From: Deputy Chief of Naval Personnel
To: President, FY-20 Aviation Department Head Screen Board

Subj: ORDER CONVENING THE FY-20 AVIATION DEPARTMENT HEAD SCREEN BOARD

Ref: (a) FY-20 Administrative Selection Board Precept

Encl: (1) Board Membership
(2) Administrative Support Staff
(3) FY-20 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 the Navy Personnel Command, Millington, TN, at 0800, 6 May 2019, or as soon as practicable thereafter.

   b. The board shall proceed in accordance with all guidance in this letter and the FY-20 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. Maximum Number of Selects. 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-20 AVIATION DEPARTMENT HEAD SCREEN BOARD

<table>
<thead>
<tr>
<th>Competitive Category</th>
<th>Maximum Number of Selects</th>
</tr>
</thead>
<tbody>
<tr>
<td>HM OP</td>
<td>3</td>
</tr>
<tr>
<td>HSC OP</td>
<td>44</td>
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<tr>
<td>HSM OP</td>
<td>49</td>
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<td>VAQ 1310 OP</td>
<td>12</td>
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<td>VAQ 1320 OP</td>
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<tr>
<td>VAW 1310 OP</td>
<td>9</td>
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<tr>
<td>VAW 1320 OP</td>
<td>11</td>
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<td>65</td>
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<td>VFA 1320 OP</td>
<td>14</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>
<td>23</td>
</tr>
<tr>
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<tr>
<td>VQ(T) 1320 OP</td>
<td>4</td>
</tr>
<tr>
<td>Operational Training</td>
<td>47</td>
</tr>
</tbody>
</table>

(1) 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.

b. 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 recommended 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.
(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 from the QIO list 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 warfighting 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 in the officer's official record. The ultimate measure of success within the aviation community is sustained performance in operational environments.

J. W. HUGHES
BOARD MEMBERSHIP
FY-20 AVIATION DEPARTMENT HEAD SCREEN BOARD

Aviation Department Head:

RDML Fredrick R. Luchtmann, USN, 1310 (President)
CAPT Daryle D. Cardone, USN, 1320
CAPT Todd F. Cimicata, USN, 1310
CAPT Hugh E. Winkel, USN, 1310
CAPT Jeffrey A. Melody, USN, 1310
CAPT Nicholas D. Good, USN, 1310
CAPT Jeremy Y. Rifas, USN, 1310
CAPT Timothy L. Waits, USN, 1310
CAPT Sean P. Rocheleau, USN, 1310
CAPT Jonathan G. Voorheis, USN, 1320
CAPT Christopher M. Bahn, USN, 1320
CAPT Joshua C. Kinnear, USN, 1310
CAPT Matthew F. Rutherford, USN, 1310
CAPT Teague R. Laguens, USN, 1310
CAPT John C. Kiefaber, USN, 1310
CDR David F. Harris, USN, 1320
CDR Miguel R. Martinez, USN, 1320
CDR Robert P. Majoris, USN, 1310
CDR Kelly K. Harrison, USN, 1310

Enclosure (1)
ADMINISTRATIVE SUPPORT STAFF
FY-20 AVIATION DEPARTMENT HEAD SCREEN BOARD

1. Aviation Department Head: LCDR Michael M. Lanzillo, USN, will act as a recorder with the following personnel acting as assistant recorders:
   
   CDR Daniel Grover II  
   LCDR Roger L. Fringer  
   LCDR Matthew P. Voss  
   CDR Matthew J. Lambert  
   LCDR Jason Delaneuville  
   LCDR Coe R. Hoffman

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:
   
   RADM Jeffrey W. Hughes  
   RDML Richard J. Cheeseman, Jr.  
   CAPT James M. Lucci  
   CAPT Robert P. Schulhof  
   CAPT Joseph A. Torres  
   CDR Kevin D. Bittle  
   CDR Kyle N. Bockey  
   CDR Carvin A. Brown  
   CDR Benjamin J. Cooper  
   CDR Ross A. Drenning  
   CDR Timothy G. Drosinos  
   CDR William G. Eastham  
   CDR Jeffrey A. Farmer  
   CDR Bryan P. Hager  
   CDR Douglas J. Ivanac  
   CDR Robert W. Kurrle  
   CDR Shane T. Marchesi  
   CDR Steven S. Moss  
   CDR Robert A. Stanley  
   CDR Gregg W. Sweeney  
   CDR Thomas H. Vanhooser  
   CDR Carl J. Wells  
   CDR Christopher J. Wood  
   LCDR Travis S. Amerine  
   LCDR Aaron G. Berger  
   LCDR Dean H. Bong  
   LCDR Paul A. Bridgers  
   LCDR Timothy L. Campbell  
   LCDR Alan J. Carlson  
   LCDR Timothy C. Charlebois  
   LCDR Christopher T. Cook  
   LCDR Andrew S. Countiss  
   LCDR Jeffrey J. Creighan  
   LCDR Seth Dinola  
   LCDR James J. Donchez  
   LCDR Thomas J. Doran  
   LCDR Richard A. Dorsey  
   LCDR Carl A. Ellsworth  
   LCDR Joseph A. Gueary  
   LCDR Erik L. Halvorson  
   LCDR Marc W. Hines  
   LCDR Ryan J. Klamper  
   LCDR Thomas G. Kolwicz  
   LCDR Sean M. Kinney  
   LCDR Kevin M. Loughman
ADMINISTRATIVE SUPPORT STAFF
FY-19 AVIATION DEPARTMENT HEAD SCREEN BOARD

LCDR Christopher R. McHenry
LCDR Douglas M. Morea
LCDR Matthew G. Pratt
LCDR Travis L. Scott
LCDR Christopher M. Seguine
LCDR Zachary J. Sipes
LCDR David R. Terry
LCDR Robert F. Tumminello
LCDR Gregory M. Valdez
LCDR Robert W. Whitmore
LT Cassandra E. Abbott
LT Natalya E. Cooper
LT Jason W. McClinton
LT Joshua C. Phillips
LT Timothy J. Wheeler
FORCM(SS/IUSS) Scott A. Rossiter
YNCM(SW/AW) Roy K. Lambert
Mr. George N. Barnes II
Ms. Marisa Y. Beal
Mr. Julion A. Beng
Ms. Donna M. Carpenter
Mr. Bradley J. Cordts
Mr. John R. Crotts
Mr. Anthony P. Gaston
Mr. Max Hodge
Mr. Jeffrey Jacob
Mr. Juan J. Jimenez
Mr. Richard P. Mason
Mr. Anthony Matthews
Ms. Karon D. Matthews
Ms. Lynda Mckinney
Mr. Tommy Owens
Mr. Gary C. Peterson
Mr. Stephen R. Ranne
Mr. Jay A. Rublaitus
Ms. Edna Shannon
Mr. Antoine Sharp
Mr. Darrence A. Wolfe
Ms. Mindee M. Wolven
FY-20 AVIATION DEPARTMENT HEAD ELIGIBILITY CRITERIA

1. Eligibility. Overall eligibility for the FY-20 Aviation Department Head Screen Board (ADHSB) has been determined by Navy Personnel Command (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-20 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-20 ADHSB consists of two screen groups, SG-09 and SG-10.

      (1) The group of "In-Zone" (IZ) officers receiving their first look for ADH on the FY-20 ADHSB is referred to as SG-10. SG-10 is comprised of those Aviation Unrestricted Line (URL) Officers selected for promotion to Lieutenant Commander by the FY-19 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-19 ADHSB, but not selected. This group of eligible officers is referred to as SG-09.
FY-20 AVIATION DEPARTMENT HEAD ELIGIBILITY CRITERIA

Note One: For the purposes of the FY-20 ADHSB, the officers with Lineal numbers 04486950 and above are considered "Above-Zone" (AZ).

2. Eligibility Determination

   a. Definition of Eligibility Criteria. To meet the criteria for eligibility for the FY-20 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-20. This determination must be validated by a flight surgeon.

      (2) Fall within SG-09 or SG-10 and have not been previously selected for Aviation Department Head.

      (3) Be in the rank of Lieutenant Commander or be selected for promotion to Lieutenant Commander as a member of SG-09 or SG-10.

Note Two: All officers who entered naval service in FY-18 via inter-service transfer at the rank of Lieutenant Commander are considered eligible for selection as part of SG-09.

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-20 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 Program (CIP) who are beginning CIP separation after the convening of the ADHSB are considered eligible for selection.

   b. Disqualifying Events
(1) Officers IZ for Lieutenant Commander on the FY-19 Active-Duty Navy Lieutenant Commander Line Promotion Selection Board who failed to select for promotion to Lieutenant Commander will not be included in SG-10 for their first look on the FY-20 ADHSB. Officers will only be considered for DH once they have been selected for Lieutenant Commander.

(2) Resignation and Retirement. All officers with released resignation or retirement orders with a Date-Time-Group (DTG) prior to 06 May 2019 are ineligible for the FY-20 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-20 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 ineligible for the FY-20 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 ineligible for the FY-20 ADHSB.

(6) Officers who submitted a “Don’t Pick Me” letter to request non-selection on any previous Aviation Department Head Screen Board are ineligible for the FY-20 ADHSB.

Note Five: Any officer who had previously submitted a “Don’t Pick Me” letter as an In-Zone (IZ) eligible of the FY-19 ADHSB (SG-09) may submit a request for consideration by the FY-20 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 Aviation Department Head are ineligible for the FY-20 ADHSB.
c. Definition of Competitive Categories. 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-09/10 eligible officers who come from the Helicopter Mine Countermeasures (HM), Helicopter Sea Combat (HSC), and Helicopter Maritime Strike (HSM) communities.

2. **Helicopter Sea Combat Operational (HSC OP).** SG-09/10 eligible officers who come from the Helicopter Anti-Submarine (HS) and Helicopter Sea Combat (HSC) communities.

3. **Helicopter Maritime Strike Operational (HSM OP).** SG-09/10 eligible officers who come from the Helicopter Maritime Strike (HSM) and Helicopter Anti-Submarine Light (HSL).

4. **Airborne Electronic Attack VAQ 1310 Operational (VAQ 1310 OP).** SG-09/10 eligible officers who come from the VAQ community with a designator of 1310.

5. **Airborne Electronic Attack VAQ 1320 Operational (VAQ 1320 OP).** SG-09/10 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-09/10 eligible officers who come from the VAW community with a designator of 1310.

7. **Carrier Airborne Early Warning VAW 1320 Operational (VAW 1320 OP).** SG-09/10 eligible officers who come from the VAW community with a designator of 1320.

8. **Fleet Logistics Support VRC Operational/ Fleet Logistics Multi-Mission Squadron VRM (VRC/VRM OP).** SG-09/10 eligible officers who come from the VRC, VRM, VAW, and HSC communities.

9. **Strike Fighter VFA 1310 Operational (VFA 1310 OP).** SG-09/10 eligible officers who come from the VFA community with a designator of 1310.
FY-20 AVIATION DEPARTMENT HEAD ELIGIBILITY CRITERIA

(10) Strike Fighter VFA 1320 Operational (VFA 1320 OP). SG-09/10 eligible officers who come from the VFA community with a designator of 1320.

(11) Maritime Patrol and Reconnaissance VP/VQ(P) 1310 Operational (VP/VQ(P) 1310 OP). SG-09/10 eligible officers who come from the VP and VQ(P) communities with a designator of 1310.

(12) Maritime Patrol and Reconnaissance VP/VQ(P) 1320 Operational (VP/VQ(P) 1320 OP). SG-09/10 eligible officers who come from the VP and VQ(P) with a designator of 1320.

(13) Fleet Air Reconnaissance VQ(T) 1310 Operational (VQ(T) 1310 OP). SG-09/10 eligible officers who come from the VQ(T) community with a designator of 1310.

(14) Fleet Air Reconnaissance VQ(T) 1320 Operational (VQ(T) 1320 OP). SG-09/10 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, Weapons School, FRS, and TACRON). To be eligible, officers must qualify for overall eligibility criteria, be a member of SG-09, and not have been selected for Operational Department Head.