



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

30 Mar 18

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

Subj: ORDER CONVENING THE FY-19 ADVANCEMENT SELECTION BOARD TO CONSIDER SENIOR CHIEF PETTY OFFICERS OF THE NAVY ACTIVE-DUTY FOR ADVANCEMENT TO MASTER 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, is ordered to convene at the Navy Personnel Command, Millington, TN, at 0800, April 2, 2018, 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 (4). The advancement selection boards shall only recommend up to the quota if the boards determine 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, subordinate professionalism, advancement results, and influence

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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.

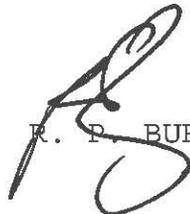
(b) Due to operational demands or needs of the Navy, some assignments may result in a candidate missing the opportunity to serve in a community-recognized milestone to be competitively ranked on an evaluation. A candidate serving in one of these assignments may be rated by a reporting senior unfamiliar 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
 FY-19 NAVY ACTIVE-DUTY MASTER CHIEF PETTY OFFICER ADVANCEMENT
SELECTION BOARD

RANK/NAME	USN/ USNR	DESIG	PRES/ MEMB A	PRES/ MEMB B	NOTES
RADM DAVID M. KRIETE	USN	1120	P		
RADM ROSS A. MYERS	USN	1310		P	
CAPT MARY A. MAHONY	USN	2900		M	
CAPT WYATT N. CHIDESTER	USN	1110	M		
CAPT MAUREEN FOX	USN	1830		M	
CAPT STANFIELD L. CHIEN	USN	1110	M		
CAPT MICHAEL J. ROTH	USN	1800		M	
CAPT CYNTHIA A. KUEHNER	USN	2900		M	
CAPT PAUL H. HOGUE, JR.	USN	1110	M		
CAPT ANDREW F. SMITH	USN	1320		M	
CAPT ERIC S. MCCARTNEY	USN	1820		M	
CAPT SCOTT B. CURTIS	USN	1110		M	
CAPT RALITA S. HILDEBRAND	USN	1200	M		
CAPT SCOTT H. KRAFT	USN	1140	M		
CAPT LESLIE W. BOYER III	USN	1310		M	
CAPT ANDREW R. DARNELL	USN	3100	M		
CAPT CHAD B. BURKE	USN	3100	M		
CAPT TIMOTHY A. BARNEY	USN	1440	M		
CAPT KAREN L. SRAY	USN	1200	M		
CAPT TIMOTHY J. POE	USN	1120		M	
CAPT JON C. GRANT	USN	6160	M		
CAPT JOHN C. COWAN	USN	1130	M		
CAPT TIMOTHY H. YOUNG	USN	1310		M	
CAPT VINCENT E. SMITH	USN	6410	M		
CAPT THOMAS M. GOREY III	USN	6260		M	

BOARD MEMBERSHIP
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SELECTION BOARD

RANK/NAME	USN/ USNR	DESIG	PRES/ MEMB A	PRES/ MEMB B	NOTES
CAPT STEVEN J. STASICK	USN	5100	M		
CAPT THOMAS M. DALL	USN	1520		M	
CAPT FRANKIE J. CLARK	USN	1110	M		
CAPT KEVIN K. ROACH	USN	1120		M	
CAPT THOMAS L. GIBBONS	USN	6330		M	
CAPT JEFFREY S. SMITH	USN	1120		M	
CAPT ERICA L. HOFFMANN	USN	1110	M		
CAPT RYAN J. BERNACCHI	USN	1310		M	
CAPT MICHAEL L. WITHERSPOON	USN	1110	M		
ABCM(AW/SW) RAUL CASTILLO	USN			M	
ACCM(AW/SW/FMF) RYAN P. FLAUTA	USN			M	
AFCM(AW/SW) L C GRISSOM, JR.	USN			M	
AGCM(IW/AW/SW) PATRICIA M. KELLY	USN			M	
AOCM(AW/SW) JOSE R. RIVERA	USN			M	
AVCM(AW/NAC) LARRY K. KUTNOCK, JR.	USN			M	
AVCM(AW/SW) GERALD M. WILLIAMS	USN			M	
AWRCM(NAC/AW) ANDREW M. SMITH	USN			M	
AWSCM(NAC/AW) JASON A. VANBUREN	USN			M	
AZCM(AW) SEAN D. BELT	USN			M	
CMDCM(AW/SW/IW/NAC) CYNTHIA A. BAKER	USN			M	
CMDCM(AW/SW) JAMES O. BEADLE	USN			M	
CMDCM(SW/AW) CHRISTOPHER R. FITZGERALD	USN			M	
CMDCM(SW) LEWIS C. JACKSON	USN			M	
CMDCM(SW/AW) MICHAEL A. JONES	USN		M		
CMDCM(AW/NAC) DUSTIN S. KUERS	USN			M	

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SELECTION BOARD

RANK/NAME	USN/ USNR	DESIG	PRES/ MEMB A	PRES/ MEMB B	NOTES
CMDCM(AW/NAC) TIMOTHY S. MCKINLEY	USN			M	
CMDCM(SS) RONALD T. O'DONNELL, JR.	USN			M	
CMDCM(AW/SW) JEFFREY L. REEDER	USN			M	
CMDCM(AW) LLOYD B. ROBERTS	USN		M		
CMDCM(AW/SW/EXW) KURT M. ROTH	USN		M		
CMDCM(SS) MATTHEW J. SCHECTER	USN			M	
CMDCM(SS) WADE M. TANDBERG	USN			M	
CMDCM(SW/AW) DAVID A. TOKARSKI	USN		M		
CMDCM(AW/NAC/SW) KRAIG D. VAVRUSKA	USN			M	
CSCM(SW/AW) WILBERT D. STRICKLAND	USN		M		
CSSCM(SS) MARK J. ANDERSON	USN		M		
CTICM(IW/SW/AW/EXW) LEAH L. STREBIN	USN			M	
CTMCM(IW/SW/AW) NEIL V. WATSON III	USN			M	
CTNCM(IW/EXW/AW/NAC) ERIC K. CORPUS	USN			M	
CTRCM(IW/SW) TARA C. O'BRIEN	USN			M	
CTTCM(SW/AW) JOSEPH D. SQUIRE	USN			M	
CUCM(SCW/EXW/DSW/MDV) MICHAEL S. JENKINS	USN		M		
DCCM(SW) PAUL A. ROBERTSON	USN		M		
EMCM(SW/EXW) JUAN G. SANCHEZ	USN		M		
EMNCM(SW/AW) GARY A. CAMPBELL, JR.	USN			M	
EMNCM(SS) TODD E. HENNON	USN			M	
ENCM(SW) CORY G. BRYAN	USN		M		
EODCM(EWS/DSW/SW) CHAD L. HARRIS	USN		M		
EODCM(EWS/EXW/FPJ) JAMES HERDEL	USN			M	SEA
EODCM(EWS/SW/AW) ANTHONY M. VONDERAU	USN		M		

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SELECTION BOARD

RANK/NAME	USN/ USNR	DESIG	PRES/ MEMB A	PRES/ MEMB B	NOTES
EQCM(SCW) NATHAN J. KIMBALL	USN		M		
ETCM(SW/IW/AW) DEBRA L. LEE	USN		M		
ETNCM(SW/AW/SS/DV) VINCENT DEANGELO, JR.	USN			M	
ETNCM(SS) JOSHUA KNAUER	USN			M	
ETRCM(SS) CARY L. CARROLL	USN			M	
FCCM(SW/AW) JEREMY M. RUSH	USN		M		
FCCM(SW) KEITH B. YOUNG	USN		M		
FORCM(IW/SW/AW/EXW/PJ) DAVID B. CARTER	USN		M		SEA
FTCM(SS) JOSHUA A. STURGILL	USN			M	
GMCM(SW/AW) MICHAEL P. JAEGER	USN		M		
GSCM(SW/AW) JASON J. GABRIELSON	USN		M		
GSCM(SW) SCOTT A. WEIFERT	USN		M		
HMCM(FMF/MCD/FPJ) DARRYL G. BEAUCHAMP, JR.	USN			M	
HMCM(SW/FMF) JOE H. ESPINOSA III	USN			M	
HMCM(SW/FMF/IW) SHARON M. TAVARES	USN			M	
HTCM(SW/AW) RONNIE P. PATILLO, JR.	USN		M		
ISCM(IW/EXW/SW/AW) JOSEPH D. BRIDGE	USN			M	
ITCM(IW/SCW/AW) DAVID S. CASEY	USN			M	
LNCM(SW/AW) JACQUELYN A. WOODALL	USN		M		
LSCM(EXW/SW/AW) JEFFREY N. JOSEPH	USN		M		
LSCM(SW/AW) GERMAN A. PADILLA	USN		M		
LSSCM(SS) DAVID S. STEPHENSON	USN		M		
MACM(SW/AW) MICHAEL B. THERKILDSEN, JR.	USN		M		
MCCM(SW/AW/EXW) MICHAEL B. LEWIS	USN		M		
MMACM(SS) RICHARD D. MAGEE	USN			M	

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

RANK/NAME	USN/ USNR	DESIG	PRES/ MEMB A	PRES/ MEMB B	NOTES
MMCM(SW/AW) JOSEPH M. PRUSH	USN		M		
MMNCM(SS) JOSHUA J. GEASEY	USN			M	
MMNCM(SW/AW) BRIAN P. TAYLOR	USN			M	
MNCM(SW) GREGORY J. HARTMAN	USN		M		
MTCM(SS) ROBERT J. KOSS, JR.	USN			M	
MUCM JAMES W. ARMSTRONG III	USN		M		
MUCM(SW) JASON P. GROMACKI	USN		M		
NCCM(SW/AW) CHRISTOPHE L. MANDEVILLE	USN		M		
NDCM(DSW/EXW/SW) MICHAEL J. SONNENBERG	USN		M		
OSCM(SW/AW) WILLIAM M. CLEMENTS, JR.	USN		M		
OSCM(SW/AW/IW) RAUL E. QUINONES	USN		M		
PRCM(AW/EXW/FPJ) TIMOTHY M. FAY	USN			M	
PSCM(SW/AW) PAUL A. SMITH II	USN		M		
RPCM(SW/AW) OLIVER ANDREWS	USN			M	
SBCM(SWCC) ROBERT W. WICKELHAUS	USN		M		
SOCM(NSW) DAVID L. ISOM	USN		M		
SOCM(SEAL) PETER C. MUSSELMAN I	USN		M		
STGCM(SW/AW) JOSH R. WALLACE	USN		M		
UCCM(EXW/SCW) RAQUEL C. A. JEFFERS	USN		M		
YNCM(SW/AW/EXW/IDW) NATHANIEL J. COLDING	USN		M		
YNSCM(SS) MARK S. PITTS	USN		M		

**RECORDER/ASSISTANT RECORDERS
 FY-19 NAVY ACTIVE-DUTY MASTER CHIEF PETTY OFFICER ADVANCEMENT
SELECTION BOARD**

RANK/WARFARE NAME	USN/USNR	RECORDER / ARS A	RECORDER / ARS B
ATCS(AW/IW/SW) DAVID E. TULLIO	USN	R	R
EMCS(SW) OMAR GONZALEZ	USN	A	
ETCS(SW/EXW/IW) RAY H. COSTELLO	USN	A	
FCACS(SW) CATHERINE I. SLEE	USN	A	
HMCS(FMF/PJ) CASEY A. POTVIN	USN		A
MNCS(SW) DEREK E. GEARY	USN		A
ABHC(AW/SW/EXW) HECTOR D. AMADOR	USN	A	
AEC(AW/SW) JESTUN L. DAVIS	USN	A	
AMC(AW) THOMAS A. GARVEY	USN	A	
CTMC(IW/SW/AW) MICHAEL D. JARRELL	USN		A
LSC(SW/AW) KYLE T. HOOD	USN		A
MAC(SW/AW/EXW) DAVID A. DWYER	USN		A
QMC(SW/IW) KIMBERLY M. ADEBIYI	USN		A
SWC(SCW) RODERICK D. REEVES	USN	A	
YNC(SW/IW/AW) MELANIE R. BEASLEY	USN		A

ADMINISTRATIVE SUPPORT STAFF
 FY-19 NAVY ACTIVE-DUTY MASTER 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 Beau J. Blanchard
LT Kevin M. Loughman
LT Joshua S. Williams
LT Peter A. Stewart
FORCM(SS) Scott A. Rossiter
CMDCM(SW/AW/EXW) Amy M. Kelly
PSCM(SW/AW) Matthew A. Lucas
PSC(SW/EXW/FMF) Rolland R. VanMeter
YNC(SW/AW) David R. Peterson
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
Mr. Tommy Owens
Mr. Stephen R. Ranne
Mr. Jay A. Rublaitus
Ms. Edna Shannon
Ms. Mindee M. Wolven



Cycle 237 Active E9 Quotas

CYCLE 237 FY19 E9 ADVANCEMENT QUOTAS	
RATING	QUOTA
AB	9
AC	3
AF	21
AG	0
AO	8
AS	1
AV	13
AWR	1
AWS	5
AWO	3
AWF	2
AWV	0
AZ	2
BM	9
CMD	73
CS(SUB) (GRP 1)	4
CS(SURFACE) (GRP 2)	5
CTI	2
CTM	3
CTN	5
CTR	6
CTT	5
CU	9
DC	5
EM	5

CYCLE 237 FY19 E9 ADVANCEMENT QUOTAS	
RATING	QUOTA
EMN(SUB) (GRP 1)	4
EMN(SURFACE) (GRP 2)	1
EN	7
EOD	9
EQ	5
ET	1
ETN(SUB) (GRP 1)	4
ETN(SURFACE) (GRP 2)	3
ETR	6
ETV	4
FC(OTHERS) (GRP 1)	2
FC(AEGIS) (GRP 2)	4
FT	3
GM	1
GS	7
HM	32
HT	8
IC	2
IS	3
IT	12
ITS (SS)	3
LN	1
LS(SUB) (GRP 1)	4
LS(SURFACE) (GRP 2)	16
MA	9
MC	1

-CYCLE 237 FY19 E9 ADVANCEMENT QUOTAS	
RATING	QUOTA
MM	9
MMA	12
MMN(SUB) (GRP 1)	6
MMN(SURFACE) (GRP 2)	9
MMW	1
MN	1
MR	1
MT	4
MU(PREMIER BAND) (GRP 1)	2
MU(FLEET BAND) (GRP 2)	1
NC(CRF) (GRP 1)	11
NC(FLEET) (GRP 2)	6
ND	2
OS	3
PR	1
PS	4
QM	1
RP	1
SB	2
SH	0
SO	15
STG	2
STS	14
UC	4
YN(SUB) (GRP 1)	1
YN(SURFACE) (GRP 2)	7
TOTAL	486

VERIFIED: *[Signature]*
PSCS A.D. FITZ

VERIFIED: *[Signature]*
LCDR J.L. WALSH

VERIFIED: *[Signature]*
CAPT M.A. KATSON

RECOMMENDED: *[Signature]*
RADM JOHN B. NOWELL, JR.

APPROVED: *[Signature]* 3/19/18
YADM R.P. BURKE