From: Deputy Chief of Naval Personnel  
To: President, FY-22 Surface Major Command Screen Board  
Subj: ORDER CONVENING THE FY-22 SURFACE MAJOR COMMAND SCREEN BOARD  
Ref: (a) DCNO ltr 1401 BUPERS-00B of 27 Oct 20  
(b) OPNAVINST 1412.14  
(c) NAVPERSCOMINST 1401.1A  
Encl: (1) Board Membership  
(2) Administrative Support Staff  

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 0745, 9 November 2020 or as soon as practicable thereafter.  
   b. The board shall proceed in accordance with all guidance in this letter and the FY-22 Administrative Selection Board Precept, reference (a).  

2. **Function.** The function of the board is to:  
   a. Select eligible officers in the Surface Warfare (111X) community for Major Command.  
   b. Select officers in the Naval Special Warfare (NSW) (113X) and Explosive Ordnance Disposal (EOD) (114X) communities for Major Command.  
   c. Recommend officers in the Surface Warfare (111X) community who have petitioned the board, in writing, for a "Special Additional Look." A "Special Additional Look" will be available upon petition when the constituent can show that he/she was somehow uniquely disadvantaged, or that his/her record was unfairly considered during the normal screening process. Petition is made in writing to the selection board
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president, via NAVPERSCOM (PERS-41) who will attach an endorsement recommending inclusion or exclusion of the petitioner's record for a "Special Additional Look." Officers approved for a "Special Additional Look" by majority of the board members will then be considered with those officers receiving regular consideration in their third look. The board may increase the planned number of third look picks by the number of "Special Additional Look" selectees, or may keep the third look goal the same.

d. Recommend officers in the Surface Warfare (111X) community who have petitioned the board, in writing, for a "Delayed Look." A "Delayed Look" will be available upon petition when the constituent can show that he/she was somehow uniquely disadvantaged, or that his/her record would be unfairly considered during the normal screening process. Petition is made in writing to the selection board president, via NAVPERSCOM (PERS-41), who will attach an endorsement recommending inclusion or exclusion of the petitioner's record for the current board. Officers approved for a "Delayed Look" by majority of the board members will then be considered eligible with those officers receiving the same consideration on the next scheduled administrative screening board.

e. Recommend officers in the Surface Warfare (111X) community who have petitioned the board, in writing, for an "Early Look." Officers, who have been selected for promotion to captain by a statutory board, prior to their projected promotion year group, may submit a letter to the board requesting an "Early Look." Petition is made in writing to the selection board president, via NAVPERSCOM (PERS-41), who will attach an endorsement recommending inclusion or exclusion of the petitioner's record for the current board. Officers approved for an "Early Look" by majority of the board members will then be considered as a first look eligible with those officers receiving regular first look eligible consideration.

f. Apportion officers recommended for Major Command to one of the following lists:

   (1) Surface Major Command (AFLOAT)

   (2) Surface Major Command (ASHORE)

   (3) Acquisition Corps (AC)
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(4) EOD

(5) NSW

g. Select officers in the Limited Duty Officer (LDO) (61XX/641X/649X) community for Major Command.

h. Screen the records of 111X and 114X captains serving in Major Command as of 1 October 2020 and those who have served in Major Command who have not previously screened for Sequential Major Command, for potential assignment to Sequential Major Command.

i. Review the performance of previously selected officers who are not yet in Major Command as of 1 October and recommend for removal from the Major Command Bank, by majority vote of the board members, if applicable.

3. **Board Authorized Selections and Apportionment.** Major Command selection and screening goals are derived from projected fill requirements and are allocated to provide equitable command opportunity to each promotion year group (PYG). The total number of candidates that may be recommended in each competitive category is listed below:

   a. **Surface Warfare (111X)**

      (1) Eligibility is based on two criteria: Previous screening for Commander Command by an administrative selection board and date of rank of commander promotion. Full Time Support (FTS) officers who are not selected for retention by the FTS Captain Selective Retention Board will not be considered for Major Command.

      (2) Board members will determine by vote which eligible records will be selected for Major Command. Screening goals are outlined below.

      | Screening Goals - Major Command |
      |-------------------------------|
      | PYG   | 15 | 14 | 13 | Total |
      | FY-22 GOALS | 34 | 24 | 4  | 62   |

      (3) All 1st, 2nd, and 3rd look eligible records selected for Major Command will be assigned to the Major Command lists.
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(4) All 1st and 2nd look eligibles not selected for Major Command will have their records removed from further consideration until the FY-23 Major Command Screen Board.

(5) All 3rd look eligibles not selected for Major Command will have failed to select for Major Command.

(6) If an officer is removed from the bank, an additional pick may be added to the 3rd look eligibles.

(7) All apportionment recommendations for both AFLOAT and ASHORE are considered TENTATIVE pending final TYCOM approval. Similarly, any apportionment shifts that arise during the subsequent slating process will be approved by the TYCOM.

(8) Full Time Support (FTS) Officers. The board may select FTS officers (1117) for assignment to Major Command if the eligible officer meets the standards for selection listed in reference (a). FTS officers will count against 111X year group goals in subparagraph 3(a)(2). FTS officers who were not retained by the FTS Captain Selection Retention Board will not be considered for Major Command.

b. SWO AC. Surface Warfare acquisition professionals are tracked by the "APM" additional qualification designator (AQD), which is assigned by an annual AC selection board. Officers selected for Major AC Command/Major Acquisition Program by this board become eligible for consideration for slating by the NAVSEA slating panel. ACs selected for AC Major Command/Major Acquisition Program are not guaranteed Major Command assignment in the acquisition field. Eligibility is determined by administrative screening for commander command, date of rank of commander promotion, and by either submitting a request to NAVPERSCOM (PERS-41) for inclusion in the AC Major Command screening group or having been designated an Acquisition member at a previous AC selection board. Eligible officers designated as an Acquisition member at a previous AC selection board or those requesting inclusion in the AC Major Command screening group will not be considered for Major Command (Afloat) or (Ashore).

<table>
<thead>
<tr>
<th>Selection Goals - SWO AC</th>
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<tbody>
<tr>
<td>FYG</td>
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<tr>
<td>FY-22 Goals</td>
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* No specific goals for each FYG nor overall.
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c. EOD (114X)

(1) Eligibility is based on two criteria: previous screening for Commander Command by administrative selection board and selection for promotion to the rank of captain. Officers previously considered will be eligible until selected or their three opportunities are exhausted.

<table>
<thead>
<tr>
<th>EOD Selection Goals (114X)</th>
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<tbody>
<tr>
<td>PYG</td>
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<tr>
<td>FY-22 GOALS</td>
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</tbody>
</table>

* No specific goal for each PYG.

(2) Special Requirements EOD AC. Eligibility is determined by administrative screening for Commander Command, selection to the rank of captain, and by either submitting a request to NAVPERSCOM (PERS-41) for inclusion in the AC Major Command screening group or having been designated an Acquisition member at a previous AC selection board. Officers under consideration for both EOD Major Command and AC Major Command are first considered for their warfare designation Major Command without an acquisition request stamp on the record. Regardless of selection status to EOD Major Command, officers requesting AC Major Command screening will then be considered for AC Major Command/Major Acquisition Program. If selected for their warfare designation Major Command, EOD officers will still be eligible AC Major Command/Major Acquisition Program for their remaining looks. Additionally, if selected for AC Major Command, EOD officers will still be eligible for EOD Major Command for their remaining looks.

d. NSW (113X)

(1) Eligibility is based on three criteria: previous screening for commander command by administrative selection board, selection for promotion to the rank of captain, and Commander Command complete by the convening of the Surface Major Command Board. Officers previously considered will be eligible until selected or their three opportunities are exhausted.

<table>
<thead>
<tr>
<th>NSW Selection Goals (113X)</th>
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<tbody>
<tr>
<td>PYG</td>
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<tr>
<td>FY-22 GOALS</td>
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* No specific goal for each PYG.
(2) Special Requirements NSW/EOD FTS Officers. The board may select FTS officers (1137 or 1147) for assignment to Major Command if the eligible officer meets the standards for selection listed in reference (a). FTS officers will count against 113X and 114X selection goals in subparagraphs 3(c)(1)(i) (NSW) and 3(c)(1)(ii) (EOD). FTS officers who were not retained by the FTS Captain Selection Retention Board will not be considered for Major Command.

e. LDO (61XX/641X/649X). LDOs will be considered for Major Command. Surface LDOs do not have funded Major Command requirements; therefore, officers selected will not count against the 111X or 114X year group goals.

(1) Eligibility is based on two criteria: Previous screening for Commander Command by administrative selection board and selection for promotion to the rank of captain.

(2) There are no selection goals set for the following designators: 61XX/641X/649X for each PYG nor overall.

f. Surface Warfare and EOD Sequential (111X and 114X). There are no selection goals for Surface Warfare and EOD Sequential Major Command.

4. Additional Guidance. Below information is provided to facilitate this board and clarify community requirements to assist in determining the best and fully qualified in accordance with reference (a).

a. Nuclear Qualified Officers. Surface Warfare Officers (SWO) with nuclear propulsion qualifications (SWO(N)) will be considered with their SWO contemporaries within their respective year groups. SWO(N) career patterns often vary from the majority of the SWO community in that they serve in nuclear-related assignments throughout their careers in addition to traditional SWO assignments. As a result, they can arrive in major SWO career milestones later than their SWO contemporaries. The quality of performance of SWO(N)s in all of their nuclear-related assignments along with their specialized background should be given equal weight to that of conventional SWOs who have followed traditional career patterns.
b. Sea Duty and Forward-Deployed Naval Force Assignments. Many officers seek the added challenges of more senior grade sea duty billets to further hone their operational skill level, experience new areas of intra-community specialty, and sharpen their competitive edge. These billets include those on numbered fleet staffs, strike group staffs, destroyer squadron and amphibious squadron staffs, and large deck amphibious ships (LHDs/LHAs). In pursuing these post-department head and post-command sea duty billets, these officers willingly forfeit time ashore and do so with the goal of improving and broadening their professional background and experience serving in these unique environments. Additionally, many officers recognize the increased operational tempo and demands imposed in forward-deployed naval force assignments and willingly accept world-wide moves and other exceptional requirements associated with these assignments to take advantage of these opportunities. The benefit afforded the Navy through the service of experienced and motivated officers in these operational billets is substantial. You should consider these factors when determining the best and fully qualified.

c. Education and Professional Development. The board shall give favorable consideration to those officers with relevant graduate education, experience in specialized areas, and professional military education (PME), including in-residence War College. The Navy values officers who seek opportunities to broaden their cultural awareness through experiences and education and to enable better communication in a global operating environment.

d. Commander Command Ashore Consideration

(1) Officers screened for Commander Command, but who served their respective command tours ashore (vice afloat), should not be viewed negatively, provided the officer has progressed in professional development and leadership responsibility.

(2) In many cases, officers who have experience and well-developed skill sets while in command ashore can best serve the Navy in positions of greater responsibility in Major Command.
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5. Selection Goals. The board need not select to the numbers provided. The authorized number to select should only be attained if there are a sufficient number of candidates determined fully qualified.

J. W. HUGHES
BOARD MEMBERSHIP
FY-22 SURFACE WARFARE OFFICER MAJOR COMMAND
SCREEN BOARD

Surface Major Command:

VADM Roy I. Kitchener, 1110 (President)
RADM Marc H. Dalton, USN, 1110
RADM Hugh W. Howard III, USN, 1130
RDML Robert D. Katz, USN, 1110
RDML Joseph A. DiGuardo, Jr., USN, 1140
RDML Dennis Velez, USN, 1110
RDML Joseph F. Cahill III, USN, 1110
CAPT Christopher P. DeGregory, USN, 1110
CAPT Christopher D. Alexander, USN, 1110
CAPT Matthew M. McGonigle, USNR, 1117
CAPT Warren E. Cupps, USN, 1110
CAPT Donald W. Marks, USN, 1110
CAPT Bradley W. Busch, USN, 1110
CAPT Jennifer S. Couture, USN, 1110
CAPT Brian T. Mutty, USN, 1110
CAPT Christine R. O'Connell, USN, 1110
CAPT Timothy C. Moore, USN, 1110
CAPT Ricardo G. Enriquez USN, 6110
ADMINISTRATIVE SUPPORT STAFF
FY-22 SURFACE WARFARE OFFICER MAJOR COMMAND
SCREEN BOARD

1. Surface Major Command: CAPT Kevin M. Kennedy, USN, will act as recorder with the following personnel acting as assistant recorders:

  CDR William C. Blodgett Jr.  
  LCDR Nicholas A. Maruca  
  LCDR Ryan P. Kelly  
  LCDR Ashley H. Carlino  
  LCDR Elizabeth A. McGuinnis  
  LCDR Jeffrey M. Carter

  LCDR Jared M. Mallis  
  LCDR John P. Kennedy  
  LCDR David A. Cook  
  LCDR Linzy Lewis III  
  LCDR Justin G. Crabb

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:

  LCDR Jason M. Garfield

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

  RADM Jeffrey W. Hughes  
  RDML Derek A. Trinque  
  CAPT Kathleen A. Elkins  
  CAPT Kevin M. Kennedy  
  CAPT David J. Casteel  
  CDR Aaron P. DeMeyer  
  CDR Kevin M. Dore  
  CDR Jason R. Horning  
  CDR Jeffrey B. Lavery  
  CDR Derek W. Lothringer  
  CDR Nicholas R. Quihuis  
  CDR Kristoffer A. Tester  
  CDR Andrew C. Wood  
  LCDR Thomas K. Brewer  
  LCDR Jared L. Carlson  
  LCDR Caitlin E. Cunningham  
  LCDR Richard J. Dapraio  
  LCDR Matthew E. Faulkenberry  
  LCDR Robert J. Floyd II  
  LCDR Thomas D. Groark  
  LCDR Annajoy L. Hall

  LCDR Jeffrey D. Hanson  
  LCDR Corwin J. Hardy  
  LCDR Linda D. Havens  
  LCDR Ronald Jenkins  
  LCDR Christopher M. Johnson  
  LCDR Brittany B. Kaluska  
  LCDR Jamesrobert C. Koffi  
  LCDR Keith R. Krouchick  
  LCDR Stephan A. Lubosch  
  LCDR Sarah K. Lynch  
  LCDR Nathan W. Mitich  
  LCDR Jason E. Race  
  LCDR Christopher R. Smith  
  LCDR Xiao Sun  
  LCDR Casey J. Travis  
  LCDR Carlos A. Veasley  
  LCDR Michael A. Walker  
  LCDR Kevin W. Walter  
  LCDR Stephen A. Whatley  
  LCDR Stephen P. Williams  
  LT Jason M. Bentley

Enclosure (2)
ADMINISTRATIVE SUPPORT STAFF
FY-22 SURFACE WARFARE OFFICER MAJOR COMMAND
SCREEN BOARD

LT Jill M. Bolden
LT Aaron U. Bolin
LT Noelle K. Kaufmann
LT Samantha R. Cromer
LT Michelle D. Downing
LT Zachary P. Enix
LT Malik X. Harris
LT Patrice Hernandez
LT Zachary T. Johnson
LT Eric M. Kemp
LT Jonathan M. Larson
LT Jason W. McClinton
LT Matthew J. Newby
LT Marina M. Novakovich
LT Katharine M. Shumway
LT Andrew C. Spilling
LT David M. Yonkings
LT Peter V. Zaccaria Jr.
FRCM(SW) Christian D. Detje
YNCM(SW/AW) Roy K. Lambert
LSC Christopher A. Stauffer
YN1 Matthew M. Nolan
ET2 Ervin F. Romero
IT2 Willie J. Allen
AO3 David T. Paisano
Mr. Stephen A. Armstrong
Ms. Sherray A. Bailey
Mr. George N. Barnes II
Ms. Marisa Y. Beal
Mr. Julion A. Bend
Ms. Donna M. Carpenter
Mr. Bradley J. Cordts
Mr. John R. Crotts
Mr. Christopher J. Garner
Mr. Anthony P. Gaston
Mr. Patrick R. Harris
Ms. Keely P. Henderson
Mr. Michael J. Higgs
Mr. Max Hodge
Mr. Juan J. Jimenez
Ms. Lucille Jones
Ms. Marsea K. Lewis
Mr. Joseph J. Lipko

Mr. Anthony Matthews
Ms. Karon D. Matthews
Mr. Tommy Owens
Mr. Stephen R. Ranne
Ms. Amy Ray
Ms. Roberta J. Richard
Mr. Jay A. Rublaitus
Ms. Karen Rublaitus
Ms. Edna Shannon
Mr. Antoine Sharp
Ms. Ruby D. Snowden
Mr. David B. Whorton
Mr. Darreance A. Wolfe
Ms. Mindee M. Wolven
From: Deputy Chief of Naval Personnel
To: President, FY-22 Surface Major Command Screen Board

Subj: ADMINISTRATIVE BOARD PROCESS AND EXPECTATIONS

1. Congratulations on your selection as president of the FY-22 Surface Major Command Screen Board. Thank you for taking time away from your busy schedule to serve in this critical capacity.

2. As the convening authority for this board, the below information on the board process is provided to ensure a mutual understanding and expectation of the process for completion of the board and approval of your board report. Please take this information into consideration in making travel arrangements to depart Millington once all board responsibilities have been completed.

3. This board requires an adverse information memo (AIM) be included as part of the board report and a legal review be conducted before board report approval. The board report must be reviewed by the Office of Legal Counsel (BUPERS-00J) before any members of the board, including you, can be released from their duties as members of this board. An explanation of these processes and the time frame in which they occur are provided below.

4. Once the board report is complete, it must be provided to the Office of Legal Counsel (BUPERS-00J) for a legal review to ensure accuracy of the board report and compliance with the convening order.

   a. BUPERS-00J ensures the board report is in the proper format with all necessary enclosures and conducts a legal review to confirm the following: all appointed members and recorders signed the board report, and no others; all selects were eligible; the number of selects and alternates or qualified insufficient opportunity officers were authorized by the convening order; all actions taken by the board were authorized by the convening order; the number of selects reviewed by PERS-833, as stated in the AIM, is consistent with the number of selects in the board report; and the number of eligibles and selects listed on the board statistics report is consistent with the number of eligibles and selects in the board report.
b. This legal review is vitally important to ensure accuracy of the board report and, if necessary, enables issues discovered to be resolved while the members are still available to review revisions and sign a revised board report. The legal review is completed as quickly as the size and complexity of the board report allows. For smaller boards it may be completed in one hour, but larger or more complex boards it may take up to four hours. For planning purposes and to ensure time is available for board report corrections, if needed, please plan for at least four hours for this legal review to be completed.

5. Once the legal review is complete, the board report is provided for approval, followed by a board callout with you as the president of the board and the board sponsors. Topics for the board callout session include: the effectiveness of the board convening order and precept; satisfaction with board support; any recommended changes for improvement of the board process; why quotas were not utilized if applicable; and disposition of selects who appear on the AIM.

6. Depending on the board size and complexity, the entire process outlined above can take two to six hours. Please ensure travel plans for all members are planned with this time frame in mind. Thank you again for your time and dedication in selecting the future leaders of the surface warfare officer community.

J. M. HUGHES