



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

21 Feb 17

From: Chief of Naval Personnel
To: President, FY-18 Navy Reserve Senior Chief and Master Chief Petty Officer Advancement Selection Boards

Subj: ORDER CONVENING THE FY-18 ADVANCEMENT SELECTION BOARDS TO CONSIDER CHIEF AND SENIOR CHIEF PETTY OFFICERS OF THE NAVY RESERVE FOR ADVANCEMENT TO SENIOR AND MASTER 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 boards, consisting of you as president and the members listed in enclosure (1) and the administrative support staff listed in enclosure (2) are ordered to convene at the Navy Personnel Command, Millington, TN, at 0800, 6 March 2017, 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 (3). 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 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.

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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.

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(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

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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.


K. F. BURKE

BOARD MEMBERSHIP
FY-18 NAVY RESERVE SENIOR AND MASTER CHIEF PETTY OFFICER
ADVANCEMENT SELECTION BOARDS

1. Senior and Master Chief Petty Officer:

CAPT Mark O. Bailey, USNR, 1317 (President)
CDR Robert L. Guerin, USNR, 1125
CDR William Holmgren, USNR, 1115
CDR Darrell S. Gilpin, USNR, 1527
CDR Edward B. Rohrbach, USNR, 1137
CDR Miguel A. Castellanos, USNR, 1815
CDR Robert A. Vita, USNR, 6235
CDR Michael B. James, CEC, USNR, 5105
LCDR James D. Bach, SC, USNR, 3107
ABCM Allen L. LaPeer, USNR
AFCM(AW) Robert W. Lyons II, USNR
AFCM(AW/SW) Scott C. Miceli, USNR
AGCM(IW/AW) Chance J. Snell, USNR
AVCM(AW) Thomas W. Jones, USNR
AVCM(AW/NAC) Randall C. Osborn, USNR
AWCM(NAC/AW) Kenneth E. Berkey, USNR
AWFCM(NAC/AW) Jaime J. Johnson, USNR
AZCM(AW) Lisa B. Stockdale, USNR
BMCM(EXW/SW) Robert M. Lewandowski, USNR
BMCM(SW/AW) Veng T. Ngov, USNR
BMCM(SCW) Denay M. Valentin, USNR
CMDCM(AW) Miles A. Gray, USN
CTICM(IW/AW/NAC) Kenneth N. Paulsen, USN
CTNCM(IW/SW) Michael D. Gay, USN
CTRCM(IW) Robert B. Jones, USNR
CTTCM(SW) Jeremy M. Lynch, USNR
CUCM(SCW/EXW) William J. Irving III, USN
CUCM(SCW/FMF) Jon H. Morton, USNR
DCCM(SW) Roy T. Garcia, USNR
EMCM(SW/AW) Christopher M. Feye, USNR
ENCM(SCW) Walter L. Powell, USNR
EQCM(SCW/FMF) Corey A. Cain, USNR
EQCM(SCW/SW) Paul M. Celli, USNR
ETCM(SW) Glenn R. Daniel, USNR
ETCM(EXW) Matthew J. Settle, USNR
FCCM(IW/SW) Richard T. Gaughen, Jr., USNR
GMCM(SW/SCW) Jack A. Thompson, USNR
HMCM Laurie J. Cangelosi, USNR
HMCM(FMF/SW) Christopher D. Kotz, USNR (Senior Enlisted Advisor)
HMCM(EXW/SW) Keith W. Metcalfe, USNR
HMCM(FMF) Ronald C. Naida, USNR

BOARD MEMBERSHIP
FY-18 NAVY RESERVE SENIOR AND MASTER CHIEF PETTY OFFICER
ADVANCEMENT SELECTION BOARDS

HMCM(FMF/AW) Robert A. Sylvester, USNR
HMCM(FMF/SW/AW) Peter E. Torres, USN
HTCM Brian R. Mengeu, USNR
ISCM(IW/SS) Mark S. Kochanowicz, USNR
ITCM(IW/SCW/FMF/AW) Thientruc C. Nguyen, USNR
ITCM(IW/SW) Sheria L. Sanchious, USNR
LNCM Julie A. Tessmer, USNR
LSCM(SW/AW/EXW) Chad C. Elliott, USNR
LSCM(SW/AW) Charles S. Morrow, USNR
LSCM(EXW) Rebecca C. Sherrouse, USNR
MACM(AW) Douglas L. Garner, USNR
MACM(SS/AW) Michael L. Strong, USNR
MACM(SCW) Raymond C. Zertuche, USNR
MMCM(EXW/SW) James F. Center, USNR
MMCM(SS) James R. Greenwell, USNR
NCCM(AW) Annette E. Jennings, USNR
PRCM(AW/FPJ) Kenneth A. Bowman, USNR
PSCM(AW) Demetrius G. Eutsey, USNR
PSCM(AW) Robert A. Ferrari, USNR
RPCM(FMF) Lissett Araiza, USN
SBCM(SWCC/SW) Bryan D. Wyrick, USNR
SHCM(SCW) Michael V. Bevel, USNR
SOCM(SEAL) James M. Huntimer, USN
UCCM(SCW/FMF) Michael W. Stewart, USNR
YNCM James A. Carnes, USNR
YNCM(SW/AW) Scott D. Delage, USNR
YNCM Michael J. Pudloski, USNR
YNCM(SW/AW) Carrie J. Wentzel, USNR

ADMINISTRATIVE SUPPORT STAFF
FY-18 NAVY RESERVE SENIOR AND MASTER CHIEF PETTY OFFICER
ADVANCEMENT SELECTION BOARDS

1. HMCS(EXW/SW/AW) Gary L. Duncan, Jr., USNR, will act as recorder with the following personnel acting as assistant recorders:

ENCS(SCW/EXW) Dean S. Hale	ETCS(SW) P. J. LaCorte III
AWFC(NAC/AW) Jason A. Dodd	HMC Reina B. Cordero
MAC(EXW) Richard F. Pierce	NCC(SW) Jeremy D. Garner
PSC Shana L. Michaud	YNC(AW) Sheri E. Bergeman

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

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

PSCM(SW/AW) C. E. Christiansen	YNM(AW) Amy M. Kelly
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3. The following personnel are designated to serve as administrative support staff to the boards:

RDML Richard A. Brown	LCDR Van E. Stewart
RDML John F. Meier	LCDR Jeremy S. Yarbrough
CAPT Bradley J. Cordts	LT Robert R. Allen
CAPT Christopher Engdahl	LT Beau J. Blanchard
CAPT Mark C. Holley	LT Claire C. G. Born
CAPT Douglas P. Howell	LT Ivan C. Cole
CAPT Jeri L. O'Neill	LT Simon S. Davies
CAPT Martin L. Pompeo	LT Isabel Gomez
CAPT Henry P. Roux, Jr.	LT Erin T. Janofski
CAPT Elisabeth S. Stephens	LT Tramayne L. Jenkins
CDR Melissa A. Barnett	LT Jason C. Jensen
CDR Howard M. Bryant	LT Kevin M. Loughman
CDR Paul J. Dee	LT Christopher R. McHenry
CDR Steven J. Skretkowicz	LT Vincent N. Perry
CDR Michael L. Smith	LT Edward R. Polk
LCDR Price W. Balderson	LT Holly R. Taylor
LCDR David R. Flowers	CMDCS(FMF/CSC) Melissa D. Ochoa
LCDR Johnny W. Kelley	PSCM(SW/AW) C. E. Christiansen
LCDR Stephen P. Milloway	YNM(SW/AW/EXW) Leo S. Godet
LCDR Christopher C. Muller	YNM(AW) Amy M. Kelly
LCDR Michael S. Newman	HMCS(SW/AW) Marquita Y. Handley
LCDR Timothy D. O'Brien	LSCS(SW) Robert A. Tunstall
LCDR Eric A. Polonsky	PSCS(SW/AW) Danilo C. Bayran

ADMINISTRATIVE SUPPORT STAFF
FY-18 NAVY RESERVE SENIOR AND MASTER CHIEF PETTY OFFICER
ADVANCEMENT SELECTION BOARDS

YNC(AW) Raymond E. Boyd	Mr. Richard T. DeRousse
YNC(EXW/IDW/SCW) Byron J. Capps	Mr. Charles D. Eaton
PSC(SW/AW) Patrick R. Harris	Mr. Jeremy L. Fisher
YNC(AW) Gavin A. Irby	Mr. John Fleenor
YNC(SW/AW/NAO) J. W. Massengill	Mr. Mike Foldes
YNC(SW/AW) Michael M. Riles	Mr. John Frantz
LN1 Lauren M. Hauck	Mr. Christopher Garner
YN1 Sharleen L. Ciesielska	Mr. Dennis Garza
YN1 Carolyn Hester	Mr. Cornell D. Gaulmon
YN1 Kimberly S. Knowles	Mr. Bryan Gillentine
YN1(SW) Benjamin J. Ryser	Mr. William H. Green
YN1(SW) Joseph F. Scarlata	Mr. Keith Grover
YN2 Santos A. Cedeno	Mr. Richard M. Hammer
LN2 Courtney E. Countiss	Mr. Jim Hammerich
YN2(SW) Kari K. Lueth	Mr. Dave Hard
YN2(SW/AW) John T. Myrick	Ms. Dorothy C. Harris
YN2(SW/AW) Alexis P. Williams	Mr. Charles T. Henderson
Mr. Rodger Abernathy	Mr. Max H. Hodge
Ms. Jacqueline S. Anderson	Mr. David L. Howard
Ms. Tracey Armstrong	Ms. Rosalind Hudson-Phillips
Mr. Daryl L. Ballard	Mr. Juan J. Jimenez
Ms. Alison Barnes	Mr. Douglas E. Johnson
Mr. Julion A. Bend	Mr. John Johnson
Ms. Wendy Beyer	Ms. Lorraine A. Johnson
Mr. Robert C. Black	Ms. Patricia A. Johnson
Ms. Patricia O. Boothe	Ms. Crystal Jones
Mr. Brian D. Bourne	Ms. Melissa D. Jones
Mr. James W. Bowman	Mr. Steven P. Jones
Mr. Doug Burgess	Mr. Daniel G. Kay
Ms. B. J. Callis	Mr. Charles M. Kellum
Mr. Clarence Carver	Ms. Shu J. King
Ms. Lakiesha D. Chalmers	Mr. Alex Kraus
Ms. Janice Chambers	Ms. Karen M. Kumnick
Mr. James C. Clemmons	Mr. David B. Lanham
Ms. Linda M. Coffield	Ms. Sonia Lewis
Mr. Joel Cook	Mr. Thomas R. Lewis
Ms. Sonya Y. Cox	Ms. Diane L. H. Lofink
Mr. John R. Crotts	Mr. Victor A. Loy
Mr. James Cutter	Ms. Nancy P. Lubiani
Ms. Karen Dapsis	Mr. Donald P. Marshall
Mr. Bennie Davis	Mr. Paul D. Martin
Mr. Paul W. Davis	Mr. Paul L. Martin
Mr. Jay C. Delfoe	Mr. Richard P. Mason

**ADMINISTRATIVE SUPPORT STAFF
FY-18 NAVY RESERVE SENIOR AND MASTER CHIEF PETTY OFFICER
ADVANCEMENT SELECTION BOARDS**

Mr. Anthony L. Matthews	Ms. Jessica Whitfield
Ms. Karon D. Matthews	Mr. Christopher A. Wiley
Ms. Lynda C. McKinney	Mr. Bob T. Wilkinson
Mr. Chris G. McNulty	Mr. Ed Willard
Mr. Jerrico S. Melton	Ms. Sharlene Williams
Mr. Christopher J. Meunier	Mr. Charles E. Wilson
Mr. Pratap Muratee	Ms. Deborah A. Wilson
Mr. Corey A. Nichols	Mr. Jason T. Winfield
Mr. Tommy D. Owens	Mr. Wiley P. Winter
Ms. Keisha R. Parker	Mr. Darrence A. Wolfe
Mr. Drew R. Parmley	Ms. Mindee M. Wolven
Mr. Chuck Pennington	Ms. Rebecca Yong
Mr. Richard S. Perry	Mr. Alan D. Young
Mr. Lee Peyton	Mr. Christopher J. Zaller
Mr. James A. Price	
Mr. Stephen R. Ranne	
Ms. Amy C. Ray	
Mr. Dondi Reed	
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. Lee K. Staley	
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	
Mr. David C. Tidwell	
Ms. Elizabeth A. Vaughn	
Ms. Martha Uselton	
Mr. Carl R. Waelde	
Mr. Shawn Walther	
Ms. Davida L. Ward	
Mr. Timmy W. West	



Approved Cycle 233 Quotas

E8 Rating	Quota	Note
AD	5	2
AE	4	2
AM	3	2
AO	1	1
AS	3	1
AT	2	2
AWF	8	1
AZ	3	1
BM	5	1
CS	0	
DC	1	1
EM	1	
ET	2	
HM	5	1
IT	1	
LS	5	1
NCC	0	
NCR	4	1
PR	0	
PS	5	1
YN	6	1
Total	64	

Note 1: Returned Quota Adjustments: MCPO returned quotas will reduce same ratings SCPO quotas one for one.

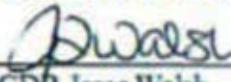
Note 2: Compressed Rating Quota Adjustment: Up to 4 E9 selections to a compressed MCPO rating will increase associated E8 SCPO source rating quotas one for one.

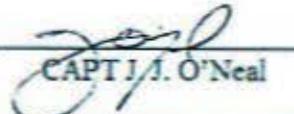
AFCM: ADCS or AMCS

AVCM: AECS or ATCS

E9 Rating	Quota
AF	2
AO	1
AS	1
AV	2
AWF	1
AZ	1
BM	1
CS	0
DC	1
EM	0
ET	0
HM	1
IT	0
LS	2
NCC	0
NCR	2
PR	0
PS	1
YN	1
Total	17


PSCM(AW) John Long


LCDR Jesse Walsh


CAPT J.J. O'Neal


RADM John B. Nowell, Jr.



DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
2000 NAVY PENTAGON
WASHINGTON, D.C. 20350-2000

1400
Ser N095/17U145014
13 Feb 17

From: Chief of Navy Reserve (N095)
To: Chief of Naval Personnel (N1)

Subj: SELECTED RESERVE CYCLE 233 E8-E9 ADVANCEMENT QUOTAS

Encl: (1) Selected Reserve E8-E9 advancement quotas for
Cycle 233

1. Enclosure (1) contains the Selected Reserve FY18 E8 and E9 advancement quotas for Cycle 233.

2. The advancement increments will be as follows:

Increment	E8	E9
July, 2017	13	3
August, 2017	13	4
September, 2017	13	4
October, 2017	13	4
November, 2017	13	4
December, 2017	13	4
January, 2018	13	4
February, 2018	14	4
March, 2018	14	4
April, 2018	14	4
May, 2018	14	4
June, 2018	14	4
Total	161	47

3. Should your staff have any questions, please ask them to contact the SELRES Enlisted Community Manager, LCDR Jenni L. Reid, at COMM: (901)874-4511; DSN: 882-4511 or email: jennifer.l.reid@navy.mil.

L. M. McCOLLUM

Senior Chief Petty Officer					
Rating	Quota	Notes	Rating	Quota	Notes
ABF	1		ET	6	1
ABH	1	1, 2	FC	3	1
AC	0		GM	8	1
AD	2	1, 2	GS	1	1
AE	0	2	HM	15	1
AG	1	1	HT	3	1
AM	0	2	IS	9	1
AO	1	1	IT	4	1
AT	0	2	LN	1	1
AWF	0	2	LS	9	1
AWO	0	2	MA	10	1
AWR	0	2	MC	0	
AWS	1	1, 2	MM	2	1
AZ	0		MN	3	1
BM	22	1	MR	1	1
CE	4	1, 2	ND	1	1
CM	2	1, 2	OS	5	1
CS	2	1	PR	0	
CTI	0		PS	0	
CTN	7	1	QM	1	1
CTR	2	1	RP	1	1
CTT	0		SB	2	1
CU	6	1	SH	0	
DC	0		SO	3	1
EM	7	1	STG	1	1
EN	3	1	STS	1	1
EO	3	1, 2	UT	2	1
EOD	0		YN	4	1
			TOTAL	161	

Master Chief Petty Officer			
Rating	Quota	Rating	Quota
AB	0	HM	4
AC	0	HT	1
AF	3	IS	6
AG	1	IT	0
AO	0	LN	1
AV	3	LS	0
AW	1	MA	6
AZ	0	MC	0
BM	2	MM	1
CS	0	MN	1
CTI	0	MR	1
CTN	1	ND	0
CTR	0	OS	1
CTT	0	PR	0
CU	0	PS	0
DC	0	QM	1
EM	2	RP	0
EN	0	SB	1
EOD	0	SH	0
EQ	1	SO	2
ET	2	STG	0
FC	0	STS	1
GM	0	UC	2
GS	0	YN	2
		TOTAL	47

NOTES

1. MCPO returned quotas will reduce same ratings' SCPO quotas one-for-one.
2. Up to 11 E9 selections to a compressed MCPO rating will increase associated E8 SCPO source rating quotas one-for one as per the following:

AFCM: up to 3 quotas from ADCS or AMCS

AVCM: up to 3 quotas from AECS or ATCS

-In order to make 1 AECS must have 3 AVCMs come from AECS

-In order to make 1 ATCS must have 3 AVCMs come from ATCS

AWCM: up to 1 quota from AWFCs, AWOCS, AWRCS or AWSCS

EQCM: up to 1 quota from CMCS or EOCS

UCCM: up to 2 quotas from CECS or UTCS