Fellow Surface Warriors,

What an amazing first half of 2019! Thank you to all the ships and staffs who hosted the PERS-41 team during our recent detailer visits. Meeting and spending time with you is an important part of what we do in PERS-41 and our travels to Pearl Harbor, Japan, Bahrain, Mayport, Newport, Naples, Rota, and Everett proved very valuable. The PERS-41 team will be visiting San Diego 19-23 August and Norfolk 16-20 September. We look forward to speaking with you in person soon! As always, I encourage all of you to contact your detailer well before you enter the orders negotiation window. That way we can discuss your career needs and personal desires before we have to start negotiating orders. It allows us to give you a better idea of what we will be thinking for your next orders, and by starting the conversation early, we can better build understanding of the process.

We recently completed the Spring Early Command and Department Head board with outstanding results. This year’s SWO Department Head board had the same high quality selectivity that we’ve seen over the past few years. First look candidates (year group 2016) selected at a rate of 60%, second look (year group 2015) selected at a rate of 51% and third look (year group 2014) selected at a rate of 52%. Congratulations to all the recent selectees!

I encourage all Commanding Officers (COs) and Commodores to review the Surface Warfare Mariner Skills Logbook Requirements instruction, CNSP/CNSL 1412.9. The instruction requires ship COs to send a letter to PERS-41 upon the detachment of every SWO, summarizing that officer’s logbook entries in the format prescribed. To date, we have received VERY few letters. My team and I need the data from these letters to track community health and ensure we are putting the right emphasis on training and development of our SWOs. Please send those letters, preferably in a scanned .pdf, to the Junior Officer Sea Coordinator and your detailer. Contact information for each is included in the final page of this newsletter.

Many of you have heard me say this at SWOS or during road show discussions, but I have not seen all of you, so for emphasis: COs are under no pressure to qualify any officer SWO if, in your
judgment, that officer does not deserve the qualification. SURFOR understands that you are putting a lot of effort into training your officers. When, in your judgment, you arrive at the point where you can tell an officer does not belong in our community, then make that call and understand that your chain of command will back you up. I know I am not in any of your chains of command, but I am in the discussions about this topic all the time, and I am confident about this. Contact me or any of my staff with questions if you have doubts, concerns, or unusual circumstances.

As part of Navy Personnel Command’s (NPC) transformation efforts, we have debuted several apps to improve customer service. Please check out the MyNavy Portal – My Record app and the new MyNavy Family app. The MyPCS app is scheduled for delivery later this year as well. Part of NPC’s transformation will be to update the way we put out word on education opportunities. OPNAV will no longer promulgate education program announcements via NAVADMIN. Instead, CNP’s office will deliver these announcements within My Education. The Strategic Education and Academic Plan NAVADMIN (106/19) instructs Sailors on how to create/update their MyNavy Education profiles in order to receive these notifications, and that will be the last NAVADMIN on Navy education initiatives.

As always, I consider myself very fortunate to get to work with and serve so many outstanding officers. My team and I are standing by to answer any questions you may have and it continues to be my pleasure to serve the Fleet!

Derek Trinque
PERS-41
FY-21 MAJOR COMMAND BOARD

The FY-21 Major Command Board convenes 28 OCT 2019 to 01 NOV 2019 here in Millington. The deadline for correspondence is 18 OCT 2019. Mark your calendars!

Eligibility

The board will be comprised of PYG 14 (first look), PYG 13 (second look) and PYG 12 (third look) Surface Warfare officers who have previously screened for Commander Command by administrative selection board. Specifically, the date of rank of commander promotions is as follows:

- 1st Look (PYG 14): Date-of-rank to Commander between 10/01/13 and 9/30/14
- 2nd Look (PYG 13): Date-of-rank to Commander between 10/01/12 and 9/30/13
- 3rd Look (PYG 12): Date-of-rank to Commander between 10/01/11 and 9/30/12

For Acquisition Professional Officers, the requirements are as follows:

- Previous screening for Commander Command by administrative selection board
- Submit a request to NPC PERS-41 for inclusion in the AC Major Command screening group or designated as an Acquisition Member at a previous AC selection board
- Rank criteria consistent with community requirements

Please reach out to LCDR Shelby Nikitin via email shelby.nikitin@navy.mil or via phone 901-874-3558 to ensure all your contact information is on file.

Official Board Correspondence

Please send official board correspondence directly to CSCSELBOARD@NAVY.MIL and cc the following email address: SWO_MAJCOM_BOARD.fct@navy.mil. All board correspondence should include the correct board number, 21085 (FY-21 Board #85). Please do not wait until the deadline to submit your correspondence. Recall, all e-mails containing PII in the body or attachments must be encrypted per the Department of the Navy Users Guide to PII. Additionally, the subject line must be marked with “FOUO – Privacy Sensitive”. Please notify us via email or phone if you are sending in correspondence via mail.

-Mailing address for board correspondence is:
Navy Personnel Command
Pers-41
Attn: FY-21 Surface Major Command Screening Board
5720 Integrity Drive
Millington, TN 38055-4100

-FEDEX or overnight delivery:
Whitten Building 791 FY-21 Surface Major Command Screening Board
Navy Personnel Command
Attn: LCDR Shelby Nikitin
5750 Commitment Loop
Millington, TN 38055-4120
Personal Record Review

Whether you are an eligible or bank officer, please review your record for completeness. Your record should contain all fitness reports, awards, transcripts, and qualifications. Fitness report gaps of greater than 90 days should be rectified prior to the board. Use BUPERS Online (https://www.bol.navy.mil/) to view your record under the Official Military Personnel File (OMPF) – My Record link, review/update your OSR/PSR, and/or order a copy of your record on CD.

When you review your record, please pay particular attention to:

- Photo in current rank
- Missing FITREP(s)
- Missing award(s)
- Missing transcript(s)

For questions or concerns about a FITREP, please feel free to send an email to the PERS-311 help desk at UASKNPC@navy.mil or contact them at one of the following numbers: Commercial: (901) 874-4881/4882/3313 DSN: 882-4881/4882/3313

You can verify what awards you have in NDAWS by going to the NDAWS Public website at https://awards.navy.mil. For questions regarding updating awards in your record, please use the NDAWS Frequently Asked Questions (FAQs) page. This page defines a number of scenarios and the respective procedures for updating your record accordingly. Click on the question that best fits your situation and directions will be provided on how and who to contact to update your record

Bank Review

All Major Command screened officers who are not serving in a Major Command assignment by 25 October 2019 (i.e. Bank Officers) will have their records reviewed. An officer who is slated to Major Command, but who will not have reported on board (or Fleeted Up to a Commander or Commanding Officer position) by 25 October 2019 is considered a "Bank Officer" for this purpose.

Sequential Command

Surface Warfare Officers presently serving in Major Command and those who have served in Major Command within the last 12 months (who have not previously screened for Sequential Command) will have their records screened for potential assignment to Sequential Command.

FY-20 NROTC OPPORTUNITIES

If you are interested in commanding an NROTC unit, please reach out to LCDR Shelby Nikitin, shelby.nikitin@navy.mil for more information. It is never too early to start the dialogue.
Greetings from PERS-410!
Congratulations to all of our newly selected Commanders – we wish you the best as you prepare for the next phase of your careers leading operations and Sailors around the globe!

FY-21 Surface Commander Command Board
We are less than five months from the FY21 CDR CMD Board. Your detailers have begun a thorough scrub of records for those officers who are eligible for the board (PYG17 1st Look, PYG16 2nd Look, and PYG 14 3rd Look). You should have received an initial email from your detailer asking you to provide updated contact information to include: work email, home email, work phone, and cell phone. If you anticipate this information changing in the near future due to PCS, please update your detailer once you arrive at your new duty station.

Review your record: Missing an award or photo? FITREP dates incorrect? You are the best judge of your record’s accuracy! There are several record items to review: degree information, EOOW/TAO AQDs, JPME I AQD (if complete), FITREP Continuity (zero gaps greater than 90 days). For questions regarding record accuracy please contact your detailer or e-mail the My Navy Career Center at askmncc@navy.mil. Ask questions often, ask questions early!

Career Goals
***THERE IS NO BETTER JOB THAN COMMANDING A WARSHIP AT SEA***
As you look beyond your Department Head tours, ask yourself where you want to be in five years. If the answer to that question is on your way to Command, then you need to screen for XO/CO Fleet Up, XO Afloat, or XO Special Mission. Milestone screening is not easy and taking a challenging Post-Department Head assignment best positions you for success.

Post DH Operational Assignments
40% of post-Department Head billets are at sea or on operational staffs. If you have not yet screened for CDR CMD and desire a billet that will enhance your record, there is no stronger message to the CDR CMD Board than a sea duty assignment. In pursuing sea duty assignments, officers strengthen their professional background and experience while serving in demanding billets at sea.

O5 Spot Promotion
Destroyer and Amphibious Squadron N3 billets are now spot promote billets. Officers serving in these assignments are eligible to apply with two years’ time in grade (TIG) as O4, and 12 months remaining in their spot promote assignment. Officers applying will need a recommendation letter from their Chain of Command once TIG is met, and will be considered at the following quarter’s board.
Example: An officer with a 01 SEP 2018 date of rank, will be eligible for the Q1 FY21 spot promotion board provided that officer has 12 months remaining in the assigned billet.

Post Department Head Detailing Process
Post-DH detailing is a competitive process for distributing a limited number of Officers to fill our highest priority assignments. The demand for control grade (O4, O5, O6) officers outstrips supply and the result is prioritized distribution with operational assignments having the highest priority. Reach out to your detailer well in advance of reconciliation in order to shape your list of preferences, making sure to discuss your long-term career goals in the context of community health and needs of the Navy. These discussions will be guided by your record’s strength and focused on milestone screening.

My team and I are here to assist you and answer any of your questions. Please don’t hesitate to reach out to us at any time.

CDR Dave Huljack
PERS-410/411
Greetings from Millington!

So far this year, we have conducted community visits in Rota, Mayport, Yokosuka, Sasebo, and PACNORWEST. The PERS-412 team has had a lot of positive engagement from our Surface Officers, asking many detailed, career-oriented questions. This is our favorite part of the job. Please take advantage of the opportunity to meet your detailer and/or to ask them the tough questions.

-- SWO Career Path Reminders. In APR18, Commander Naval Surface Forces VADM Brown announced the changes to the SWO Career Path.

- **Division Officer changes:**
  - Division Officer tour lengths have changed to 30/18 for 1st/2nd DIVO tours respectively (48 months at sea). For SWO-N officers, first Division Officer tours will remain 21 months and follow-on nuclear tours will remain 28 months.
  - The last first tour Division Officers are rotating from MCM/LCS/CVN; second tour Division Officers are filling these billets.
  - All DESRON/PHIBRON Staff Division Officer billets transitioned to post-Division Officer tours.

- **Department Head changes:**
  - The Plans and Tactics Officer (PTO) billet continues to shift to 2DH and has been standardized by CNSF. PTOs are being added to LHD/LHA in addition to DDG, CG, LPD, LSD, and LCS test ships (hulls 1-4). Officers currently slated and under orders as 1DH PTOs will execute their orders as negotiated. Reliefs will be 2DHs.
  - Selective fleet-ups continue across CGs, DDGs, LHA/LHDs, LPDs, and LSDs. COs may select the officer they'd like to fleet-up to second tour billets by submitting written fleet-up request. LCS CSOs will continue to fleet-up to OPS.
  - The single long tour CHENG onboard Flight I and Flight II DDGs will continue.

-- **Department Head Retention Bonus.** YG16 first-look Department Head screeners have jumped at the opportunity to both serve as Department Heads and take advantage of that extra $10K! YG14 closed out their Department Head screening in June and those choosing continue service is impressive. Nice work!

-- **Ship Selection.** A total of 253 NROTC midshipmen participated in spring Ship Selection on 20-22 February. The number one grad selected USS FARRAGUT! PERS-41 hosted the event live on Google Chat – it was a great success! On 31 January, 261 USNA midshipmen selected their first ships. The number one USNA SWO selected USS ROSS!

-- **Midshipmen Early Ship Selection Initiative.** This initiative allows afloat Commanding Officers to invite Midshipmen from their First Class Surface summer cruises back to their Wardrooms post-commissioning. The initiative has no impact to Service Assignment--it will only apply to 1/C Midshipmen who are Service Assigned Surface Warfare (1160) Conventional or Nuclear in the fall of 2019. We are excited to reward stellar performance on summer cruise by allowing Midshipmen to commit to a ship prior to ship selection! In Spring of 2019, a total of 36 midshipmen accept their Blue Chip offer to rejoin the Wardroom from their First Class Midshipman cruise. Of note, the NROTC midshipman ranked #236, accepted her offer to rejoin a ship in Pearl Harbor! There is clearly a benefit to performing well during summer cruise!

-- **Mariner Skills Logbooks.** As mentioned by CAPT Trinque, please send your end of tour logbook letters. When you detach your command, you should take your FITREP, signed logbook, and letter.
Bring your logbook with you to all training courses and events (SWOS). Email me or LCDR Kevin Walter, JO Sea Coordinator, with any questions.

-- **Warfare Tactics Instructor.** By now you have probably seen a brief on SMWDC and the WTI program, or had a WTI on your ship. NSMWDC is looking for top-tier second tour Division Officers rolling ashore and exceptional first tour Division Officers interested in tactical second tour billets. If you are interested jump-starting your career through a specialty in tactics and tactical training, reach out to the WTI program managers via SWO_WTI@navy.mil to discuss specifics for the application and tour requirements. NSMWDC only holds selection boards every other month, so plan ahead and get your package in 1-2 months before you slate. Please keep in mind that even though you apply for the WTI program, you will still be slated to a second tour billet with every other PRD roller in your PRD slating window. NSMWDC runs the WTI application and selection process – PERS-412 runs the personnel distribution process for WTI.

-- **Graduate Education.** We’ve partnered with NSWMDC to get some of our sharp and motivated WTIs grad-ed on the back of their production tours. Because their timeline to get to Department Head school after that tour is tight, we are now offering opportunities for WTIs to attend any of the service War Colleges prior to Department Head school. Don’t miss out! You can achieve a master’s degree and JPME Phase I while experiencing a fantastic quality of life prior to day one at SWOS!

-- **Flag Aide.** We always have opportunities for officers to serve as Flag Aides. Our listing is regularly updated on our Facebook page and website. If you are interested in travel opportunities, exposure to strategic/operational levels of thinking and coordination, and can easily multitask, a flag aide job may be perfect for you! Each flag aide billet is nominative – we work with you on the nomination package, you will be interviewed by your prospective boss, and then we work on your career timing to get you there. And we can probably work some grad-ed into your timeline if that is one of your professional goals. If interested, call your detailer.

-- **OCS Selection Boards.** We continue to look for volunteers to come work these boards! Since the last newsletter, we’ve sent members to run and vote in two additional boards. If you are interested in picking your future Division Officers and are in your post-Divo and DH shore tour, please contact LCDR Kevin Walter (kevin.w.walter@navy.mil) for details.

-- **Resignations.** Per NAVADMIN 273/17, all resignations and retirement requests have transitioned to NSIPS. This functionality allows members to initiate requests electronically via NSIPS self-service, route them through their chain of command for review and recommendation, and then electronically route the request to Navy Personnel Command for a decision. This improvement provides transparency for our service members on the status of their requests, an integrated waiver process when needed, and electronic notification of the final disposition of requests for both the member and the command. If you or your Command are having trouble with this new functionality, please contact your detailer!

-- **Upcoming Detailer Travel:**
16-20 SEP: Norfolk, VA
19-23AUG: SNA West Symposium, San Diego

Again, thanks for all you do in the fleet! My team and I are happy to serve you here in PERS-412 – I look forward to meeting you during our upcoming travel or chatting with you about your careers!

CDR Tim LaBenz
Salutations from the JO Sea Coordinator desk! I’m LCDR Kevin Walter I have relieved LCDR Marcus Seeger as the JO Sea Coordinator – I want to thank Marcus for his service here at PERS-41 ensuring the fleet was manned with qualified Division Officers and wish him and his family the best of luck as they move on to Yokosuka!!

- **When do I contact my detailer?**
  Whenever you have questions! And, maybe more importantly, send them your OOD and SWO letters when you earn them.

- **When will I slate to 2nd Tour?**
  You can expect to slate 6-7 months prior to your PRD. The specific schedule can be found on our website. Please remember that a PRD is a Projected Rotation Date, not Promised Rotation Date. You will receive two regular slating opportunities based on your PRD. If you do not qualify as OOD Underway by your second regular slate opportunity, you will post-slate upon full SWO qualification. There is no option for a third regular slate.

- **2nd Tour Slating**
  When it comes time to slate officers for their second division officer tour the major driving factor in slate rank is where an officer falls against their CO’s RSCA on their last at sea FITREP. EOOW and TAO qualifications provide bonus points, but RSCA is a huge factor in slate ranking. Commanding Officers – if you have special circumstances regarding the slating of your officers – please reach out and we will be happy to work with you and remember the inputs you provide on your officers really matter in the slating room!

- **SWO Qualification**
  You must have your SWO qualification prior to executing your orders to your second Division Officer tour. As a reminder the requirement to compete on a sea slate is OOD Underway qualification only. We fully expect that if you are able to qualify OOD Underway, then you should be more than able to qualify SWO prior to detaching from your command.

  We consider your transfer window to be within +/- 3 months of your PRD. Due to required training and relief timing, your orders may have you detaching as early as three months prior to your PRD, which could shorten your maximum SWO qualification timeline. Plan accordingly and drive those quals!!

  *** If you do not complete you SWO qualification prior to the Estimated Detach Date (EDD) listed in your orders, you will lose your orders to that billet. ***

- **Post Slating**
  If you have missed your two regular slating opportunities due to non-qualification, once you earn your SWO pin you will post slate. Notify your Detailer upon qualification and provide them your job preferences. We will then slate you on an individual basis taking into account your preferences and the earliest available billets. These billets are not better, worse, or different – they are just the earliest ones we have available that will allow us to get you through the required training track and arrive on time to relieve the incumbent. These billets are same quality as the billets on the regular slates, but fewer in number. The objective is to avoid any further delay in your second tour timing that could cause significant impacts to Department Head screening and your post Division Officer shore duty options.

- **Sea and Shore Slate Schedule**: Always engage your detailer early and often! Please review the slate schedule below and be prepared to execute during your respective slate window.
Talent Management never stops! There are several FY-19 NPS quotas still available for start this July and September. If you are interested in Combat Systems Engineering, Computer Science, Electronic Systems Engineering, SEA Program Management, Systems Engineering Analysis, or Undersea Warfare, please contact your detailer for eligibility. If you can take advantage of this amazing opportunity, call your detailer now!!

Talent Management FY-20 Highlights. PERS-412 will conduct the Talent Management Board (TMB) 07 - 09 AUG 2019, and will release results 15 AUG 2019. Officers notified of their selection or nomination for a various program will be required to accept or deny the notification by 23 AUG 2018. The timeline discussed is critical as it will allow for alternates to be activated as required and still meet the corresponding deadlines for some of the academic programs. Talent Management Board submissions are due NLT 02 JUL 2019.

Quotas and/or nominations will be offered for the following programs: Fleet Scholar Education Program (FSEP), Georgia Tech Research Institute Program, USNA Leadership Education and Development (LEAD), USNA Graduate Education and Teaching (GE+T), Purdue Military Research Initiative (PMRI), MIT-WHOI, Naval Reserve Officer Training Corps (NROTC), Graduate Education Voucher (GEV), SECNAV Tour With Industry (SNTWI), Naval Post Graduate School (NPS), Army War College (AWC), and select professional initiatives abroad! The bevy of academic and professional opportunities has never been better! Please review the Talent Management announcement and newsletter for the complete details and requirements for all the programs listed above.

Executive Detailing. Under our executive detailing policy, DHRB signers select the billet they want from the advertised slate without competing in the formal slating process -- an opportunity for the PERS-41 team to commit to the officers who have already committed to the community! Additionally, this policy has served as another avenue to engage top talent as premier community billets such as SWOS, BDOC, USNA, ATG, FLTASW, EWTGPAC, as well as overseas assignments and PEP tours are competed during the shore slate.

Recall, the executive detailing process runs like regular slate detailing – similar rules. First and foremost, you must be qualified for the billet requested (e.g. TS Clearance, AQDs etc.) as signing DHRB will not overrule the inherent billet requirements. Second, if more than one contract signer wants the
same billet, we will resort to an abbreviated slating process for the tie breaker. To date, we have not had any significant conflicts among the DHRB signers and the experience has been very positive for the officers. Please keep in mind, the billets offered will be tied to the officer’s PRD and corresponding slate window -- in other words, we will not pull billets a year out to support DHRB signer early requests. That being said, it is never too early to reach out to your detailer and talk about what may interest you. Your final billet assignment will be refined during your slating window.

Nominative Billets. For officers with sustained superior performance at sea, nominative billets are very rewarding shore tours with executive detailing options. If you are interested in travel opportunities and exposure to strategic/operational levels of thinking and coordination that will enhance your professional profile, apply for a nominative job today! Your detailer will collate your nomination package and review the interview process with you. Whether you are nominated and selected or nominated only, your detailer will work with you one on one to find the perfect billet that optimizes talent to task. For officers selected for nominative billets, NPS or War College are popular follow-on assignments…but there are lots of options that will support your career timing to department head!

Department Heads

Greetings from Millington! I’m LCDR James Koffi and I have relieved LCDR Corry Lougee as the SWO 1st DH Detailer. I want to thank Corry for his three years of service here at PERS-41 on the placement and detailing side ensuring the fleet was manned with the best and fully qualified officers. I wish him and his family the best of luck as they move on their next assignment.

I am possibly interested in becoming a DH, what can I expect?

First, you can expect an amazing experience that will challenge and develop you like no other job that you ever had. You will command a Department and have the opportunity to positively impact the personal and professional lives of officers and Sailors onboard your ship. Serving your nation as a DH in the most powerful Navy is not easy, but nothing great comes from avoiding challenges, staying in your comfort zone or not trying to excel at a higher level.

Second, you can expect to be well prepared and trained for this important job. Once you sign your DHRB contract, you will receive executive detailing from the PERS-41 Team. During your Shore Tour, you will engage with the 1DH Detailer and negotiate your DH Class assignment and your first DH slate (you will know your first DH tour billet approximately 6 months before commencing DH School). You will attend 6 months of excellent DH training at SWOS, instructed by the top SWOs and civilians we have in the Navy followed by 3-6 months of tactical training.

About halfway through DH School, the 1DH Detailer will visit your DHC for two full days providing the following:
- Community Brief to get you up to speed with all that has changed in the fleet while ashore
- FITREP Brief to discuss how to increase opportunities to select for milestones (DH, CDR CMD) and promotion (O4, O5) for you and your DIVOs
- Inside look on how Selection Boards operate
- Valuable lessons learned with recommendations for success
- Advanced copy of your post DH School Tactical Training Track and answer all questions on Stash Time, entitlements, etc.
- 1 on 1 meeting to review your Performance Summary Report (PSR) to receive an honest assessment of your record.
- Plenty of time to answer any other DH or career related questions
Third, you can receive a bonus of up to $105,000 for just completing three years as a DH...if you are interested in a monetary incentive.

Updates to PERS-412 Department Head Website since Last Newsletter.

- 1st and 2nd Tour Department Head Billets
- Upcoming Department Head Class Convenings
- Notional DH Training Tracks

FY-20 Surface Warfare Department Head Screen Board

The Surface Department Head Screen Board adjourned on 14 June and consisted of 17 Board Members representing the broad and diverse force of Surface Warfare. The Board used a “best and fully qualified” standard for screening – demonstrated superior performance at sea was the key measure for selection. Records of more than 3,000 SWOs were reviewed by the Board, including Bank Officers – those previously selected for DH that have not commenced DH School at time of the Board.

Here are the statistics and points of interest.

- 1st Look-YG16
  --- Overall: 60% percent selection rate
  --- 474 of 787 officers selected

- 2nd Look-YG15
  --- Overall: 51% selection rate
  --- 173 of 337 officers selected

- 3rd Look-YG14
  --- Overall: 52% selection rate (includes Special Additional Looks and Delayed Look Requests)
  --- 74 of 142 officers selected

* The Board decided to select two more YG14 officers due to the exceptional talent competing to be a DH (language in Convening Order supported)

** 10 YG13 officers were included in this year's third look with 9 previously approved delayed look from the FY19 DH Board and 6 special additional look approved in this year's Board with 7 of the 10 selecting for DH

*** 6 YG16, 9 YG15, 2 YG14 and 1 YG13 officers were approved for a delayed look and will have their next opportunity to select as a DH next year.

* Nuclear-trained officers selected at an overall 75.7% rate
** LCS-trained officers selected at an overall 63.8% rate
Some observations of the Board:

* Ship/platform/command on which JOs serve or served was not a factor. Performance was the driving factor for selection.

* Ship employment was not a factor in selection. The Board recognized that a ship's schedule is beyond the officer's control, so performance (outlined in FITREPs) -- vice ship employment -- was the driving factor in selection. Pursuit of qualification on a TDY basis during extended inport maintenance periods was favorably viewed.

* Billet assignment was not a discriminating factor in selection.

* The attainment of additional qualifications was favorably viewed by the board. As an example, 183 of 222 (82.4%) eligible officers who earned an EOOW qualification were selected. The lack of an EOOW letter was not viewed as a negative -- the majority of officers selected in this board do not yet have their EOOW letters. Officers without their EOOW letter(s) are encouraged to pursue this qualification during their Division Officer tours at sea.

* Advanced warfare qualification (such as Air Warfare Coordinator) was also favorably viewed. Notably, 13 of 15 eligible JOs qualified as Tactical Action Officers (TAO) were selected.

* The completion of WTI training and the recommendation to join the WTI cadre were favorably viewed. Additionally, 2 of 2 WTI trained officers screened first look!

* "Option" officers who signaled a strong intent to remain in Surface Warfare and who demonstrated superior performance selected at 100% (3/3) overall. Those Option officers that show no interest in remaining a SWO, did not select. If they change their mind, these officers can always petition a future board for a special additional look.

* No officer without a Surface Warfare Officer qualification was selected.

* The Board recognized that some officers arrive on their first ship later than their peers for a variety of reasons (ex. flight attrite) and used demonstrated superior performance as the key criterion for selection or non-selection.

* Officers who pursued postgraduate education following commissioning were favorably viewed. In some cases, officers in extended degree programs arrived on their ships later than their peers, are performing well, but simply have not yet earned their SWO pin. For future boards, guidance will be provided to encourage these officers to submit a delayed look request to allow more time at sea prior to screening for DH and maximizing DHRB opportunities.

* Consistent with guidance provided in the precept and the convening order regarding "zero-defect" mentality, the Board selected officers who made mistakes -- BUT -- whose subsequent at-sea performance merited selection.

* The Board de-screened 12 officers due to declining performance. We have reached out to each of these officers individually to discuss their future. We also reached out on an individual basis to the officers who did not screen and are past their 3rd and final look. Finally, in the coming months, we will connect with Commanders and Captains to discuss individuals who do not have a recommendation for DH and are within six months of their PRD.
Not sure which DH Detailer to contact?

1DH Detailer – LCDR James Koffi
Email: jamesrobert.c.koffi@navy.mil, swo_dh.fct@navy.mil
Phone: 901-874-3890
Commence engagement: Officers that are executing their Post Divo Shore Tour and signed DHRB/RCSRB. Assigning DH Class assignments up to YG14.
Shift to 2DH Detailer or Nuke: Approximately 9 months into their 1DH Tour (receive 2DH Slating Preference Email or fleet-up orders).

2DH/Early Command Detailer – LCDR Matt Faulkenberry
Email: matthew.e.faulkenber@navy.mil, swo_dh.fct@navy.mil
Phone: 901-874-3485
Commence engagement: Officer that are approximately 9 months into their 1DH Tour.
Shift to LCDR Detailer: Approximately 7-9 months from the completion of 2DH Tour

DH Career Path Updates

The shift to PTO 2DH billet is ongoing. The extra DH billet aboard CG, DDG, LPD, and LSD has expanded to LHA/LHD and LCS-1 thru LCS-4. CNSFINST 3120.2 was released in March 2019 and standardizes PTO roles and responsibilities. If you are a P-1DH and slated to PTO, you will not be automatically re-slated. First Tour DHs may fleet-up to 2DH PTO if an officer is not already slated with a report date.

The selective CSO Fleet-Up pilot program has completed and the option for COs to select the officer they'd like to fleet-up to 2DH billet is open to CGs, DDGs, LHA/LHDs, LPDs, and LSDs. Commands must submit a written request to PERS-41 for any fleet-up other than WEPS to CSO fleet-up. Without the paperwork, we will assume that WEPS will fleet-up to CSO and we will write orders accordingly.

The single long tour CHENG onboard Flight I and Flight II DDGs will continue. The experience and continuity that a three-year CHENG brings to the fight necessitates this longer tour. DESRON Commodores may request their ships who may be in similar material/maintenance conditions as the Flight I DDGs and who would benefit from a single long tour CHENG. Currently, only Flight I DDG SLT CHENG billets are spot promote billets.

**OPPORTUNITIES ARE ABUNDANT FOR SWOs TO COMMAND AT ALL LEVELS!**

Surface Warfare Officers can Command at sea in the Post – DIVO and Department Head levels! Our first LT MK VI Craft COs are arriving at their craft and blazing trails in our community. The time is NOW to lead at sea!
Congratulations to those officers selected during the recent Early Command board!

June 2019 Early Command Selects

<table>
<thead>
<tr>
<th>Name</th>
<th>Current Command / Billet</th>
</tr>
</thead>
<tbody>
<tr>
<td>LCDR Brandon Bonton</td>
<td>DDG 56 JOHN S MCCAIN / CSO</td>
</tr>
<tr>
<td>LCDR Nathaniel Calcamuggio</td>
<td>CVN 76 RONALD REAGAN / REA</td>
</tr>
<tr>
<td>LCDR Rolando Machado</td>
<td>CG 69 VICKSBURG / ENG</td>
</tr>
<tr>
<td>LT Bryce Brown</td>
<td>DDG 93 CHUNG HOON / CSO</td>
</tr>
<tr>
<td>LT Christopher R. Hayes</td>
<td>DDG 85 MCCAMPBELL / OPS</td>
</tr>
<tr>
<td>LT Collin Vorbroker</td>
<td>DDG 97 HALSEY / FCO</td>
</tr>
<tr>
<td>LT Daniel Pedrotty</td>
<td>CG 62 CHANCELLORSVILLE / PTO</td>
</tr>
<tr>
<td>LT Draonnest Johnson</td>
<td>CG 59 PRINCETON / P-ENG</td>
</tr>
<tr>
<td>LT Erik Guiremand</td>
<td>DDG 90 CHAFEE / OPS</td>
</tr>
<tr>
<td>LT Jesse Duparc</td>
<td>DDG 107 GRAVELY / WEPS</td>
</tr>
<tr>
<td>LT John Albani</td>
<td>LCS 1 FREEDOM CREW 102 / NAV</td>
</tr>
<tr>
<td>LT Joseph Leahy</td>
<td>DDG 103 TRUXTUN / ENG</td>
</tr>
<tr>
<td>LT Kayron Parrish</td>
<td>LSD 48 ASHLAND / OPS</td>
</tr>
<tr>
<td>LT Martin Dineen</td>
<td>LHD 3 KEARSARGE / NAV</td>
</tr>
<tr>
<td>LT Matthew Intoccia</td>
<td>CG 57 LAKE CHAMPLAIN / OPS</td>
</tr>
<tr>
<td>LT Ricardo Caporale</td>
<td>MCM 4 CHAMPION / OPS</td>
</tr>
<tr>
<td>LT Robert Evans</td>
<td>DDG 90 CHAFEE / NAV</td>
</tr>
<tr>
<td>LT Steven Perry</td>
<td>DDG 91 PINCKNEY / ENG</td>
</tr>
</tbody>
</table>

The next Early Command Board will occur with the Major Command Board, week of 28 October. If you are interested, please contact: LCDR Matt Faulkenberry at: matthew.e.faulkenber@navy.mil and swo_dh.fct@navy.mil.

To Command a MK VI Craft you must have completed one deployment, served 36 months in a ship (not a squadron), earned your EOOW, be screened for Department Head, complete applicable items in the PQS in CNSP/L INST 1412.2C, complete a command oral board, and submit a request for Early Command Screening endorsed through the first Flag Officer in your Chain of Command. As Captain, you can expect to be homeported in Little Creek, VA, or San Diego, CA, and deploy to the 5th or 7th Fleets! Tours are nominally two years long with a nine-month training pipeline on the front-end. DHRB is not required.

For those in their Department Head or Post-Department Head tours – Command is challenging and rewarding! With approximately 40% of all Post Department Head tours being afloat, why wouldn’t you want to go back to sea as a Captain? With most of our LCDR Command opportunities forward deployed, you can expect a challenging and rewarding tour leading America’s Sailors while making a difference daily by maintaining presence and building critical relationships with regional partners. Available commands include MCM (XO/CO), PC (CO), MK VI Company Commander (CO)!

NEXT EARLY COMMAND BOARD: 28 October 2019

Applicable Messages:
CNSF 232136Z MAR18: MK VI Screening Update
CNSF 232139Z MAR 18: Advanced Change Notice
CNSF 102107Z SEP 18: Early Command Screening Process Update
Greetings from PERS-413 – Surface Placement!

It is an honor to serve as your Placement Officer! I took the reins from CDR Kevin Ralston in May. Thank you to Kevin for his OUTSTANDING work as your Placement Branch Head. We also said farewell to LCDR Chris Ivey. LCDR Ivey is heading west to SURFPAC. Thank you to Chris for all of his hard work keeping the talent moving in the right direction on every CRUDES ship in the Atlantic Fleet! We also welcomed LCDR Rob Floyd to the Placement team. LCDR Floyd joins us from CSG-2 and replaces LCDR Chris Ivey as Atlantic CRUDES Placement.

There have been a number of great changes in the Surface Warfare Community to include the SURFOR approved BST (Billet Specialty Training). The best way to stay on top of community changes and initiatives are to communicate regularly with your Placement Officer!

- **Billet Specialty Training (BST).** Have you ever had a question about your training pipeline or the required courses of instruction for each shipboard billet? I have great news! Signed out in May, the new “BST” instruction (CNSFINST 1211.3) establishes courses of instruction requirements for officers en route to Surface Force ships in conjunction with Permanent Change of Station (PCS) moves. Placement Officers are building your training tracks IAW this instruction. Give us a call or send an email if you have any questions.

- **LORTARP vs. AMSL.** The AMSL (Activity Manning Slate) is drawn directly from the “system” (NPC Manning System-OAIS) as ground truth for your Officer Manning. The LORTARP (Long Range Training and Requirements Plan) is maintained by the ship or staff and is yours to update. The LORTARP should mirror the AMSL. Please submit LORTARPs at least quarterly to your Placement Officer. Your Placement Officer will use this document to update OAIS and ensure your AMSL is an accurate reflection of your current Officer Manning. Clear and frequent communication regarding PRD adjustments and extensions will ensure timely reliefs. AMSLs are available on demand, just ask your Placement Officer!

- **Department Head Fleet-Up Timing.** Commands should contact their Placement Officer early to coordinate DH Fleet-Up Orders. Officers will attend CQA between their first and second DH tours. Officers must ensure they are executing all elements directed within their orders, specifically, being detached and then gained back onboard their command into the new BSC to ensure all entitlements are received and tour lengths are accurately reflected.

- **Division Officer Sequencing Plan (DOSP) Timing.** To coordinate DOSP Fleet-Up Orders, notify your Placement Officer at least 12 months prior to an incumbent’s PRD. Early communication between the XO and their Placement Officer is the key to maximum flexibility as you identify potential First Tour Division Officers to Fleet-UP. We have received great feedback regarding this initiative, as commands continue to grow in house talent and build their teams.

### Placement Officers

<table>
<thead>
<tr>
<th>Branch Head</th>
<th>CDR Jason Horning</th>
<th>(901) 874-3897</th>
<th><a href="mailto:jason.r.horning@navy.mil">jason.r.horning@navy.mil</a></th>
</tr>
</thead>
<tbody>
<tr>
<td>PAC CRUDES</td>
<td>LCDR A.C. Wood</td>
<td>(901) 874-3901</td>
<td><a href="mailto:andrew.c.wood@navy.mil">andrew.c.wood@navy.mil</a></td>
</tr>
<tr>
<td>LANT CRUDES</td>
<td>LCDR Rob Floyd</td>
<td>(901) 874-3917</td>
<td><a href="mailto:robert.floyd1@navy.mil">robert.floyd1@navy.mil</a></td>
</tr>
<tr>
<td>LCS/MCM/PC</td>
<td>LCDR Keith Krouchick</td>
<td>(901) 874-3921</td>
<td><a href="mailto:keith.krouchick@navy.mil">keith.krouchick@navy.mil</a></td>
</tr>
<tr>
<td>AMPHIB/RIVGRU/MSC</td>
<td>LCDR Cody Gates</td>
<td>(901) 874-3923</td>
<td><a href="mailto:cody.gates@navy.mil">cody.gates@navy.mil</a></td>
</tr>
</tbody>
</table>
Greetings from the Fantail!

Happy summer! I hope everyone had an opportunity to recharge during spring break. It is a great time to be in the Navy and in our Surface Community as we continue to grow and introduce new innovative programs into the Fleet! I would like to thank all of you for the continued support and I look forward to seeing each of you at our Fleet Detailing Engagements. Building on the information from the December 2018 newsletter, Ready Relevant Learning (RRL) is one of three pillars for Sailor 2025, which is the Navy's program to more effectively recruit, develop, manage, reward, and retain the force of tomorrow. But, I am an officer – what does this mean to me? The initiative’s goal is to provide Sailors the right training at the right time and in the right way. This secures your teams’ ability to be operationally ready to accomplish any assigned task or mission. More importantly, RRL inculcates a mindset, that as officers, we must drive and continually revisit within ourselves and our subordinates – “READINESS.”

The Exigency of Mental Toughness

What is Ready Relevant Learning really about? It is about operational readiness. As two distinct and separate parts, operational readiness is normally defined in terms of personnel and material resources, while overlooking the “glue” of battle worthiness - mental toughness. This mindset has long been utilized in psychology in the training of athletes, entertainers, and politicians. It is defined as: "The ability to resist, manage and overcome doubts, worries, concerns and circumstances that prevent you from succeeding, or excelling at a task or towards an objective or a performance outcome that you set out to achieve.” Furthermore, mental toughness is distinguished from other psychological traits because it incorporates a champion attitude, clairvoyance, stress management, learning from failure, preparedness, and an ability to align maximum physical efforts with mental expectations. In summary, it is a measure of one’s wholeness with respect to perseverance, resilience, and confidence.

To illustrate the importance of mental toughness, let’s review some well-known examples from the Wardroom in naval history. Vice Admiral James Stockdale was awarded the Medal of Honor after serving in Vietnam. His mental toughness helped him endure over seven years of torture as a prisoner of war. Captain Donald Ross, a former CWO, earned the Medal of Honor by leading the efforts to get USS NEVADA (BB 36) underway. Without mental toughness he would not have been able to furnish power to the ship’s engineering plant - NEVADA was the only battleship to get underway during the Japanese attack of Pearl Harbor. More recently, LT (SEAL) Michael Murphy’s mental toughness was evident during Operation Redwings in Afghanistan. Outnumbered and outgunned by a Taliban force, LT Murphy made a mentally tough decision, risking his own life, to save the lives of his teammates - He was posthumously awarded the Medal of Honor. What do all of these naval officers have in common? Grit, resolve, and mental toughness in the face of adversity!

Most of us will never face scenarios like the aforementioned naval officers; however, we will experience challenging situations calling for prudence, perseverance, longsuffering, and decisiveness. As naval officers, we must build a toughness that will sustain ourselves and our teams through the harshest and most difficult of scenarios. When one of us or a member of our team has a lapse in mental toughness, the negative impact can create undue/unnecessary stressors that will require others to accept the additional risk and responsibility, which can create vulnerabilities.

Developing mental toughness is an intrapersonal and interpersonal exercise. One must start by reflecting inward and identifying where one’s weaknesses might exist. Then we must formulate and execute a plan to strengthen these potential vulnerabilities. In turn, one can also apply this same constructive philosophy to the team or organization one leads. Through “sets and reps,” we can strengthen and promote positive growth within ourselves and our teams – more importantly, create a self-sustaining culture of mental toughness.
In summary, mental toughness is the foundation for sustainable operational readiness and is a charge to all naval officers that must not be taken for granted in a rapidly changing and dynamic warfare environment. Although intelligence and experience (roughly 30%) play a role in achieving goals, research indicates mental toughness accounts for the vast majority of personal and organizational success. As naval officers we should be constantly refining ourselves and developing mental toughness throughout our organizations with a playbook that includes: mentorship, self-reflection, and exemplary leadership. For more information on mental toughness, please refer to the following link: http://www.mentaltoughnessinc.com/

**Joint Interface Control Officer (JICO) Qualification (AQD LT series)**

Hello from the PERS 414B desk! As the Operations Surface/Deck LDO and CWO detailer, I am also a qualified JICO, and would like take some time to dispel some myth’s about the LT2 AQD. Specifically, I would like to address that the JICO AQD is NOT reserved for a few in the 6120/7121 community or that we are a community of our own. The JICO qualification is nothing more than a series of joint courses, that once completed, earns an officer AQD LT2. This training allows qualified 6120, and in some cases 7121 designated officers, the ability to serve in challenging assignments providing vital service to Joint Task Force (JTF), Fleet, and Strike Group Commanders in the technical management of Tactical Data Link (TDL) architectures. In today’s ever-changing world where technology is rapidly advancing, the operation of such technology must have appropriate oversight and a JICO trained officer is the Chairman of the Joint Chiefs of Staff (CJCS) mandated means for such oversight.

The JICO qualification is an AQD available to the 6120 Limited Duty Officers and in some cases 7121 Chief Warrant Officers. The course of instruction required to qualify JICO are service mandated by CJCS policy, governed by the Joint Staff J7, and administered by the Joint Interoperability Division (JID) at Pope Air Force Base, Fayetteville, NC. A JICO as defined by CJCS Instruction 6240.01(series), is the senior Multi-Tactical Data Link (TDL) interface control officer in support of JTF operations. The JICO is responsible for planning, and management of the Joint TDL network within a theater of operations.

Currently, the Navy has an inventory of 59 officers (19%) in the 6120/7121 community who have completed the requisite JICO training and have been awarded the LT2 AQD. This may seem sufficient to fill our 45 LT2 required billets, but this approach falls short from an opportunity perspective. An inventory this small places a strain on those with AQD LT2 by requiring them to serve in consecutive JICO assignments. This situation then affects their timing for at-sea milestone assignments. To afford everyone the same opportunity we will require more officers to obtain the JICO qualification. Gone are the days when the 19% of the Surface Operations community will be expected to fill 100% of these highly technical and dynamic billets. Our expectation is to grow officers that are JICO qualified to over 30% of the Surface Operations community which would be approximately 90 officers as of today. This would allow for more equity in distribution of milestone at sea assignments that do not require the LT2 designation.

Tactical Data Link experience is listed as one of many discrete requirements to become an Operations Surface LDO or Operations Technician CWO. Every new accession officer (6120/7121) serving on a DDG or CG is expected to be the Tactical Data Link subject matter expert or the Interface Control Officer (ICO) with the AQD designation of LT1. This experience is the foundation for becoming a qualified JICO.

It should also be stated that the responsibility of a qualified Navy JICO is they work directly for 1 to 4 Star General Officers/Flag Officers, providing them and the Task Group, Fleet, or Combatant...
Commanders (COCOM) tactical data information that enables leaders to make tactical, operational and strategic decisions. JICOs also lead teams of up to 30 personnel, ensuring Information Exchange Requirements (IERs) are met for U.S., Joint, and Allied Forces throughout the world. They provide invaluable operational expertise to the respective Operations (N3/J3) departments/directorates and are responsible for running the watch floors at sea and ashore for their commanders and units.

Every Operations Surface LDO should expect to be detailed into a billet that requires the LT2 AQD at some point in their career. Ideally, this would be at the LT level to breed experience as an Air Defense Officer (ADO) on a CG or as a deputy JICO on a Fleet Staff. This pathway would allow mentorship by senior JICOs before moving on to the Carrier Strike Group (CSG) Tactical Force Command Center (TFCC) Officer/JICO at sea milestone assignment. This CSG assignment is one of our most demanding billets a technical manager can fulfill. It requires interaction with various command organizations within the Strike Group and impacts every warfare area as well as other service components with which we routinely operate. The JICO’s role spans the entire realm of command and control (C2) from the most junior TDL operator, ship’s Tactical Action Officer, to the Strike Group Commander.

In closing, a qualified JICO manages and trains enlisted TDL operators across the four services as well as educates senior General Officers and Flag Officers in the capabilities, limitations and interoperability of our tactical systems. JICOs are the solution that bring the required experience to a highly demanding field that only technical managers can provide.

**Community Values**

Did you know we have community values for LDO/CWO? Community values are briefed at statutory boards and indicate the tenets that are important to the Navy and our respective community at large. They are like career progression charts, which allow you to roadmap your career with the community strategy in support of the URL/RL. You can find both the Line and CWO community values at the following link: https://www.public.navy.mil/bupers-npc/boards/activedutyofficer/Pages/CommunityBriefs.aspx

Of note, you will see several recurring themes for both briefs, e.g., worldwide assignable, sustained superior performance, lifelong learning, etc. For those who are unfamiliar with lifelong learning, it is the ongoing, voluntary, and self-motivated pursuit of knowledge for either personal or professional reasons.

**Lifelong Learning**

As stated, lifelong learning is both a personal and professional endeavor. Personal learning includes, but is not limited to the pursuit of a college degree or the completion of courses at a technical school. Examples, of professional learning are Lean Six Sigma, Defense Acquisitions University, or one of the many course offerings at the Center for Surface Combat Systems (CSCS) or the AEGIS Training Readiness Center (ATRC) – schools that pertain to administrative, technical or tactical areas of expertise. A simple Google search is the first step in this process.

For those whose think I am too old to go back to school, I do not have the time, or education is not required for LDO/CWO – not so fast! Harvard University points out some of the many benefits of lifelong learning: https://hbr.org/2017/02/lifelong-learning-is-good-for-your-health-your-wallet-and-your-social-life

Also consider adding the following to the list of benefits:

1. Set (lead) by the example for your Family and Sailors.
2. Live a richer, fuller life experience – knowledge is power!
3. Explore or learn new areas of interest.
4. Increase your social network.
5. Stay ahead of the game. Technology replicates 50% every 18 months – see Moore’s Law.
Lifelong learning not only enhances social inclusion, active citizenship, and personal development, but also self-sustainability, rather than just competitiveness and employability. The Navy College Office has a deep well of information concerning education opportunities. You might be surprised just how easy it is to enroll in a course or earn your degree. Why wait for your next set of orders for a professional course of instruction? Many of you are stationed in Fleet concentration areas where there are many courses available at CSCS, for example. Guess what? We have LDO/CWOs that lead these organizations – a phone call or email just may get you into one or more of these valuable technical/tactical courses.

We know it is tough to go to school, have a family/personal life, and stay on top of the Navy’s requirements – but nothing worth having in this life comes easy. Lifelong learning is a worthy endeavor with immeasurable personal and professional benefits – the last thing you want to say or think is “I wish I would have taken that opportunity.”

**Congratulations to the following Officers and their assignment to Major Command:**

CO, Naval Support Facility, Romania: CAPT Morris Oxendine, 6110.
CO, Naval Support Facility, Poland: CAPT Eric M. Williams, 6130.

**Congratulations to the following FY20 Surface CAPT Selectees** – This is a significant achievement and milestone in their naval career…Well Done!!

- CDR Keith L. Beck (6410)
- CDR William E. Edenbeck (6110)
- CDR Patrick H. Sutton (6180)
- CDR Donald F. Crumpacker (6490)
- CDR Terry J. Patterson (6130)
- CDR Keith A. Tukes (6490)

Surface Assignments had 6 of the 12 selections for a rate of 50 percent. Of the 6 selections, 1 above zone, 4 in zone, and 1 below zone – these metrics illustrate the necessity of milestone tours and board ready records.

The next milestone for our selected Captains is the FY20 #85 Surface Major Command. To be eligible for consideration, officers must be selected for or promoted to Captain and must have screened successfully for Commander Command (they do not need to have actually served in Commander Command). Additionally, eligible Captains must have completed the Surface LDO Command Ashore Qualification.

Officers may receive up to three looks for major command.

**Congratulations to the following FY20 Surface CDR Selectees** – Again, this is a significant achievement and milestone in their naval career…Well Done!!

- LCDR Frank T. Borrego (6410)
- LCDR Christopher Breckenridge (6490)
- LCDR Reza A. Chegini (6110)
- LCDR Robert S. Collett (6490)
- LCDR William D. Dougher (6110)
- LCDR Thomas M. Foegelle, Jr (6130)
- LCDR Joel C. Gorny (6130)
- LCDR Terrence U. Jones (6410)
- LCDR Emmerich V. Langham (6490)
- LCDR Gregory P. Martin (6180)
- LCDR Brian T. Mutsch (6120)
- LCDR Adam G. Borsman (6180)
- LCDR Edwin R. Catubig (6130)
- LCDR Melissa B. Chope (6410)
- LCDR John M. Diaz (6110)
- LCDR Jeremy D. Elmer (6130)
- LCDR James W. Foster (6490)
- LCDR Roger D. Horne (6160)
- LCDR Robert G. Knapp (6410)
- LCDR Craig H. Macdonald (6120)
- LCDR Christopher A. May (6180)
- LCDR Gregory L. Tiner (6410)
Surface Assignments had 25 of the 45 selections for a rate of 56 percent. Of the 25 selections, 3 above zone, 21 in zone, and 1 below zone—these metrics illustrate the necessity of milestone tours and board ready records.

The next milestone for our selected Commanders is the FY20 #270 Surface Commander Command. To be eligible for consideration, officers must be selected for or promoted to Commander. Eligible Commanders must have completed the Surface LDO Command Ashore Qualification. Officers may receive up to two looks for Commander Command.

**Congratulations to all of the Surface LDOs who Screened for Surface Department Head Afloat:**
This screening is the first of many administrative milestones in your naval career. After your selection to Commander, you will screen for Surface Commander Command. Surface Major Command is next administrative board after selection to the rank of Captain.

*It is never too early to prepare for boards!*
1. All board correspondence must be received no later than 10 days prior to the start of the board. Detailed records management information may be found: http://www.public.navy.mil/bupers-npc/officer/Documents/Officer%20Record_Management_Brief.pdf
2. Any correspondence to statutory boards, items not listed in your record, must be resubmitted to any follow-on administrative screen boards via the normal letter to the board process.

**Board Membership:**
Officer and enlisted board experience, as a member/recorder, is a great opportunity to gain experience for future community leaders. It is also a privilege and a duty. If you are interested in participating in a board, send your Detailer an email expressing your interest in board participation. Your Detailer will put your name in the upcoming FY Board file for potential board selection. You must reapply each FY year for potential membership. Note: Requesting a specific board is not authorized and will disqualify you as a potential nominee for that year. Please see the board membership link on NPC’s PERS 414 website for details.

**LDO Command Ashore Qualification:**
Submit the following items to your detailer for review and processing:
1. PQS. Completed with all lines signed and dated. Ensure the 301 Final qualification coversheet is signed by the Regional Captain and Oral Board President. Note: Subject matter experts may sign in areas regarding SAPR, JAG, etc.
2. Training course certificates. Be sure to annotate on the PQS line item the courses that are not available as each will be reviewed and validated.
3. Board completion letter and Command/Immediate Superior in Charge endorsement letter (as applicable).

Upon submission, review, and approval, you will be awarded the 2D1 AQD. Expect 3-4 weeks to reflect in BOL.
Congratulations to the following Officers for completing the LDO Command Ashore Qualification:

CDR John A. Stahley (6130)  
CDR(sel) Gregory L. Tiner (6410)  
CDR Coreo J. Sylve (6410)  
LCDR Antonio Williams (6490)  
LCDR Christopher J. Johnson (6410)  
LCDR Lynn M. Wall (6410)  
LT Edward L Davidson, JR (6410)  
LT Andrew N. Martin (6160)  
LT Corey A. Pack (6180)  
LT Jeffrey D. Johns (6180)  
LT Korey A. Pack (6180)  
LT Ryan J. Peter (6410)  
LT Tracy L. Washington (6410)  
LT Matthew R. Clark (6490)  
LT Robert Buckner (6180)  
LT Jeffrey A. Christopher (6410)  
LT Matthew R. Rukstela (6180)

Road Shows:
We had an outstanding turnout for the LDO/CWO community and applicants’ briefs in Washington, D.C., Pearl Harbor, HI, Norfolk, VA, Bahrain, and Japan. A special thanks to CAPT Williams, CDR Tanap, CDR Fulton, CDR Nichols, CDR Dafoe, CDR Oakes, CDR Anderson, CDR Santospie, LCDR Christian, LCDR Cole, LCDR Stevenson, LCDR Hanson, LCDR Taylor, LCDR Sword, LT Cavaggioni, LT Burton, LT Nolan, LT Butler, LT Mauldin, CWO5 Helm, CWO3 Tavarez, CWO3 Mercado, CWO3 Dispolo, CWO2 Martinez, and Chief Petty Officer Carmon. Your efforts helped to ensure that our visits were a success. Many senior LDOs/CWOs were in attendance and for us, they are a terrific tool to be able to not only recognize this group, but to use them as examples in the presentations. We need to continue recruiting our reliefs – I charge you to take the lead on finding those super star enlisted Sailors who would serve the LDO/CWO community well.

Our next four detailer engagement trips are Pacific Northwest, Naples, Italy, Great Lakes, IL, and San Diego, CA, once funding has been secured. That being said, the details are still being flushed out on other future detailing Fleet engagement trips, but we would appreciate your assistance (those of you in the respective areas) with ensuring maximum participation.

Exceptional Family Member Program (EFMP)
Per MILPERSMAN 1300-700 (Exceptional Family Member Program), you are required to update your status every 36 months.

With that said, EFM is a chop in the orders process - if you are not updated or you are within 90 days of expiration as the orders are being processed, your orders will be held up until your EFM is updated - no exceptions. This means you must look ahead and plan accordingly.

If you have a family member enrolled in EFM, you are required to know MILPERSMAN 1300-700. In short from the MILPERSMAN:

While not always feasible, every attempt will be made to coordinate the Sailor's career progression needs with the special needs of the family member. The EFMP does not preclude members from:

(1) Sea duty;  
(2) Normal sea/shore rotation;  
(3) Unaccompanied assignments;  
(4) Global support assignments;  
(5) Standing watches;  
(6) Performing normally assigned duties; or  
(7) Advancing to the next pay grade and rank.
Ultimate responsibility for enrolling in the EFMP rests with the Service member. Per DoDI 1315.19(series), Sailors failing to enroll or knowingly provide false information are subject to articles 92 and 107 of the UCMJ.

The U.S. Army Aviation and Missile Research, Development and Engineering Center (AMRDEC) - Safe Access File Exchange (SAFE)

AMRDEC-SAFE is no longer an authorized method of delivery for Letters to the Board (LTB). Authorized methods for selection board communications are: USPS, encrypted email, FAX, and hand-delivery. LTBs should be sent as early as possible for on-time delivery. Overnight delivery should not be used due to on-base routing.

Fleet Training Management Planning System (FLTMPS) Stalkers:

If you have been to any of our Fleet Engagement briefs or roadshows you have heard us say – “FLTMPS is not a detailing tool.” FLTMPS creates false expectations concerning the detailing landscape because it does not account for distributable inventory issues, such as limited duty, legal, co-locations, failure of selection, retirements, etc. The information on FLTMPS is personally identifiable information (PII) and protected by the Privacy Act of 1974 - It is not for personal use or for waterfront detailing.

LDO/CWO Detailers:

Branch Head      CDR Kenny Allison   (901)874-3885  kenneth.allison@navy.mil
Admin/Security   LCDR Chris Johnson  (901)874-2329  christopher.m.john10@navy.mil
Deck/Operations  LCDR Chris Smith   (901)874-3906  christopher.r.smith9@navy.mil
Engineering      LCDR Al Argante     (901)874-3887  alden.argante@navy.mil
Electronics/Ordnance  LCDR Joshua Bunte   (901)874-3907  joshua.w.bunte@navy.mil

Again, I look forward to meeting all of you in the Fleet during our Road Shows. As always, I welcome your feedback and encourage you to share this newsletter with your fellow Mustangs.

Very Respectfully,
CDR Kenny Allison
Branch Head, Surface LDO/CWO Assignments (PERS 414)
Commander, Navy Personnel Command
5720 Integrity Drive
Millington, TN 38055-4140
Telephone: (901)874-3885, DSN: 882-3885
Email: kenneth.allison@navy.mil
Greetings from the Full-Time Support SWO Detailers!

-- Congratulations to our Spring FY-19 FTS SWO selects!

CDR (select) Gregory Descovich  
LCDR Daniel Ciullo  
LCDR Erin Elliottcarrio  
LCDR Robert Green  
LCDR Nathan Harvey  
LCDR Marvin Jones  
LCDR Bradley Otremba  
LCDR (select) Lauren McKinley  
LCDR (select) Frederick Tomaszycki  
LT Kenneth Perfido

-- Interested in applying for FTS?  
The FTS Lateral Transfer/ Redesignation board is held twice a year (Spring and Fall).  The FTS SWO career path closely mirrors active duty, with the key distinction being shore duty.  FTS shore duty billets focus heavily on reserve management.  More information can be found on the FTS NPC website:  [http://www.public.navy.mil/bupers-npc/officer/communitymanagers/reserve/fts/Pages/FTSRedesignationBoard.aspx](http://www.public.navy.mil/bupers-npc/officer/communitymanagers/reserve/fts/Pages/FTSRedesignationBoard.aspx)

-- Congratulations to the FTS SWOs slated for NOSC Command!  
NOSC Command is a dynamic and exciting opportunity to command ashore for our top performing officers.

CDR Jason Anders- NOSC Phoenix, AZ  
CDR (select) Connie Dean- NOSC Guam  
CDR (select) Ernest Miller- NOSC Sacramento, CA  
LCDR Anthony Freeman- NOSC Greenville, SC  
LCDR Logan Swogger- NOSC Billings, MT  
LT Dustin Trimble- NOSC Green Bay, WI

-- FTS SWOs in the Fleet:  
BRAVO ZULU to FTS CDR Pat German, CO of USS ASHLAND, for winning the Pacific Fleet Battle Efficiency competition for 2018.  Well done!

Your Detailers:

O5 and above  CDR Roberto “Rob D” Dumlao  (901) 874-3978  roberto.dumlao@navy.mil  
O4 and below  LCDR Connie Dean  (901) 874-4158  constancia.dean@navy.mil
Administrative Screening Boards

With the completion of the FY20 Department Head Screening board, Surface Warfare Administrative Selection Board season is in full swing!! As with all boards, you should carefully review your record prior to any board and pay particular attention to your FITREP continuity and any missing documents. If you are unsure whether or not you are an eligible on a particular board contact your Detailer EARLY to determine eligibility. The Detailer will be able to provide you with contact information where you can submit any missing documents.

The Surface, SPECWAR, and EOD Screening board page on the NPC website (link below) provides information pertaining to boards and where the select list will be published after results are released.

Do not hesitate to call your detailer if you have any questions pertaining to your record.

Surface, SPECWAR, and EOD Screening Board page link:

As a reminder – IT IS CRITICAL that your most recent community milestone screening be clearly articulated in block 41 of every FITREP until you actually serve in that milestone billet.

**Recommended Block 41 Screening Status Language**

- MAJOR COMMAND: “Screened Major Command”
- XO/CO FLEET-UP AFLOAT: “Screened Commander Command Afloat”
- XO/CO FLEET-UP CO SPECIAL MISSION: “Screened Commander Command”
- XO AFLOAT: “Screened Executive Officer Afloat”
- XO SPECIAL MISSION: “Screened Executive Officer”
- EARLY COMMAND: “Screened for LT/LCDR Command Afloat”
- DEPT HEAD: “Screened for Department Head Afloat”

USS PIONEER (MCM 9) and USS PATRIOT (MCM 7) underway in the South China Sea.
All phone numbers start with 901-874-xxxx. Last four digits are on the same line with the individual.

<table>
<thead>
<tr>
<th>Branch</th>
<th>Title</th>
<th>Name</th>
<th>Email</th>
<th>Phone</th>
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<tbody>
<tr>
<td>PERS-41</td>
<td>Director</td>
<td>CAPT Derek Trinque</td>
<td><a href="mailto:derek.a.trinque1@navy.mil">derek.a.trinque1@navy.mil</a></td>
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<tr>
<td>41A</td>
<td>Deputy/Asst CAPT Detailer</td>
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<td>3325</td>
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<tr>
<td>41A1</td>
<td>Admin Assistant</td>
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<td>2843</td>
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<tr>
<td>41B</td>
<td>Assistant Director</td>
<td>LCDR Lauren Johnson</td>
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<tr>
<td>41C</td>
<td>Assistant CAPT Detailer</td>
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<td>3575</td>
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<td>41M</td>
<td>Metrics</td>
<td>LCDR Tim Yuhas</td>
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<td>41N</td>
<td>Surface Nuclear Placement</td>
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<td>3940</td>
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<td>41N1</td>
<td>Surf Nuc Community Mngr</td>
<td>LCDR Kevin Dore</td>
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<tr>
<td>PERS-410/411</td>
<td>CDR/LCDR Branch Head</td>
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<td>410A</td>
<td>PCC Admin Assistant</td>
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<tr>
<td>410B</td>
<td>CDR CMD Detailer</td>
<td>LCDR John Meise</td>
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<td>3682</td>
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<tr>
<td>41A1</td>
<td>CDR/LCDR Detailer A-F</td>
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<td>2208</td>
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<td>41B1</td>
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<td>3373</td>
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<td>41C1</td>
<td>CDR/LCDR Detailer N-Z</td>
<td>LCDR Katie Whitman</td>
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<tr>
<td>41H</td>
<td>Divo Detailer A-B, T-Z</td>
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<td><a href="mailto:jonathan.m.larson@navy.mil">jonathan.m.larson@navy.mil</a></td>
<td>4699</td>
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<tr>
<td>41G</td>
<td>Divo Detailer C-G</td>
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<td>41I</td>
<td>Divo Detailer H-M</td>
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<tr>
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<td>5710</td>
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<tr>
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<td>1st Tour DH Detailer</td>
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<td>3890</td>
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<td>41L</td>
<td>2nd Tour DH Detailer</td>
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<td>3485</td>
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<td>41M</td>
<td>NSW Detailer</td>
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<td>41A1</td>
<td>LANTFLT CRUDES</td>
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<td>PACFLT CRUDES</td>
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<td>AMPHIB/CORIVGRU/NBG/MSC</td>
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<td><a href="mailto:cody.gates@navy.mil">cody.gates@navy.mil</a></td>
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<td>PERS-414</td>
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<td>41B1</td>
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