



DEPARTMENT OF THE NAVY
BUREAU OF NAVAL PERSONNEL
5720 INTEGRITY DRIVE
MILLINGTON TN 38055-0000

1401
BUPERS-00B
2 May 20

From: Deputy Chief of Naval Personnel
To: President, FY-21 Aviation Department Head Screen Board
Subj: ORDER CONVENING THE FY-21 ACTIVE AVIATION DEPARTMENT HEAD
SCREEN BOARD
Ref: (a) DNCP ltr 1401 BUPERS-00B of 9 Aug 19
Encl: (1) Board Membership
(2) Administrative Support Staff
(3) FY-21 Active Department Head Screen Board 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, 11 May 2020, or as soon as practicable thereafter.

b. The board shall proceed in accordance with all guidance in this letter and the FY-21 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).

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<u>Competitive Category</u>	<u>Maximum Number of Selects</u>
HM OP	7
HSC OP	55
HSM OP	63
VAQ 1310 OP	12
VAQ 1320 OP	12
VAW 1310 OP	9
VAW 1320 OP	11
VRC OP	5
VRM OP	4
VFA 1310 OP	65
VFA 1320 OP	10
VP/VQ(P) 1310 OP	27
VP/VQ(P) 1320 OP	27
VQ(T) OP	8
Operational Training	51

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.

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<u>Competitive Category</u>	<u>Recommended Maximum Number of QIOs</u>
HM OP	1
HSC OP	15
HSM OP	10
VAQ 1310 OP	4
VAQ 1320 OP	4
VAW 1310 OP	5
VAW 1320 OP	8
VRC OP	2
VRM OP	0
VFA 1310 OP	15
VFA 1320 OP	7
VP/VQ(P) 1310 OP	15
VP/VQ(P) 1320 OP	15
VQ(T) OP	10
Operational Training	10

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

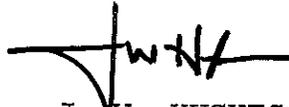
(3) Should a need arise during the year for an additional officer to fill a command, an officer from the QIO list so identified in the board report shall be considered qualified and additional administrative screen procedures need not be pursued. Officers shall be selected from the board report according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

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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-21 ACTIVE AVIATION DEPARTMENT HEAD SCREEN BOARD

Aviation Department Head:

CAPT David G. Whitehead, USN, 1320 (President)
CAPT Michael L. Burd, USN 1310
CAPT James D. Bahr, USN 1310
CAPT Thomas G. Korsmo, USN 1320
CAPT Katrina L. Hill, USN 1310

ADMINISTRATIVE SUPPORT STAFF
FY-21 ACTIVE AVIATION DEPARTMENT HEAD SCREEN BOARD

1. Aviation Department Head: CDR Marc W. Hines, USN, will act as a recorder with the following personnel acting as assistant recorders from PERS-43:

LCDR James J. Donchez

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 Forrest O. Young

4. The following personnel are designated to serve as administrative support staff to the board:

RADM Jeffrey W. Hughes	LCDR Richard A. Dorsey
CAPT David J. Casteel	LCDR Lane R. Drummond
CAPT Sean P. Fagan	LCDR Andrew E. Dumm
CAPT Kathleen A. Elkins	LCDR Matthew B. Fannin
CAPT Joseph A. Torres	LCDR Michael Feagans
CAPT Derek A. Trinqu	LCDR Marcus A. Hoogewind
CAPT Christopher J. Wood	LCDR Ryan P. January
CDR Travis S. Amerine	LCDR Wesley A. Johnson
CDR John K. Anderson	LCDR Keith P. Miltner
CDR Joes A. Arana	LCDR Douglas M. Morea
CDR Aaron G. Berger	LCDR Travis L. Scott
CDR Kevin D. Bittle	LCDR Robert M. Spann
CDR Kyle N. Bockey	LCDR Kirby Williams
CDR Bradley D. Converse	LCDR Thomas. J Young
CDR Jeffrey J. Creighan	LCDR Keith S. Zeuner
CDR Carl A. Ellsworth	LT Joshua C. Phillips
CDR James M. Kinter	LT Daniel J. Starsinic
CDR Bryan P. Hager	FORCM(SS/IUSS) Scott Rossiter
CDR Andrew T. Klosterman	YNCM(SW/AW) Roy K. Lambert
CDR John T. Pianetta	Mr. George N. Barnes II
CDR Matthew G. Pratt	Ms. Marisa Y. Beal
CDR Nathan E. Rodenbarger	Mr. Julion A. Bend
CDR Raymond Sudduth	Ms. Donna M. Carpenter
CDR David R. Terry	Mr. Bradley J. Cordts
LCDR Nicholas K. Bullard	Mr. John R. Crotts
LCDR Andrew S. Countiss	Mr. Christopher J. Garner
LCDR Brian R. Crosby	Mr. Anthony P Gaston

ADMINISTRATIVE SUPPORT STAFF
FY-21 ACTIVE AVIATION DEPARTMENT HEAD SCREEN BOARD

Mr. Patrick R. Harris
Mr. Michael J. Higgs
Mr. Max Hodge
Mr. Jeffrey D. Jacob
Mr. Juan J. Jimenez
Mr. Anthony Matthews
Ms. Karon D. Matthews
Mr. Tommy Owens
Mr. Stephen R. Ranne
Mr. Jay A. Rublaitus
Ms. Edna Shannon
Mr. David B. Whorton
Mr. Darrence A. Wolfe
Ms. Mindee M. Wolven

FY-21 ACTIVE AVIATION DEPARTMENT HEAD ELIGIBILITY CRITERIA

1. Eligibility. Overall eligibility for the FY-21 Active 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-21 Active 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-21 Active ADHSB consists of two screen groups, SG-10 and SG-11.

(1) The group of "In-Zone" (IZ) officers receiving their first look for ADH on the FY-21 Active ADHSB is referred to as SG-11. SG-11 is comprised of those Aviation Unrestricted Line (URL) Officers selected for promotion to Lieutenant Commander by the FY-20 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-20 Active ADHSB, but not selected. This group of eligible officers is referred to as SG-10.

Note One: For the purposes of the FY-21 Active ADHSB, the officers with Lineal numbers 4574800 and senior are considered "Above-Zone" (AZ).

FY-21 ACTIVE AVIATION DEPARTMENT HEAD ELIGIBILITY CRITERIA

2. Eligibility Determination

a. Definition of Eligibility Criteria. To meet the criteria for eligibility for the FY-21 Active 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-21. This determination must be validated by a flight surgeon.

(2) Fall within SG-10 or SG-11 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-10 or SG-11.

Note Two: All officers who entered naval service in FY-19 via inter-service transfer at the rank of Lieutenant Commander are considered eligible for selection as part of SG-10.

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-21 Active 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 Active ADHSB are considered eligible for selection.

b. Disqualifying Events

(1) Officers IZ for Lieutenant Commander on the FY-20 Active Duty Navy Lieutenant Commander Line Promotion Selection Board who failed to select for promotion to Lieutenant Commander

FY-21 ACTIVE AVIATION DEPARTMENT HEAD ELIGIBILITY CRITERIA

will not be included in SG-11 for their first look on the FY-21 Active 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 4 May 2020 are ineligible for the FY-21 Active 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-21 Active 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-21 Active 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-21 Active 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-21 Active ADHSB.

Note Five: Any officer who had previously submitted a "Don't Pick Me" letter as an In-Zone (IZ) eligible of the FY-20 Active ADHSB (SG-10) may submit a request for consideration by the FY-21 Active ADHSB. These requests should be sent to PERS-43 and will be adjudicated on a case-by-case basis.

(7) Officers who were selected for and subsequently declined FY-20 Active Aviation Department Head are ineligible for the FY-21 Active ADHSB but may request for consideration by submitting an exception to policy to PERS-43 and will be adjudicated on a case-by-case basis.

c. Definition of Competitive Categories. To be eligible for a specific competitive category, officers must qualify for overall eligibility criteria and meet the following:

FY-21 ACTIVE AVIATION DEPARTMENT HEAD ELIGIBILITY CRITERIA

(1) Helicopter Mine Countermeasures Operational (HM OP). SG-10/11 eligible officers who come from the Helicopter Mine Countermeasures (HM) and Helicopter Sea Combat (HSC).

(2) Helicopter Sea Combat Operational (HSC OP). SG-10/11 eligible officers who come from the Helicopter Anti-Submarine (HS) and Helicopter Sea Combat (HSC) communities.

(3) Helicopter Maritime Strike Operational (HSM OP). SG-10/11 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-10/11 eligible officers who come from the VAQ community with a designator of 1310.

(5) Airborne Electronic Attack VAQ 1320 Operational (VAQ 1320 OP). SG-10/11 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-10/11 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-10/11 eligible officers who come from the VAW community with a designator of 1320.

(8) Fleet Logistics Support VRC Operational (VRC OP). SG-10/11 eligible officers who come from the VRC, VAW, and HSC communities.

(9) Fleet Logistics Multi-Mission Squadron VRM (VRM OP). SG-10/11 eligible officers who come from the VRM, VAW and HSC communities.

(10) Strike Fighter VFA 1310 Operational (VFA 1310 OP). SG-10/11 eligible officers who come from the VFA community with a designator of 1310.

(11) Strike Fighter VFA 1320 Operational (VFA 1320 OP). SG-10/11 eligible officers who come from the VFA community with a designator of 1320.

FY-21 ACTIVE AVIATION DEPARTMENT HEAD ELIGIBILITY CRITERIA

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

(13) Maritime Patrol and Reconnaissance VP/VQ(P) 1320 Operational (VP/VQ(P) 1320 OP). SG-10/11 eligible officers who come from the VP and VQ(P) with a designator of 1320.

(14) Fleet Air Reconnaissance VQ(T) Operational (VQ(T) OP). SG-10/11 eligible officers who come from the VQ(T) community with a designator of 1310 and 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, TACRON and CNATT Det OIC). To be eligible, officers must qualify for overall eligibility criteria, be a member of SG-10, and not have been selected for Operational Department Head.