 ADHSB (SG-07) may submit a request for consideration by the FY-18 ADHSB. These requests should be sent to PERS-43 and will be adjudicated on a case-by-case basis.

(7) Officers who were previously selected for and subsequently declined ADH are ineligible for the FY-18 ADHSB.

c. Definition of Competitive Categories. Competitive category eligibility has been determined by PERS 43 based on overall FY-17 ADHSB eligibility as well as competitive category eligibility. To be eligible for a specific competitive category, officers must qualify for overall eligibility criteria and meet the following:

(1) Helicopter Mine Countermeasures Operational (HM OP). SG-07/08 eligible officers who come from the HM community.
FY-18 AVIATION DEPARTMENT HEAD ELIGIBILITY CRITERIA

(2) Helicopter Sea Combat Operational (HSC OP). SG-07/08 eligible officers who come from the Helicopter Anti-Submarine (HS) and Helicopter Sea Combat (HSC) communities.

(3) Helicopter Maritime Strike Operational (HSM OP). SG-07/08 eligible officers who come from the Helicopter Maritime Strike (HSM) and Helicopter Anti-Submarine Light (HSL) communities.

(4) Airborne Electronic Attack 1310 Operational (VAQ 1310 OP). SG-07/08 eligible officers who come from the VAQ community with a designator of 1310.

(5) VAQ 1320 Operational (VAQ 1320 OP). SG-07/08 eligible officers who come from the VAQ community with a designator of 1320.

(6) Carrier Airborne Early Warning VAW 1310 Operational (VAW 1310 OP). SG-07/08 eligible officers who come from the VAW community with a designator of 1310.

(7) VAW 1320 Operational (VAW 1320 OP). SG-07/08 eligible officers who come from the VAW community with a designator of 1320.

(8) Fleet Logistics Support VRC Operational (VRC OP). SG-07/08 eligible officers who come from the VRC community.

(9) Strike Fighter VFA 1310 Operational (VFA 1310 OP). SG-07/08 eligible officers who come from the VFA community with a designator of 1310.

(10) VFA 1320 Operational (VFA 1320 OP). SG-07/08 eligible officers who come from the VFA community with a designator of 1320.

(11) Maritime Patrol and Reconnaissance communities VP/VQ(P) 1310 Operational (VP/VQ(P) 1310 OP). SG-07/08 eligible officers who come from the VP and VQ(P) communities with a designator of 1310.

(12) VP/VQ(P) 1320 Operational (VP/VQ(P) 1320 OP). SG-07/08 eligible officers who come from the VP and VQ(P) with a designator of 1320.
FY-18 AVIATION DEPARTMENT HEAD ELIGIBILITY CRITERIA

(13) Fleet Air Reconnaissance VQ(T) 1310 Operational (VQ(T) 1310 OP). SG-07/08 eligible officers who come from the VQ(T) community with a designator of 1310.

(14) VQ(T) 1320 Operational (VQ(T) 1320 OP). SG-07/08 eligible officers who come from the VQ(T) community with a designator of 1320.

d. Operational Training Department Head for Two-Time Operational Department Head Non-Selects. Due to limited Operational Department Head seats, there will be competitive officers who fail to select for Operational Department Head on their second and final look. In order to provide continued career opportunity and to capitalize on Naval Aviation’s investment in these officers, every AZ officer not selected for Operational Department Head will be screened for Operational Training Department Head (VT, HT, VX, TPS, Wing Weapons School, FRS, and TACRON). To be eligible, officers must qualify for overall eligibility criteria, be a member of SG-07, and not have been selected for Operational Department Head.