



DEPARTMENT OF THE NAVY
CHIEF OF NAVAL PERSONNEL
701 SOUTH COURTHOUSE ROAD
ARLINGTON VA 22204-2472

16 Apr 18

From: Chief of Naval Personnel
To: President, FY-19 Navy Active-Duty Senior Chief Petty Officer Advancement Selection Board

Subj: ORDER CONVENING THE FY-19 ADVANCEMENT SELECTION BOARD TO CONSIDER CHIEF PETTY OFFICERS OF THE NAVY ACTIVE-DUTY FOR ADVANCEMENT TO SENIOR CHIEF PETTY OFFICER

Ref: (a) FY-19 Navy Active-Duty and Reserve Senior Enlisted Advancement Selection Boards Precept
(b) BUPERSINST 1610.10D

Encl: (1) Board Membership
(2) Recorder and Assistant Recorders
(3) Administrative Support Staff
(4) Competitive Group Quotas

1. Date and Location

a. The advancement selection board, consisting of you as president, the personnel listed in enclosure (1) as members, the personnel in enclosure (2) as recorder and assistant recorders, and the personnel listed in enclosure (3) as administrative support staff, are ordered to convene at the Navy Personnel Command, Millington, TN, at 0800, April 23, 2018, or as soon as practicable thereafter.

b. The boards 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 (4). 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

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demonstrate that he or she would be capable of performing the duties of the next higher paygrade. Candidates that do not meet that standard shall not be recommended for advancement.

(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 paygrade.

(2) Fully qualified candidates must clearly demonstrate adherence to Navy and Department of Defense ethical standards, 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, discussing, and voting. Additionally, members will use the considerations below to guide their determinations of the best qualified candidates.

(1) **Scope and Impact of Leadership**

(a) You must consider the scope of the candidate's primary job assignments and the impact throughout the command, area, and fleet.

(b) 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 as measured by qualification accomplishments,

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subordinate professionalism, advancement results, and influence on retention/attrition, and the extent to which the candidate trains and educates on the principles of leadership, watchstanding, professionalism, and heritage.

(c) **Mess and Wardroom Development and Impact.** You must consider peer leadership as demonstrated by successfully leading, mentoring, and developing peers and juniors within the Mess, serving as a team player to solve command-wide problems, demonstrating a strong presence that sets the tone with peers, and holding peers accountable for their professional and personal conduct. You must also consider the candidate's impact on wardroom development and effectiveness as demonstrated by developing, mentoring, or advising officers, individually and collectively.

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

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(4) **Collateral Duties**. You must consider the successful management of major collateral duties as evidenced by the documented impact on mission readiness/effectiveness, retention/attrition, and morale. Collateral duty management must not come at the expense of leadership and expertise.

(5) **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.

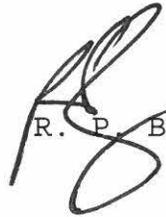
(b) Due to operational demands or needs of the Navy, some assignments may result in a candidate missing the opportunity to serve in a community-recognized milestone to be competitively ranked on an evaluation. A candidate serving in one of these assignments may be rated by a reporting senior unfamiliar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

(c) In evaluating a candidate's history of assignments, consideration should be made that candidates are not always in control of their duty assignments or scope of responsibility. Closed-loop communities can restrict assignment diversity. The size of a command and the number within peer ranking are not controlled by the candidate.

(6) **Education and Professional Development**. You must consider the completion of professional military or advanced civilian education. Professional Military Education entails Primary Professional Military Education, Senior Enlisted Joint Professional Military Education, and Leadership Development (Senior Enlisted Academy, Joint Special Operations Senior

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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. P. BURKE

BOARD MEMBERSHIP
 BOARD #235
 FY-19 NAVY ACTIVE-DUTY SENIOR CHIEF PETTY OFFICER ADVANCEMENT
 SELECTION BOARD

RANK/NAME	USN/USNR	DESIG	PRESIDENT/ MEMBERS	PRESIDENT/ MEMBERS	PRESIDENT/ MEMBERS	NOTES
RADM JEFFREY A. HARLEY	USN	1110	P			
RDML CEDRIC E. PRINGLE	USN	1110			P	
RDML JAMES E. PITTS	USN	1120		P		
CAPT SHANE G. HARRIS	USN	1200			M	
CAPT BRIAN R. BALDUS	USN	3100			M	
CAPT MATTHEW F. HOPSON	USN	1830		M		
CAPT HOMER R. DENIUS III	USN	1110		M		
CAPT FRANCES C. BARENDSE	USN	2900			M	
CAPT WESLEY J. JOSHWAY	USN	1520			M	
CAPT IVO J. PRIKASKY	USN	1800		M		
CAPT MICHAEL R. JARRETT, JR.	USN	1110	M			
CDR ANTHONY M. CONLEY	USN	5100	M			
CDR FRANK E. OKATA	USN	1110	M			
CDR ROGER L. BILLINGS	USN	3100			M	
CDR MORRIS OXENDINE	USN	6110	M			
CDR MARK W. YATES	USN	6200		M		
CDR JOHN W. WEIDNER, JR.	USN	1320	M			
CDR ROBERT S. GEROSA, JR.	USN	1110		M		
CDR JOHN A. OMAN	USN	6260		M		
CDR MARK R. ALEXANDER	USN	1810		M		
CDR DAVID S. COLLINS	USN	1310	M			
CDR JOSEPH KLAPISZEWSKI	USN	6410			M	
CDR MEHDI A. AKACEM	USN	1320			M	
CDR RAYMOND M. BRISTOL	USN	2300			M	
CDR RAY A. GLENN	USN	1110		M		

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RANK/NAME	USN/USNR	DESIG	PRESIDENT/ MEMBERS	PRESIDENT/ MEMBERS	PRESIDENT/ MEMBERS	NOTES
CDR STEVEN L. LIBERTY	USN	1110	M			
CDR JOHN D. MOORE	USN	6360			M	
CDR JOHN A. LUKACS IV	USN	1440	M			
CDR ANDREW M. CENISEROZ	USN	1130	M			
CDR CHRISTINA M. HICKS	USN	1820		M		
CDR LENNARD D. CANNON	USN	1110	M			
CDR JONATHAN J. HAASE	USN	1140	M			
CDR BRIAN T. MURPHY	USN	1120		M		
ABCM(AW/SW/IW) ANTHONY J. ALEXANDER	USN				M	
ABCM(AW/SW) RICHARD G. LOUGH	USN				M	
ABCM(AW/SW/IW) ARISTOTLE T. VILLAHERMOSA	USN				M	
ACCM(AW/SW) MAURICE D. STRICKLAND	USN				M	
AFCM(AW/SW) NICHOLAS F. GUZMAN	USN				M	
AFCM(AW/SW) RAYMOND S. HAGER	USN				M	
AFCM(AW) ROBERT W. LYONS II	USNR				M	
AGCM(IW/AW/SW) JAMES L. GREEN	USN			M		
AOCM(AW/SW) MICHAEL L. SAVILLE	USN				M	
ASCM(AW/SW) COREY BATES	USN				M	
AVCM(AW/SW) TINESHA L. TROUPE	USN		M			
AWOCM(NAC/AW) ANDREW J. JETER	USN		M			
AWRCM(NAC/AW/SW) JUSTIN A. TATE	USN		M			
AWSCM(NAC/AW/SW) JEFFREY S. SMITH	USN		M			
AWVCM(NAC/AW/IW) GLENN T. ERKENBRACK	USN		M			
AZCM(AW) PAUL A. HUMMEL	USN				M	
BMCM(SW/AW/EXW) JIAMON E. POE	USN		M			

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BMCM(SW/AW) RAUL VALLADARES, JR.	USN		M			
CMDCM(SS) STEVEN A. BRADSHER	USN				M	
CMDCM(SS) CHRISTOPHER W. CONRY	USN			M		
CMDCM(SW/AW) DERRICK K. COTE	USN		M			
CMDCM(AW/SW) ADAM S. EAKER	USN		M			
CMDCM(SW/AW/IW) MILDRED RIVERAFISHER	USN			M		
CMDCM(SW/AW/EXW/IW) RONNIE C. FREEMAN	USN		M			
CMDCM(SCW) DAVID J. GARCIA	USN		M			
CMDCM(SW) JOHANNES J. GONZALEZCASSINO	USN		M			SEA
CMDCM(SW/AW) KEVIN V. GUY	USN		M			
CMDCM(AW/SW) BRIAN R. HAPPLI	USN			M		
CMDCM(AW/SW/NAC) JOHN M. HERMANDORFER	USN		M			
CMDCM(AW) DEMAREO M. LUCKETT	USN				M	
CMDCM(AW/EXW) THOMAS H. MACE	USN		M			
CMDCM(SS) MICHAEL E. QUICK	USN				M	
CMDCM(SS) EDWARD T. RATHGEBER	USN			M		
CMDCM(SW) ALEXANDER E. RINCONES	USN		M			
CMDCM(SW/AW) LATRICIA ROBINSON	USN				M	
CMDCM(AW) KENNETH W. ROBERTSON	USN			M		SEA
CMDCM(AW/SW/IW) JAMES W. STEDDING	USN			M		
CMDCM(AW/NAC/SW) SHANNON R. STEPHENS	USN				M	
CMDCM(AW/SW) GREGORY M. WILLIAMS, JR.	USN				M	
CSCM(SW/SS/DV) JASON P. DEGRAAF	USN				M	
CSCM(SW/AW) RUSSELL S. PAJE	USN				M	
CSSCM(SS) DAVID R. HOLMES	USN				M	

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CTICM(IW/NAC/AW) ELIZABETH L. HARMS	USN			M		
CTMCM(SW/EXW) JAMES J. THEIS	USN			M		
CTNCM(IW/SW) JEREMY A. STAHL	USN			M		
CTRCM(IW/SW) CHRISTOPHER L. MOTLEY	USN			M		
CTRCM(IW/SW) SANDRA R. TURNER	USN			M		
CTTCM(IW/SW/AW) DANIEL L. MCNIEL III	USN			M		
CUCM(SCW) MICHAEL B. HATHAWAY	USN		M			
DCCM(SW) HORACE JOHNSON, JR.	USN		M			
EMCM(SW/AW) SCOTT C. BURSON	USN		M			
EMNCM(SS/SW) JOHNNY DAWES	USN			M		
EMNCM(SW/AW) CHRISTOPHER J. TROJNAR	USN			M		
EMNCM(SW/AW) CHRISTOPHER S. YOUNG	USN			M		
ENCM(SW) ERIC D. GEREAU	USN		M			
ENCM(SW) JUAN A. MAGANA	USN		M			
EODCM(EWS/SW/AW) RANDALL W. ROBILLARD	USN		M			
EQCM(SCW/FMF) ROBERT R. BALMACEDA	USN		M			
EQCM(SCW/EXW) PHILIP S. EVANS	USN		M			
ETCM(SW/AW/IW) JOHN DIKUN IV	USN			M		
ETCM(SW/AW) JEREMY L. HARRIS	USN			M		
ETCM(SW/EXW/IW/AW) LOUIS V. WILSON	USN			M		
ETCM(SW/AW) ANTHONY J. WITTERS	USN			M		
ETNCM(SW/AW/IW) DAVID F. BARBER	USN			M		
ETNCM(SS) GREGORY E. PRICHARD	USN			M		
ETRCM(SS/AW) JERRY GUERRERO	USN			M		
ETVCM(SS) JORGE L. PEREZ	USN			M		

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FCCM(SW/EXW) AARON M. BROWN	USN			M		
FCCM(SW/AW/IW) JASON A. KUTSCH	USN			M		
FORCM(SS) PAUL J. DAVENPORT	USN				M	SEA
FTCM(SS) EDWARD BRENNAN III	USN			M		
GMCM(SW/AW/EXW) JEREMY E. SMITH	USN			M		
GSCM(SW/AW) STEPHEN P. LOWE	USN		M			
HMCM(SW/FMF) CHRISTOPHER E. ARREDONDO, JR.	USN				M	
HMCM(FMF/SW) CHRISTOPHER D. GRAHAM	USN				M	
HMCM(FMF/SW/AW) MERCEDES N. HARGROVE	USN				M	
HMCM(FMF/AW/SW) JOE T. MURPHY	USN				M	
HMCM(FMF) EDNA I. TORRES	USN				M	
HTCM(SW/AW) MATTHEW S. OAKS	USN		M			
HTCM(SW/AW) JOHNNY SANCHEZ III	USN		M			
ICCM(SW/AW) MARIO LICON	USN			M		
ISCM(IW/SW/AW) SAMUEL FAYAD	USN			M		
ITCM(IW/SW/AW) RODERICK P. FLORENTINO	USN			M		
ITCM(IW/SW) AARON M. HENSON	USN			M		
ITCM(IW/SW/AW) LINNIE J. MCCLELLAN	USN			M		
ITSCM(SS) JORGE L. LARA	USN			M		
LNCM(SW/AW) RENATE C. MOORMANN	USN				M	
LSCM(SW/AW) KRISTOPHER B. RAINS	USN				M	
LSCM(SW/AW/IW) HAI H. TRAN	USN				M	
LSSCM(SW/IW) KEVIN M. GIBBS	USN				M	
MACM(SW/AW) LESHA M. BRENEK	USN		M			
MCCM(SW/AW) ANTHONY B. SISTI	USN				M	

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RANK/NAME	USN/USNR	DESIG	PRESIDENT/ MEMBERS	PRESIDENT/ MEMBERS	PRESIDENT/ MEMBERS	NOTES
MMACM(SS) EDWARD C. DAMICO, JR.	USN			M		
MMCM(SW/EXW) LEONARDO D. G. JOSEF	USN		M			
MMCM(SW/AW) GEORGE N. KEENEY	USN		M			
MMCM(SW/AW) MICHAEL J. WARANIS	USN		M			
MMNCM(SS) WILLIAM W. HAUSSLER	USN			M		
MUCM DOUGLAS J. LOOSE	USN				M	
MUCM RANDY D. MATTSO	USN				M	
NCCM(SW/AW/SCW) SHONA A. HAYNES	USN				M	
NCCM MICHAEL W. WEATHERLY	USN				M	
NDCM(DWS/SG) DANIEL J. LAUBE	USN		M			
OSCM(SW/AW) PETER F. CESTARO	USN		M			
OSCM(SW/AW/IW/ATS) TREMAINE D. MITCHELL	USN		M			
PRCM(AW/SW/FPJ) AARON H. CARROLL	USN				M	
PSCM(SW/AW/IW) THOMAS J. WALKER	USN				M	
QMCM(SW) DANIEL R. DICKSON	USN		M			
RPCM(AW/SW/FMF) FERMIN T. ANCHO	USN				M	
SBCM(SWCC) DANIEL L. BOYLES	USN		M			
SHCM(SW/AW) DERREK L. ROBINSON	USN				M	
SOCM(SEAL) WALTER S. DITTMAR	USN		M			
SOCM(SEAL) ANDREW C. WALLACE	USN		M			
STGCM(SW/AW/IW) NATHAN R. MURPHY	USN			M		
YNCM(SW/AW) TANESHA Y. WHEELER	USN				M	

RECORDERS/ASSISTANT RECORDERS

BOARD #325

FY-19 NAVY ACTIVE-DUTY SENIOR CHIEF PETTY OFFICER ADVANCEMENT SELECTION BOARD

RANK/WARFARE NAME	USN/USNR	#1 REC/AR	#2 REC/AR	#3 REC/AR
ADCS(AW) CEDRIC R. HICKEY	USN	A	A	A
AECS(AW/SW) REGITA J. PERRY	USN	A	A	A
CMDCS(SW/FMF/CAC) TREY J. HAUPTMANN	USN	A	A	A
CMDCS(SW/AW) STEPHANIE A. WEAVER	USN	A	A	A
CTRCS(IW/EXW/AW/PJ) MICHAEL D. BEMLEY	USN	A	A	A
CUCS(SCW/EXW) BILLY J. HARGER III	USN	A	A	A
FTCS(SS/EXW) TRAVIS L. GRAMMER	USN	A	A	A
HMCS(FMF/AW/SW) SHANNON BIA	USN	R	A	A
HTCS(SW/EXW) ORLANDO GARCIA	USN	A	A	A
LSCS(SW/AW/EXW/IW) JAMIE S. VENVERTLOH	USN	A	A	R
NCCS(SW/AW) HAROLD F. GIBBS III	USN	A	A	A
QMCS(SW) MICHAEL J. FERRARA	USN	A	A	A
YNCS(SW/AW) ANA I. CLAUDIO	USN	A	R	A
YNCS(SW/AW/IW) GREGORY D. WARNER	USN	A	A	A
ASC(AW/SW/IW) ALBERTO CEJA	USN	A	A	A
ENC(SW/EXW) JOSHUA G. DIBBLE	USN	A	A	A
ETC(SW) CHRISTOPHER A. FLENTGE	USN	A	A	A
ITC(SW/EXW) FREDRICK K. BARTLETT	USN	A	A	A
MRC(SW/AW) MATTHEW D. TRAVIS	USN	A	A	A
OSC(SW) ANDREA M. BUESCH	USN	A	A	A

ADMINISTRATIVE SUPPORT STAFF
 BOARD #235
 FY-19 NAVY ACTIVE-DUTY SENIOR CHIEF PETTY OFFICER
ADVANCEMENT SELECTION BOARD

(RANK/RATE/MR. OR MS.) NAME
RADM John B. Nowell, Jr.
RDML Jeffrey W. Hughes
CAPT James M. Lucci
CAPT Martin L. Pompeo
CAPT Nick A. Sarap, Jr.
CAPT Robert P. Schulhof
CAPT Elisabeth S. Stephens
CDR Joseph A. Torres
LCDR Walter C. Dehner
LCDR David R. Flowers
LCDR Joseph A. Gueary
LCDR Chad C. Kirk
LCDR Stephen P. Milloway
LCDR Timothy D. O'Brien
LCDR Eric A. Polonsky
LCDR Jeremy S. Yarbrough
LT Cassandra E. Abbott
LT Randall W. Beal
LT Beau J. Blanchard
LT Kevin M. Loughman
LT Peter A. Stewart
LT Joshua S. Williams
FORCM(SS/IUSS) Scott A. Rossiter
CMDCM(SW/AW/EXW) Amy M. Kelly
PSCM(SW/AW) Matthew A. Lucas
Mr. Daryl L. Ballard
Mr. Julion A. Bend
Ms. Linda M. Coffield
Mr. John R. Crotts
Mr. Christopher Garner
Mr. Max Hodge
Mr. Juan J. Jimenez
Mr. Richard P. Mason
Mr. Anthony Matthews
Ms. Karon D. Matthews
Ms. Lynda McKinney

ADMINISTRATIVE SUPPORT STAFF
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ADVANCEMENT SELECTION BOARD

Mr. Tommy Owens
Mr. Stephen R. Ranne
Mr. Jay A. Rublaitus
Ms. Edna Shannon
Ms. Mindee M. Wolven



Cycle 237 Active E8 Quotas

Adjusted

CYCLE 237 FY19 E8 ADVANCEMENT QUOTAS	
RATING	QUOTA
ABE	10
ABF	10
ABH	27
AC	9
AD	50
AE	36
AG	4
AM	74
AO	40
AS	12
AT	70
AWO	14
AWR	7
AWS	4
AWF	6
AWV	2
AZ	20
BM	36
CE	6
CM	7
CS(SUB) (GRP 1)	6
CS(OTHERS) (GRP 2)	32
CTI GRP 1	7
CTI GRP 2	7

CYCLE 237 FY19 E8 ADVANCEMENT QUOTAS	
RATING	QUOTA
CTI GRP 3	1
CTI GRP 4	3
CTM	9
CTN	15
CTR	32
CTT	29
CU	23
DC	20
EM	29
EMN(SUB) (GRP 1)	11
EMN(SURFACE) (GRP 2)	7
EN	40
EO	11
EOD	33
ET	25
ETN(SUB) (GRP 1)	8
ETN(SURFACE) (GRP 2)	10
ETR	20
ETV	28
FC	24
FC AEGIS	29
FT	5
GM	12
GS	61
HM	109
HT	16
IC	2

CYCLE 237 FY19 E8 ADVANCEMENT QUOTAS	
RATING	QUOTA
IS	34
IT	66
ITS (SS)	13
LN	3
LS(SUB) (GRP 1)	10
LS(OTHERS) (GRP 2)	62
MA	65
MC	9
MM	33
MMA	39
MMN(SUB) (GRP 1)	15
MMN(SURFACE) (GRP 2)	23
MMW	15
MN	18
MR	1
MT	18
MU(SPECIAL) (GRP 1)	6
MU(FLEET) (GRP 2)	4
ND(MASTER DIVER) (GRP1)	14
ND(FIRST CLASS) (GRP 2)	6
NC(CRF) (GRP 1)	8
NC (FLEET) (GRP 2)	12
OS	55
PR	5
PS	19
QM	7
RP	7

CYCLE 237 FY19 E8 ADVANCEMENT QUOTAS	
RATING	QUOTA
SB	10
SH	5
SO	41
STG	45
STS	28
UT	3
YN(SUB) (GRP 1)	13
YN(OTHERS) (GRP 2)	33
TOTAL	1853

VERIFIED: *Anto D. Fitz*
PSCS A.D. FITZ

VERIFIED: *J.L. Walsh*
LCDR J.L. WALSH

RECOMMENDED: *M.A. Katson*
CAPT M.A. KATSON

RECOMMENDED: *John B. Nowell, Jr.*
RADM JOHN B. NOWELL, JR.

APPROVED: *R.P. Burke*
VADM R.P. BURKE