Greetings from Navy Personnel Command in Millington! A lot has happened in the Surface Community since our last newsletter, so please take a thorough look through this edition for the latest and greatest information!

The FY 21 Commander Command and Major Command boards adjourned in December and November, respectively. Congratulations again to all those screened! These boards had the immensely challenging task of selecting the best and fully qualified officers for their next milestone. As always, sustained superior performance at sea was the primary criterion for screening.

A number of career path and incentive changes have occurred since the last newsletter. Notably, the timing for the upcoming Commander Command board has been changed from PYG (O4) + 2 years to the board convening following the officer’s 12 YCS anniversary. This change will stabilize the number of eligables for each board, insulating us from volatility of changing statutory board zone sizes. The change will also make the board even fairer by removing variance between officers’ records.

The department head retention bonus (DHRB) payment schemes for 1st / 2nd / 3rd look screeners have changed as well. No longer are officers required to sign their DHRB contracts within one year of screening to receive the full payout amount. Now they can wait up to three years following screening to commit to DH and still receive the full payout amount. Don’t forget that signing early will continue to afford an officer additional benefits, such as Talent Management opportunities requiring DHRB and executive detailing.

Don’t forget that the O5 and O4 statutory boards as well as the DH administrative board will convene before the next newsletter release. Make sure you review your record for missing FITREP(s), qualification(s), award(s), and your official photo in current rank. Preparations for statutory boards are not the same as the scrutiny we in PERS-41 put into each record before an administrative board. Contact your detailer early for guidance or if you find any errors.
From the Bridge

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 DISCUSSION

63 of 140 SWOs screened for SWO Major Command and 6 of 6 SWOs screened for Acquisition Corps Major Command. As always, proven and sustained superior performance in Commander Command was the primary consideration. SWO Community production experience, DC/Joint experience, and potential for future contributions following Major Command were all significant factors. All new selects have terrific records and are welcome additions to our senior leadership team as we actively build our future fleet.

FY-21 SWO Overall Board Statistics
- 45.0% (63 of 140) Screened for SWO Major Command
- 100% (6 of 6) Screened for SWO AC Major Command
- 50.0% (15 of 30) Diverse officers screened
- 53.8% (7 of 13) Female officers screened
- 50.0% (8 of 16) Nuke – 6/7 sitting ROs screened
- 53.1% (60 of 131) CO Afloat screened Officers screened
- 11.1% (3 of 27) CO-SM screened officers screened
- 42.3% (41 of 97) CRUDES CDR CMD screened
- 58.3% (7 of 12) AMPHIB CDR CMD screened
- 54.5% (12 of 22) LCS CDR CMD screened
- 10% (1 of 10) FTS officers screened
- 36.4% (51 of 140) eligible Officers were on sea duty or overseas duty, of those officers at sea, 39.2% screened

Performance in Milestone tour stats for 1st look officers
- 48.6% (36 of 74) of eligible 1st look Officers earned hard breakouts in the CDR CMD tour
- 23 x CRUDES (20 selected, 86.9%)
- 6 x LCS (3 selected, 50%)
- 5 x AMPHIB (4 selected, 80%)
- 2 x CO-SM (0 selected, 0%)

FY-21 Screened Officer Experience Statistics
- 100% (63 of 63) completed a Master Degree and JPME PH 1
- 41.3% (26 of 63) completed JPME PH 2
- 27% (17 of 63) are JQO complete
- 31.74% (20 of 63) have served in OPNAV
- 22.2% (14 of 63) have served a tour at NPC/BUPERS
- 20.6% (13 of 63) have served on an IA/GSA
- 15.9% (10 of 63) have served a JCS tour
- 9.5% (6 of 63) have served at OSD

Current Duty Station for the 63 SWO Major and 6 SWO AC Major Selects:
- 6 are serving in CVNs
- 5 are serving at CSG staffs
- 5 are serving at OPNAV
- 5 are serving at JCS
- 4 are serving at CNSP or CNSL
- 3 are serving at SWOS
- 3 are serving at USNA
- 3 are serving at NPC or CNP’s office
- 2 are serving at OSD
- 2 are serving at ATG
- 2 are serving at HQ SACT
- 2 are serving at MDA
- 2 are serving at JS J7 Hampton Roads
- 1 is serving at SMWDC
- 1 is serving as a Commanding Officer of an ESB
- 1 is serving at STRATCOM
- 1 is serving at AFRICOM
- 1 is serving in the Undersecretary of the Navy’s office
- 1 is serving in “bonus” commander command (LCS training ship)
- 1 is serving at a student at the NWC
- 1 is serving at DUSN
- 1 is serving at OLA
- 1 is serving at NATO
- 1 is serving at USFF
- 1 is serving at C6F
- 1 is serving at an MPSRON
- 1 is serving at COMPACFLT
- 1 is serving at COMLCSRON
- 1 is serving at ASN FMC
- 1 is serving at CENTCOM HQ
- 1 is serving at CNRF NORVA
- 1 is serving at CNSS 5
- 1 is serving in an ESG
- 1 is serving at TTGP
- 1 is serving at PEO (IWS/LCS)
- 1 is serving at NAVSEASYSCOM

LOOKING AHEAD: FY-22 MAJOR COMMAND BOARD

Eligibility

The board will convene from 26-30OCT20 and will consider PYG 15 (first look), PYG 14 (second look) and PYG 13 (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 15): Date-of-rank to Commander between 01OCT14 and 30SEP15
- 2nd Look (PYG 14): Date-of-rank to Commander between 01OCT13 and 30SEP14
- 3rd Look (PYG 13): Date-of-rank to Commander between 01OCT12 and 30SEP13

For Acquisition Corps 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
- Date-of-rank requirements outlined above must be met

Bank Review

All Major Command screened officers who are not serving in a Major Command assignment by 01 October 2020 (i.e. Bank Officers) will have their records reviewed. An officer who is slated to Major
**PERS-41A Captains**

Command, but who will not have reported on board (or Fleeted Up to a Commander or Commanding Officer position) by 01 October 2020 is considered a "Bank Officer" for this purpose.

**Mariner Skills Logbooks**

IAW CNSFINST 1412.7, COs are responsible for implementing the Mariner Skills logbook on their ship and establishing a wardroom culture of meticulous documentation of mariner skills experience. Do not forget to submit detailed logbook reports to PERS-41 using the template provided. Of note, Bridge watch hours (U/W), Bridge simulator hours, special evolutions, congested water space transits, and Bridge Resource Management (BRM) are the pillars of the report. Please ensure your officers have the best opportunity to experience all critical areas.

**Major Command Fleet-up Certification**

All fleet-up COs are required to complete the fleet-up certification IAW enclosure 5, Matrix of Fleet Up Requirements, of CNSFINST 1412.7. TYCOM will validate the officer’s eligibility and copy to PERS-41.

**Sequential Command**

Surface Warfare Officers serving in Major Command on 01OCT20 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.

**It is never too early to review your record!**

Please reach out to LCDR Jason Garfield via email jason.garfield@navy.mil to ensure all your contact information is on file.

**FY-21 NROTC OPPORTUNITIES**

If you are interested in commanding an NROTC unit, please reach out to CDR Dave Huljack, david.a.huljack@navy.mil for more information. It is never too early to start the dialogue. The Captain detailing team will execute an NROTC Slate later this spring with announcement correspondence and associated deadlines in March. For your consideration, we expect the following ROTC units to be available:

- University of Oklahoma (Norman, OK) – JUN20
- University of Wisconsin (Madison, WI) – DEC20
- University of Washington (Seattle, WA) JUN21
- Tulane University (New Orleans, LA) – JUN21
- Purdue University (West Lafayette, IN) – JUL21
BOARD OPPORTUNITIES
The following boards require voting members:
-Active E-8: 20AP20R – 08MAY20
  Nominations due: 05FEB20
-Active O4 Staff: 12MAY20 – 15MAY20
  Nominations due: 12FEB20
-Active CWO3/4/5: 15JUN20 – 18JUN20
  Nominations due: 17MAR20
-Active E-7: 22JUN20 – 17JUL20
  Nominations due: 24MAR20
-4th Quarter Spot Promote: 22JUL20 – 23JUL20
  Nominations due: 23APR20
-NROTC (Pensacola, FL): 13JUL20 – 17JUL20
  Nominations due: 14MAY20

CDR Dave Huljack
PERS-41A
Greetings from PERS-410!

Congratulations to all of the newly screened Commanding and Executive Officers from December’s board -- each of you has an extremely challenging and exceptionally rewarding tour ahead of you. Your Sailors and Junior Officers are blessed to have you as their future leaders. Ensure you and your teams are ready to Train, Fight, and WIN!

FY-21 Surface Commander Command Board (9-13 December 2019)

The FY-21 Surface Commander Command Board concluded on 13DEC19 and included highly competitive records across all cohorts. The Board had the difficult task of picking the best and fully qualified Officers from a highly competitive group. For 1110/1117 SWOs, this board marked the first look for command for PYG-17 (promotion year group 2017 to LCDR), the second look for PYG-16, and the third & final look for PYG-14 officers previously screened as XO Afloat or XO Special Mission. For LDOs, this board marked the first look for command ashore for PYG-19 (promotion year group 2019 to CDR) and second look for PYG-18.

First Look – PYG-17

From an initial group of 202 first-look officers, in which 133 were Command Qualified (65.8%) and eligible for Command on their first look:
- 49 Officers selected for Command Afloat (49/133 - 36.8%)
- 6 of these Officers were identified as Surface Acquisition Corps candidates. These Officers will be assigned a SWO AC Flag mentor and encouraged to consider applying for the Acquisition Corps.
- 3 of 14 eligible WTIs screened for Command

Second Look – PYG-16

From a group of 146 second-look officers, in which 86 were Command Qualified (58.9%) and eligible for Command on their second look:
- 27 Officers selected for Command Afloat (27/86 - 31.4%)
- 46 Officers selected for Executive Officer Afloat (46/146 - 31.5%)
- 38 Officers selected for Executive Officer Special Mission (38/146 - 26%)
- 4 of the 26 Officers selected for Command were also identified as Surface Acquisition Corps Candidates, will be assigned a SWO AC Flag mentor, and encouraged to consider applying for the Acquisition Corps.
- 6 of 7 eligible WTIs screened for a milestone

Third Look – PYG-14

From an initial group of 52 third-look officers, in which 43 were Command Qualified (82.7%) and eligible for Command on their third look:
- 18 Officers selected for Command Afloat (41.9%)
- 10 Officers selected for Command Special Mission (23%)
Additionally, from a group of 24 Command Qualified Limited Duty Officers, 21 were selected for Command Ashore.

FY21 SWO Commander Command Board Rates
(ALL Screened Officers, both CO and XO, Afloat or SM):
Overall – 54.3% (188 of 346)
- 35.9% (94 of 262) screened for CMD Afloat
- 54.8% (40 of 73) Diverse
- 40.5% (15 of 37) Female
- 54.2% (13 of 24) Nuclear Trained
- 70% (14 of 20) FTS
- 42.9% (9 of 21) WTIs
- 55.7% (29 of 52) Amphib Experience
- 56.9% (119 of 209) CRUDES Experience
- 75% (18 of 24) LCS Experience

Other SWO Statistics (All Screened Officers, CO and XO)
- 56.8% (25 of 44) of those who served on an IA/GSA screened
- 79.4% (27 of 34) of those who served at OPNAV screened
- 61.1% (11 of 18) of those who served at NPC/BUPERS/CNP screened
- 58.1% (18 of 31) of those who served at a TYCOM screened
- 53.8% (14 of 26) of those who served in Early Command screened
- 61.5% (153 of 257) of those who have a Master's Degree screened
- 62.8% (114 of 185) of those who have JPME PH I screened

FY20 LDO Commander Command Board Rates
Overall - 87.5% (21 of 24)
- 100% (1 of 1) Female
- 80% (4 of 5) Diverse

Current Duty Station for the 104 Command (SWO CO Afloat and CO-SM) selects:
- 21 serving as XO Afloat
- 17 serving at OPNAV
- 10 serving as XO-SM
- 6 serving at SMWDC
- 5 serving in Early Command
- 5 serving at TYCOM
- 5 serving at ATG or EAP/EAA
- 4 serving at SWOS
- 4 serving at C6F
- 3 serving at CCSG
- 3 serving at Aegis Ashore Pol Det
- 3 serving at CNP/NPC
- 2 serving at C7F
- 2 serving at USFF
- 2 serving at Joint Tours
- 2 serving at CPF/INDOPACOM
- 2 attending Naval War College
- 1 serving as C5F
- 1 serving at DUSN
- 1 serving at a NOSC
- 1 serving at NECFC Bahrain
- 1 serving at ASN FMC
- 1 serving at CNR Hawaii
- 1 serving at COMLOGWESTPAC
- 1 serving at C4F
- 1 serving at TTGL
- 1 serving at TSC HR
- 1 serving at USNA
- 1 serving at C3F
- 1 serving at Naval Reactors
- 1 serving in as Legislative Fellow
- 1 serving at Aegis BMD
As in years past, the most important factor for consideration by the board remains sustained, superior performance as a Department Head and in follow-on sea tours, to include those in early command. Consistent recommendation for command at sea in block 40 and 41, hard breakouts in blocks 42/43, and soft breakouts in block 41 continue to be key metrics. For shore tours, the board recognized performance in challenging billets within the Surface Warfare community and on major staffs such as OPNAV, BUPERS, TYCOMs, SWOS, ATG, and SMWDC. To discuss specific questions regarding your record, please contact your detailer. Congratulations to all those who screened!

**Career Goals**

***THERE IS NO BETTER JOB IN THE WORLD THAN COMMANDING A WARSHIP AT SEA***

As you start to 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 commanding a warship, 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 will best position you for continued success. Additionally, statutory promotions are driven by these milestone screenings.

**Post DH Operational Assignments**

Currently, 40% of post-Department Head billets are at-sea or on operational staffs. If an officer has not yet screened for CDR CMD and desires assignment to a billet which would enhance their record, there is no stronger message to the CDR CMD Board than to take a sea duty assignment. In pursuing such sea duty assignments, officers strengthen their professional background and experience while serving in demanding billets at sea.

Of the at-sea post Department Head tours, our most competitive officers will be eligible for DESRON and PHIBRON billets. These billets increase opportunity for HBOs, bolster an officer’s professional experience, and provide the officer the opportunity to provide meaningful contribution to ships on the waterfront.

**O5 Spot Promotion**

Destroyer and Amphibious squadron N3 billets are spot promote billets. Officers serving in these assignments are eligible to apply with two years’ time in grade (TIG), and 12 months remaining in the spot promote assignment when the spot promotion board convenes. 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 – “Reconciliation”**

Post-DH detailing is a competitive process for distributing a limited number of officers to fill our highest priority assignments. The current SWO community health dynamic is such that demand for control grade (O4, O5, O6) officers outstrips supply – 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.

**When can I expect to slate to command?**

Generally, CDR CMD officers are slated in seniority order. This is done with the goal of getting officers into their milestone tours in order to ensure their career timing is optimized for their next milestone boards (CAPT & MAJCMD). For XO/CO fleet up officers, we slate approximately 18 months prior to reporting as XO, and for direct input COs, we slate approximately 12 months prior to reporting as CO.
XO/CO Fleet-up Timing

In accordance with CNSP/L INST 1412.4C and CNSF INST 1412.5 XOs fleeting up to CO of Afloat units must receive a Fleet up certification from the Type Commander prior to assuming command. Once PERS-41 receives this certification, we will generate a set of fleet up orders for that officer. The previous timing of three months in between XO and CO has been reduced to approximately one month in an effort to minimize time away from the ship during the fleet up process. The only school requirement during this time is the three week SWOS PCO class. If officers desire to take leave and the operational schedule supports it, PERS-41 may account for this in the orders as well. Sitting XOs should reach out to the CDR CMD detailer, LCDR Tom Brewer, no later than six months prior to their PRD, to discuss specific fleet up timing and schedule their quota for the PCO course in Newport. Several factors go into determining the exact timing, including relief arrival timing, CO departure timing, schedule constraints, and ISIC considerations.

Prerequisite for Assuming Command – JMPE Phase I

Per NAVADMIN 247/19, all URL officers must complete JPME Phase I prior to assuming O5 Command. This policy applies to all SWOs who will assume command for which the command-at-sea insignia is authorized, including some CO-SM assignments. Ensure you talk with your detailer early and that you have a solid plan to complete this requirement well in advance of assuming command. If you are not complete and have not reached out to LCDR Brewer to communicate your plan to do so or do not have a good plan in place, you can expect that your slating (either to Fleet-up or XO) will be delayed until you are complete or on a good path to completion. A delay in slating will decrease platform or geographic flexibility.

PCC Detailing

PCC Detailing is different than the detailing you are used to. There is no posted list of billets and you will be detailed into a job that suits your career needs, your skills, and the needs of the Navy. While we will try to accommodate everyone’s personal preferences and individual circumstances – the demand for talented PCCs is steadily growing while the number of officers coming out of command remains relatively constant. Please contact your detailer about 9 months from your PRD to start the discussion.

We are here to help educate you on your choices and work through the slating and board screening process with you. If you have questions – from admin to statutory boards, please contact us – the earlier the better!

Branch Head/ Post-Command Commander Detailer:
(901) 874-3504

PERS 411 Detailers:
*CDR/LCDR Detailers:
Letters A-F: (901) 874-2208
Letters G-M: (901) 874-3373
Letters N-Z: (901) 874-3920

**Command-screened officers: (901) 874-3682

***XO-Afloat and XO-SM Screened officers: (901) 874-2208

* Approximately nine months from an officer’s 2nd DH tour PRD, they will be assigned alphabetically to the appropriate 411 detailer.
** Once an officer screens for Command (Afloat or Special Mission).
*** Once an officer screens for XO-Afloat or XO Special Mission, until completion of their XO-Afloat or XO Special Mission tour.

CDR Ben Oakes
PERS-410/411
Happy New Year! The PERS-412 team wrapped up a productive second half of 2019 that included the Division Officer Talent Management Board, visits to San Diego and Norfolk, and ROTC Winter Ship Selection. As 2020 starts, please take a look at the Statutory (Promotion) Board Schedules and zones and engage with your detailer if you have any questions about the upcoming board.

- **Department Head Updates:**
  - DDGs 51-78 CHENGs are Single Long Tour (36 months) and approved for Spot Promote to LCDR.
  - The selective CSO Fleet-Up pilot program is complete 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.

**Department Head Retention Bonus**

DHRB has been revised! The new DHRB payment scheme removes most DHRB signing time limits and now allows DH-screened officer up to 3 years to commit to becoming a DH without sacrificing total DHRB payout. Everything else remains in place. Overall payment schemes based on when an officer screens remain in place. First look DH screener are eligible for $105k, second look = $95k and third look = $75k (FTS officers are limited by law to $60k). Officers who sign DHRB after OCT19 will fall under the new DHRB Payment Scheme below.

### New DHRB Payment Schemes

- **New scheme allows screeners up to 3 years to commit without sacrificing total payout**
- **Legal restraints to DHRB:**
  - Yearly payments cannot exceed $25k
  - No payments past YCS10

- **1st look screeners**
  - Commit before YCS6 – $105k
  - Commit before YCS7 – $100k
  - Commit before YCS8 – $75k

- **2nd look screeners**
  - Commit before YCS7 – $95k
  - Commit before YCS8 – $75k

- **3rd look screeners**
  - Commit before YCS8 – $75k

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Ship Selection

A total of 48 NROTC midshipmen participated in spring Winter Selection on 14 November. The number one graduate selected USS MICHAEL MURPHY! PERS-41 hosted the event live on video streaming – it was a great success! A projected 550 midshipmen will commission from USNA and NROTC in the spring; the USNA ship selection will be held in January, and the NROTC ship selection in February. Please reach out to LCDR Kevin Walter or LT Jack Larson with any questions about upcoming ship selection.

Midshipmen Early Ship Selection Initiative (“Blue Chips”)

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! New Accession Ensign Operational Detailing Rules apply, which means that is a ship will be in a long maintenance period they will not be eligible for a blue chip.

Mariner Skills Logbooks (MSLB) Summary Letters

We have been communicating with ships to ensure they understand the TYCOM requirement to submit the MSLB Summary on every SWO, of every paygrade, to PERS-41 prior to detaching. In addition, the officer should walk off the brow with their letter and carry it to any follow-on training. Please email all letters to SWO_Logbooks.fct@navy.mil. If you have any questions, email your detailer or LCDR Kevin Walter.

Warfare Tactics Instructor (WTI)

NSMWDC continues to look 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 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 slate to a second tour billet with every other PRD roller in your PRD slating window. NSMWDC runs the WTI application and selection process; PERS-41 runs the personnel distribution process for WTIs.

Graduate Education (Requirement for YG15 and junior prior to MAJ CMD)

We have partnered with NSWMDC to get some of our sharp and motivated WTIs grad-education on the back of their production tours. Because the timeline to get to Department Head School after the production 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 Department Head School!

Flag Aide

We always have opportunities for officers to serve as Flag Aides. 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. If interested, call your detailer.

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:**

12-17 Jan  Pentagon and SNA National, Arlington, VA  
29-31 Jan  USNA Visit and Ship Selection  
3-7 Feb  Yokosuka and Sasebo Fleet visit  
26-28 Feb  NROTC Ship Selection  
19-20 Mar  Bahrain Fleet visit

2020 will be a great year and the start of a great decade—please engage with your detailer early and often so that we know how we can help be a part of your decision process.

**Division Officers**

Salutations from the JO Sea Coordinator desk! My name is LCDR Kevin Walter and I oversee all Division Officer Sea Detailing from New Accessions through 2nd DIVO Tour.

**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. If you earn any advanced qualifications (EOOW, TAO, ASWE), send those letters to your detailers as well.

**When will I slate to 2nd Tour?**

You can expect to slate 6-8 months prior to your PRD. The specific schedule can be found on our website (and below). 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 U/W by your second regular slate opportunity, you will post-slate upon full SWO qualification.

**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 FITREP. EOOW and TAO qualifications provide bonus points; promises do not. 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 matter in the slating room!

**SWO Qualification**

You must have your SWO qualification prior to executing your orders to your second Division Officer tour. The requirement to compete on a sea slate is only an OOD U/W qualification. 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. ***

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Post-Slating
If you have missed your two regular slating opportunities due to non-qualification, you will post slate once you earn your SWO pin. Notify your Detailer upon qualification and provide them your job preferences. The Sea Coordinator engages with the CO to get inputs. 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. 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: Engage your detailer early and often! Please review the slate schedule below and be prepared to execute during your respective slate window.

![PERS-412: FY-20 SEA and SHORE Slate Schedule](image)

Pierside Updates:

Talent Management never stops!
The FY-20 Talent Management board was a huge success! If you are interested in the best academic and professional opportunities offered in the SWO community, start preparing for the next Talent Management Board (AUG20) now. A list encompassing the Talent Management programs for which you’ll be able to complete will be available in the spring. Start planning your career now and let your detailer know if you are interested in competing for Talent Management FY-21 opportunities.

NPS Curricula
There are still FY-20 NPS quotas available for JUL20 and SEP20. If you are interested in Computer Science, Mechanical Engineering, or Operations Analysis please contact your detailer for eligibility and to take advantage of this amazing opportunities.

Executive Detailing
Under our executive detailing policy, DHRB signers are slated before all other officers slating -- 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, EWTGPAC/LANT, as well as overseas assignments and PEP tours are competed during the shore slate.
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 eligibility / 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 tiebreaker. Please keep in mind, the billets offered are 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.

**Squadron Staffs**

As we continue to refine the SWO career path to improve our professional development, Second Tour Division Officers no longer fill staff duty. DESRON, PHIBRON, and MCMRON billets will be filled for 18 months by officers leaving their second division officer tour. This means there will be more sea duty billets required to be filled during traditional shore duty time.

All officers are required to include Sea Duty Staff billets in the write-in section of their preferences. Not providing preferences will not preclude you from possibly slating to a staff. All personal preferences, circumstances, and career implications will be considered as we work to match talent to task.

**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 a lot of options that will support your career timing to department head!

**Department Heads**

**I am 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
- 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.
- Valuable lessons learned with recommendations for success
- 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.**

- **Upcoming Department Head Class Convenings (now assigning DH Classes to YG15)**

**FY-21 Active-Duty O4 Statutory Promotion Selection Board – May 2020**

Know your lineal number! You can find it on your ODC or in NSIPS. The FY21 Promotion Zone message will be released in DEC19. The NAVADMIN sets the senior and junior eligible ‘in-zone’ for each grade in the upcoming calendar year. If your lineal number is lower than the number of the junior in-zone eligible officer, then you are in-zone for the upcoming O4 Promotion Board. Should you have any questions about your lineal number and O4 Board eligibility, contact the 1DH Detailer, LCDR James Koffi.

The key to O4 promotion is sustained superior performance at sea. DH FITREPs should highlight leadership and tactical abilities and speak to ability to serve in Command and beyond. In addition to advanced qualifications (EOOW and TAO), earning a Command Afloat recommendation in BLK 40 sends the clear signal that you are a future SWO leader and warrant promotion.

If you are eligible for next year’s O4 promotion board and will not receive an observed DH FITREP prior to the board convening date, your CO may submit a Special FITREP if you have been onboard for at least three months (SUPERSINST 1610.10D). If you find yourself in this position after confirming board eligibility, contact the 1DH Detailer for immediate assistance.

**FY-21 Surface Warfare Department Head Screen Board – 08 June 2020**

The Surface Department Head Screening Board will be held 08-12JUN20. The timely submission of January and February FITREPs is CRITICAL to your success at the board. Eligible and bank officers should review their records for completeness to include FITREP gaps no greater than 90 days, awards, qualifications, etc. If you cannot verify that your records are up-to-date in time for the board, you are encouraged to submit Letters to the Board with the necessary documentation. Inclusion of a DH recommendation and assigned trait average (relative to RSCA) are key to an officer screening for Department Head. We left a number of talented YG16 officers unscreened last year due to increased selectivity.

Details:
1. This year's board will review the records of YG 15 (3rd and final look), 16 (2nd look), & 17 (1st look) officers, plus those bank officers previously screened who have not yet begun the Department Head training pipeline.
2. All officers (1160, 1170, and 111X) will be considered for DH by the DH Screen Board.
3. Those officers who were not screened after their Second Look are afforded the opportunity to petition the DH Screen Board for a delayed third look. This is for officers who are somehow disadvantaged; namely late additions to the SWO community, LIMDU, operational deferments, etc. An approved delay allows another year of at sea performance to occur prior to the third and final look. Determination of disadvantage is board action; therefore, approval of a delayed look request is not guaranteed.
4. Officers not screened for DH after their third look will be considered for separation or re-designation through the Probationary Officer Continuation and Redesignation (POCR) Board.
Last year’s board 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. The Board reviewed the records of more than 3,000 Surface Warfare Officers – including officers previously screened through board action.

Expect the FY21 DH Screen Board Announcement message with additional details to be released soon!

Not sure which DH Detailer to contact, please see below:

1DH Detailer
Email: 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 YG13.
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
Email: swo_dh.fct@navy.mil
Phone: 901-874-3485
Commence engagement: Officers that are approximately 9 months into their 1DH Tour. See the 2DH Schedule and Info Sheet on the PERS-412 Department Head website for more information.
Shift to LCDR Detailer: Approximately 7-9 months from the completion of 2DH Tour

December 2019 Early Command Board Selection Results

DH Career Path Updates
The shift to PTO 2DH billet is ongoing. 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 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. All Flight I and Flight II DDG single longer tour CHENG billets are eligible for spot promotion starting in FY20. 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.
SWOs HAVE OPPORTUNITIES TO COMMAND AT ALL LEVELS!

Surface Warfare Officers can Command at sea in the Post – DIVO and Department Head levels! The time is NOW to lead at sea! The next Early Command Board will occur with the Major Command Board, week of 80JUN20. If you are interested, please contact: LCDR Matt Faulkenberry at: 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: 08JUN20

Applicable Messages:
CNSF 232136Z MAR18: MK VI Screening Update
CNSF 232139Z MAR 18: Advanced Change Notice
CNSF 091740Z SEP 19: Early Command Screening Process Update

CAPT Tim Labenz
PERS-412
Greetings from PERS-413 – Surface Placement!

Happy New Year! As we roar into 2020, please join me in welcoming LCDR Jared Carlson and LCDR Stephan Lubosch to the Placement team. Jared joins us from the “Steel Workers” of USS STETHEM and Stephan joins us from the “Warhogs” of USS LITTLE ROCK. We also say farewell to LCDR Dallas “Cody” Gates as he heads to AMW WTI program. Thank you to Cody for all of your hard work keeping the talent moving in the right direction on every Amphib in the Fleet!

Billet Specialty Training (BST)

I want to continue with the “BST” drumbeat. With eight months of run time, we have seen very positive results. Billet specialty training courses provide training requirements for specific billets responsible for the duties assigned by U.S. Navy Regulations (NAVREGS). Pipeline training courses will be completed before reporting to the ultimate duty station. These pipeline courses are scheduled in conjunction with change of duty orders. If you have questions about what’s required for your wardroom, please give us a call or send us an email.

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. It is particularly important to submit LORTARPs at least quarterly to your Placement Officer. There have been over a thousand billet changes in FY 20 many affecting your wardroom billets. We have no way of knowing if you have an officer in the correct billet unless you send us your LORTARP. 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.
Greetings from the Fantail!

I want to wish everyone Happy Holidays and Happy New Year! I hope you had the opportunity to recharge batteries and catch up with family and friends. Thank you to those who supported our Fleet Detailing Engagements throughout 2019, and a highly successful board season. My Team and I sincerely appreciate your continued efforts and passion to make our Navy, Surface Enterprise, and LDO/CWO Community better each day.

We enter 2020 with great anticipation for what the New Year holds in store, but also with reflection on our accomplishments, lessons of challenge, and adversity of the past. The last few years have taught us change is inevitable, but also necessary to achieve greatness. We must always reevaluate our environment and ourselves, hunting for positive and meaningful ways to improve. With that said, no matter how grand or minute, we cannot take change for granted or without pause for critical thinking.

Are you a Processor or a Game-Changer?

The Processor is a leadership style hinging on predictable outcomes. In other words, status quo. Processors have an innate desire for order or routine in any situation or task. They typically focus only on face value regarding the task at hand – “just getting it done.” Processors tend to be rational and analytical by nature, and they think in a logical, sequential way; however, preferring to simply “process” or arrive at an assessment without risk or intuition, and hunch - zero sum gain.

A Game-Changer leadership style is referred to as visionary, fluid, and challenges status quo. It is an ideology of change agency, which questions the way that something is done, thought about or created with difficult or unpopular phrases that begin with who, what, when, where, why, and how? Game-Changers set the bar high and welcome failure as an opportunity to grow. They frequently revisit processes, strategy, policy, and plans in order to directly or indirectly make their environment better.

So the next time you are about to commit to a “rubber stamp” decision within your organization – give it a second thought – am I a Processor or a Game Changer?
Finally, I want to draw your attention to NAVADMIN 254/19 concerning Admiral Gilday’s, the Chief of Naval Operations, “Culture of Excellence.” The focus of this message is operational readiness in both our professional and personal lives and it emphasizes integrity and service. Make no mistake, this is a call to arms for each and every one of you to seek [proactively] excellence in everything we do! This means we must optimize our Navy teams’ performance through empowerment and your active involvement in training, qualifications, education, and all other tenants that promote combat readiness. I encourage you to read this NAVADMIN, share, and discuss with those you lead and mentor. What are you doing today to build and sustain a culture of excellence?

Hail & Farewell
I would like to welcome aboard LCDR Jeff Hanson (6130) and LCDR Carlos Veasley (6180). LCDR Hanson reported from Naval Special Warfare Group FOUR as the N9 Department Head, and has relieved LCDR Al Argante as the Engineering Detailer. LCDR Argante reported to his LCDR afloat milestone tour. LCDR Veasley joins us from CVN 73 USS GEORGE WASHINGTON as the 3MO, relieving LCDR Josh Bunte, as the Electronics/Ordnance Detailer. LCDR Bunte is headed to his LCDR afloat milestone tour.

Navy and Marine Corps Association Leadership Award
I want to take the opportunity to highlight the following Surface LDOs who have been recognized by their peers for superior leadership:

- LCDR Christopher Verdell (6410)
- LCDR Reza A. Chegini (6110)
- LCDR Carlos A. Veasley (6180)
- LTJG Joshua A. Hays (6130)
- LCDR Lenteisa L. Hill (6160)
- LCDR Melissa B. Chope (6410)

The Charge of Command
In the latest version of the Navy Leader Development Framework, former Chief of Naval Operations, Admiral Richardson, emphasized the significance of Command in The Charge of Command. From this professional letter the goal of every naval line officer should be to achieve Command. Subsequently, one of the main tenants of our LDO charter is to support the Surface Warfare Officer community as the primary manpower resource. This support role includes leadership, management responsibility, and authority in Command.

When we accept appointment as a Naval Officer, our charge is absolute and continuous until we are relieved by a competent authority. Irrespective of retirement eligibility or qualifications within designator, never should we assume or accept that we have achieved our end until we have screened for Command. This means we should eagerly pursue the qualifications and screenings required to assume the charge of the Commanding Officer and then be ready to serve when called upon by our parent line communities. For more information regarding the charge of command, please see Navy Regulations, Chapter 8 through 11, and the most recent Navy Leader Development Framework: [https://www.navy.mil/cno/docs/NLDF3May19.pdf](https://www.navy.mil/cno/docs/NLDF3May19.pdf).

LDO Command Ashore Qualification
It is required for officers to be qualified for Command in order to be eligible for Commander Command and Major Command tours. Requirements for Commander and Major Command eligibility include recommendation for Command and completing the LDO Command Ashore qualification. LDOs should strive to complete their Command Ashore prerequisites before they zone for Commander.

For the 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.

Administrative Screening Boards

Congratulations to the following FY21 Surface CDR Command Selectees – Again, this is a significant achievement and milestone in their naval career…Well Done!!

CDR Adam G. Borsman (6180)       LCDR Edwin R. Catubig (6130)
CDR Richard Diaz (6180)           LCDR Melissa B. Chope (6410)
CDR Roger D. Horne (6160)         LCDR William D. Dougher (6110)
CDR John C. Morris (6180)         LCDR Thomas M. Foegelle (6130)
CDR John A. Stahley (6130)        LCDR Craig H. MacDonald (6120)
CDR Joe M. Towles (6130)          LCDR Brian T. Mutsch (6120)
LCDR Chris D. Breckenridge (6490) LCDR Christopher Verdell (6410)
LCDR Reza A. Chegini (6110)       LCDR Walter J. Zapf (6490)
LCDR Robert S. Collett (6490)     LCDR Gregory L. Tiner (6410)
LCDR Jeremy D. Elmer (6130)       LCDR Gregory P. Martin (6180)
LCDR Terrence U. Jones (6410)

All qualified LDO CDRs and CDR(sel) will have at least two opportunities to screen for CDR Command.

Congratulations to CDR Terrance J. Patterson (6130) for a successful Commander Command tour as Commanding Officer, Surface Warfare Officer School Unit, Great Lakes, IL. CDR Patterson will be relieved by CDR Shawn Gibson (6130).
Congratulations to the following FY21 Surface Major Command Selectees – This is a significant achievement and milestone in their naval career...Well Done!!

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

All qualified LDO CAPTs and CAPT(sel) will have at least three opportunities to screen for Major Command.

Congratulations to the following Officers and their assignment to Major Command

CO, Pay Personnel Support Center, Millington, TN: CAPT Michael A. Whitt (6410)  
CO, TSC Great Lakes, IL: CDR Patrick H. Sutton (6180)  
CO, Naval Support Facility, Romania: CAPT Morris Oxendine (6110)  
CO, Naval Support Facility, Poland: CAPT Eric M. Williams (6130)

The Surface LDO community does not have any funded Major Command billets, so selection to fill these assignments is an honor and a distinct privilege.

Statutory Boards

Revised Competitive Categories (RCC)

As a reminder, the new promotion categories for the Revised Competitive Categories begin current year 2020 for FY-21 statutory selection boards. Please see NAVADMIN 157/17 for details. The first board will be Board #160 Active O6 CAPT Line, which is scheduled for 15-24JAN20.

Promotion Zones

The NAVADMIN for promotion board zones has been released. To determine if you are In-Zone, please see the following link: https://www.public.navy.mil/bupers-npc/boards/generalboardinfo/Pages/default.aspx.

Merit Re-Order

We have now concluded the first year for merit re-order. The FY20 statutory boards resulted in 10 Surface LDOs/CWOs (1 CDR and 9 LCDRs) being meritoriously re-ordered – congrats to all of those re-order to the top of the list! In case you were not tracking, as part of an ongoing effort to recognize top talent within the Navy’s promotion system, statutory boards now include a merit re-order phase where up to 15 percent of the selects are re-ordered to the top of the promotion group, regardless of lineal number.

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

LT Mario D. Adame (6120)  
LT Scott K. Armstrong (6180)  
LT Wilson T. Basilio (6490)  
LT Randall W. Beal (6410)  
LT Jabbar D. Belin (6130)  
LT Jean Paul Bertram (6120)  
LT Gloria F. Boykin (6410)  
LT Matthew N. Brophy (6410)  
LT Alexander Q. Brown (6160)  
LT Daniel J. Brown (6410)  
LT Robert Buckner (6180)  
LT John Butler (6120)  
LT John J. Caicedo (6490)  
LT Larry J. Chester Jr (6110)  
LT Richard R. Cornforth (6120)  
LT David A. Cox (6110)  
LT Jeffrey S. Crabtree (6160)  
LT David E. Craig (6180)
Surface Assignments had 69 of the 138 selections for a rate of 50 percent. Of the 69 selections, 15 above zone, 53 in zone, and 1 below zone – these metrics illustrate the necessity of milestone tours and board ready records. Additionally, nine of the 69 selections (13 percent) were merit re-order to the top of the promotion list – these officers will be promoted and paid first.

Selection trends are a summary of the respective community values by enterprise:

**Surface**
- Documented sustained superior performance in challenging assignments showing progressively increased responsibility.
- Completion of multiple at-sea assignments to include overseas tours (world-wide assignability) in highly technical and tactical billets.
- Achievement of designator specific qualifications.
- Screened Department Head afloat.
- Attainment of professional education.

**General Line/Staff**
- Documented sustained superior performance in challenging assignments showing progressively increased responsibility.
- Completion of an at-sea/operational assignment.
- Completion of shore assignment to include overseas tour (world-wide assignability) in MPT&E, Flag Staff, and major installation billets.
- Achievement of designator specific qualifications.
- Attainment of professional education.
Congratulations to the following FY20 Surface CWO5 Selectees – Again, this is a significant achievement and milestone in their naval career... Well Done!!

CWO4 Saunte A. Allen (7121)          CWO4 Michael L. Blanc (7131)
CWO4 Mark R. Bradford (7111)         CWO4 Eric E. Collins (7121)
CWO4 William B. East (7111)          CWO4 Michael T. Hensley II (7181)
CWO4 Alberto M. Lucario (7111)       CWO4 Willie J. McCullen Jr (7121)
CWO4 David L. Sledge (7161)          CWO4 Lejon C. Starks (7121)
CWO4 Michael F. Thomas (7121)

Surface Assignments had 11 of the 22 selections for a rate of 50 percent. Of the 22 selections, three above zone, eight in zone, and zero below zone.

Selection trends are a summary of the respective community values by enterprise:

Surface
- Documented sustained superior performance in repetitive, but challenging assignments.
- Completion of multiple at-sea assignments to include overseas tours (world-wide assignability) in highly technical and tactical billets.
- Achievement of designator specific qualifications.
- Attainment of professional education.

Congratulations to CWO5 Steve Scrambling (7181) as the newest Senior Warrant Officer of the Navy (SWON). CWO5 Scrambling is currently serving forward-deployed in FIFTH Fleet for his final tour at Commander, Naval Surface Squadron FIVE (CNSS 5). Many thanks for your steadfast devotion to duty and continuing mentorship in the Wardroom, Chief’s Mess, and enlisted ranks.

Congratulations to the following FY20 Surface CWO4 Selectees – Again, this is a significant achievement and milestone in their naval career... Well Done!!

CWO3 Abdulateef O. Alaka (7131)          CWO3 Dustin L. Armstrong (7181)
CWO3 Justin P. Binkley (7161)           CWO3 Roshell R. Booker (7411)
CWO3 Joseph J. Brown (7411)            CWO3 William G. Clincy (7411)
CWO3 Jamal A. Cooks (7491)             CWO3 William A. Edwards (7121)
CWO3 Kyle S. Francis (7131)            CWO3 Antonio D. Franklin (7411)
CWO3 Brian J. Frie (7181)              CWO3 Kareem L. George (7131)
CWO3 Elvis L. Gonzalez (7411)          CWO3 Kelly D. Greeno (7131)
CWO3 William E. Grimm III (7161)       CWO3 Charles Hamilton (7411)
CWO3 Christiania V. Haughton (7411)    CWO3 Brandon W. Hoppe (7161)
CWO3 Kenneth A. Ingle (7411)           CWO3 Jerry A. Llewa (7131)
CWO3 Aaron C. May (7411)               CWO3 Jeremy D. Marks (7131)
CWO3 Vincent L. Murray (7411)          CWO3 Earnest C. Pippen (7111)
CWO3 Tameka J. Reid (7411)             CWO3 Jason E. Roach (7161)
CWO3 Michelle J. Rodriguez (7491)      CWO3 Hurdis W. Rogers (7131)
CWO3 Darrell H. Schaeffer (7131)       CWO3 Bernard J. Sciulli (7131)
CWO3 Jack C. Sims (7121)               CWO3 Dawn R. Slayton (7411)
CWO3 Katrina L. Smith (7121)           CWO3 Joey A. Talob (7131)
CWO3 Lowell S. Vanwinkle (7311)        CWO3 Rodraigos A. Walton (7131)
CWO3 Robert D. Wasson (7121)           CWO3 Raymond W. Wirth (7121)
CWO3 Millie A. Woodward (7411)         CWO3 Johan M. Zorrillacordones (7111)
Selection trends are a summary of the respective community values by enterprise:

**Surface**
- Documented sustained superior performance in repetitive, but challenging assignments.
- Completion of multiple at-sea assignments to include overseas tours (world-wide assignability) in highly technical and tactical billets.
- Achievement of designator specific qualifications.
- Attainment of professional education.

**General Line/Staff**
- Documented sustained superior performance in repetitive, but challenging assignments.
- Completion of an at-sea/operational assignment.
- Completion of shore assignment to include overseas tour (world-wide assignability) in MPT&E, Flag Staff, and major installation billets.
- Achievement of designator specific qualifications.
- Attainment of professional education.

**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](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.

**Operational Detailing Guidance and Tour Objectives for New Accession Officers**
Sea duty and operational tours are the detailing priority! With that said, in order to maximize the technical and tactical experience for all 1st tour officers, Surface LDOs/CWOs will be assigned to at-sea or operational tours as applicable to your respective designator. 1st tour assignments are 36 months. For clarity, unless there are significant extenuating circumstances, do not expect to leave your 1st tour early – you need this operational time for Wardroom transition and to hone your skills sets and qualifications.

**Qualifications**
When you qualify in technical and tactical areas respective of your designator, scan and e-mail a copy of your designation letter, certificate, etc. directly to your detailer to ensure timely updates to your record. You can verify the changes on BOL. It’s never too early to update your qualification status and to discuss your career path – it is our goal to build strong careers and to keep you on track for your next promotion.
Of note, not all qualifications have Additional Qualification Designators (AQDs) associated with them. To determine which of your qualifications have AQDs, review Part D of Volume I of The Manual of Navy Officer Manpower and Personnel Classifications, available on the NPC website here: http://www.public.navy.mil/bupers-npc/reference/noc/NOOCSVol1/Pages/default.aspx.

If you find you have a qualification that has an AQD associated with it, email a copy of your qualification letter along with the specific AQD (e.g. Tactical Action Officer – LF7, etc.) to your detailer.

**Merger of the Surface Ordnance LDO/CWO Designators (6160/7161) into the Surface Electronics LDO/CWO Designators (6180/7181)**

NAVADMIN 280/19 announces the merger of active duty Surface Ordnance LDO/CWO designators into the Surface Electronics LDO/CWO designator to form a combined single combat systems-focused designator. As VADM Nowell, Chief of Naval Personnel stated, the merger will facilitate better management of a talent pool of technicians who have combat systems experience to ensure the right people are in the right position at the right time. The merger will ‘right-size’ the total talent inventory into a single community, now allowing detailers to assign combat systems technicians to either electronics or ordnance type billets from a combined pool of experienced officers. Likewise, it allows for a broader range of source ratings, such as GM, ET, FCA, FC, MN, IC, and STG to commission as Surface Electronics LDOs/CWO.

**Frequently Asked Questions...**

**Q. Why is this merger taking place?**
A. Technological changes have resulted in overlaps of knowledge, skills and abilities of surface ordnance and surface electronics source ratings. The merging of these designators will capitalize on their skills to deliver better surface combat systems officers to the fleet.

**Q. When will this merger take place?**
A. The implementation process will consist of two parts (as outlined in the NAVADMIN):
   - Part I will begin immediately from the date of message release with the conversion of all surface ordnance designator-specific (6160/7161) billets to surface electronics (6180/7181) billets.
   - Part II will also begin immediately from the date of message release. All former 6160/7161 Officers will be redesignated to the 6180/7181 surface electronics designator.

**Q. Will this hurt commands who rely on specific skill sets?**
A. No. In fact, this creates a single, but larger, more robust technical talent pool. Detailers will now have even more ability to put the right person in the right place to do the job that is required based on their backgrounds and career path. By combining these LDO/CWO designators, it creates the flexibility needed to assign skill sets to match job needs – to ultimately help commands with mission accomplishment.

**Additional background:** Billet assignments requiring ordnance AQDs will be managed by the detailer. For example, new accession officers with an ordnance background, such as GM or MN for example, will be awarded a specific AQD, such as KK1 that will further assist the detailing process to ensure we put the right people in the right place.

**Q. What do Sailors who have already submitted a package for the FY-21 (CY-20) LDO/CWO In-service Procurement Board have to do?**
A. Nothing. Administrative action is required by individuals who had submitted packages for consideration in what was previously two distinct designators. The applicant pool will be combined and a single board will meet to determine selection. Announcement results and commissioning documents will reflect officers becoming surface electronic LDO/CWOs.

Q. When is the deadline for updating uniforms?
A. Surface Ordnance CWOs (7161) will continue to wear current designator device on the collar, sleeve, and shoulder boards until promoted to their next higher grade.

Q. What ratings can apply for future commissioning in the surface electronic LDO/CWO community?
A. There will be seven source ratings: GM, ET, FCA, FC, MN, IC, & STG. Similar skillsets include systems operation; maintenance; electrical/electronic, and mechanical fundamentals; interoperability; and program management.

Q. Will the merger result in a loss of ordnance billets?
A. There will be no loss of billets as a result of the merger. The manpower requirement will remain and the new billet coding (designator) on the activity manpower document will reflect as a 6180 or 7181 as applicable.

Q. Will the merger result in a loss of promotion opportunity?
A. There will be no loss of promotion opportunities. Promotion opportunities are still driven by law and vacancies within the revised competitive category.

Joint Interface Control Officer (JICO) Qualification
From our last Newsletter (JUN 19), we discussed the need to increase our JICO end-strength – to reduce distribution friction (19 percent of total 6120/7121 inventory as qualified JICOs carrying the water for 100 percent of the JICO requirements). Thank you for your continued support with this critical qualification. With your efforts, we’ve been able to increase the number of qualified JICOs by 11 percent in six months! While this may not seem like a significant increase, the Navy is limited to eight quotas a year (two seats per class with four convenings per year) by the J7 Joint Staff. Please continue to tackle this tough qualification and eagerly accept world-wide JICO assignments.

Lateral Transfers
LDOs desiring to transfer to another designator should apply during their second tour or shortly thereafter in order to complete career milestones in the community of application, if selected. Releasability is determined by the LDO/CWO OCM and is based upon your year group health (MILPERSMAN 1212-010 and the semi-annual NAVADMIN refers). Additionally, you must meet any prerequisites for the community of your application. Please notify your detailer if you intend to submit for redesignation.

Road Shows
We had an outstanding turnout for the LDO/CWO community and applicants’ briefs in Lemoore, CA, San Diego, CA, Newport, RI, and Washington, D.C. A special thanks to CDR Zeverick Butts (6110), CDR Robert Dafoe (6410), CDR Joseph Klapiszewski (6410), LCDR Brian Dembicky (6410), LCDR Tennille Hairston (6410), LCDR Rafael Villarreal (6410), LT Marina Novakovich (6410), CWO5 Albertine McAlman (7331), CWO4 Tameka Reid (7411), and CWO3 Kelvin Gumbs (7411). Your efforts helped to ensure our visits were a success. Senior LDOs/CWOs are a terrific tool to mentor constituents and new accession officers. 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 three detailer engagement trips are Japan (3-7FEB20), Bahrain (19-20MAR20), and Hawaii/Guam (TBD APR20) once funding has been secured. That being said, the details are still being worked 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. All new candidates and spouses are encouraged to attend the briefs and the socials!

**LDO/CWO Detailers**

<table>
<thead>
<tr>
<th>Branch</th>
<th>Phone</th>
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<tbody>
<tr>
<td>Branch Head</td>
<td>(901) 874-3885</td>
</tr>
<tr>
<td>Admin/Security</td>
<td>(901) 874-2329</td>
</tr>
<tr>
<td>Deck/Operations</td>
<td>(901) 874-3906</td>
</tr>
<tr>
<td>Engineering</td>
<td>(901) 874-3887</td>
</tr>
<tr>
<td>Electronics/Ordnance</td>
<td>(901) 874-3907</td>
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</tbody>
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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.

CDR Kenny Allison
PERS-414
Greetings from the Full-Time Support SWO Detailers!

--- Congratulations to our Fall FY-20 FTS SWO selects!

CDR Katrina Conley
CDR Massiah Rayburn
LCDR Gabriel Henao Gutierrez
LCDR Jesse Hermsen
LCDR Allysia Hood
LCDR Andrew Norris
LCDR Adam Schuman
LCDR Joshua Strubeck
LCDR Elisa Torres
LT Michael Fonbuena
LT Victoria Goins

--- 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

--- 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 Mark Atkinson
CDR Craig Frangente
CDR John Stump
LCDR Nathan Harvey
LCDR Creighton Ho
LCDR Tyler Pietrick
LCDR Mark Templar
LCDR John Weaver
Administrative Screening Boards

With the completion of the FY21 Major Command and Commander Command Screening boards, Surface Warfare Administrative Selection Board season is wrapped up; however, that means it’s time to start preparing for the FY21 DH Board and the FY22 board season! 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”
It’s a pleasure to address the SWO Community from my desk as your community manager! I recently took over from CAPT Mike Ray, who held the post for three very productive years, and I hope to carry on his tradition. As part of this effort, the OCM will periodically contribute to the PERS-41 Newsletter and other outgoing traffic from the larger distribution platform.

**What is it you say you do here?**

Everybody knows about their Detailer, so it’s easy to assume that all jobs in Millington have something to do with assignments and distribution. In fact, my billet is not aligned under PERS-41, and isn’t even in the same building as your Detailer. I don’t work for PERS-4, the head detailer. BUPERS-3 is under NPC/DCNP for some functions, and under OPNAV N13 for others. Our function is to manage community health through the various control levers we have in place to assist with talent management in aligning the force the Navy needs to meet current and future requirements. My key lines of effort include:

- Accession Planning
- POCR (probationary Officer Continuation/Redesignation)
- Lateral Transfers
- Special and Incentive Pays (think DHRB and LRB)
- Graduate Education Quotas
- Billet Base Management
- Promotion Planning
- Continuation/Retire-Retain Requests
- Reserve Recalls

BUPERS-3 is a much smaller organization than PERS-4, and the SWO Community Management “team” consists of myself and a single civilian assistant I share with EOD, so you can probably understand why we like to work closely with PERS-41 on many of the above items. As a growing community on the way to a 355-ship Fleet, SWO faces challenges and opportunities over the next several years, and the policy work we do will greatly affect both distribution and our 9,000 Officers.

**What’s in it for me?**

As I mentioned before, I’ll be including community management issues in future editions of this newsletter and in outgoing communication from PERS-41. COs should look out for a pair of articles related to SWO accessions (why we have so many ENS on your ships) and POCR. These two items are important levers in our community, and the Fleet can and should assist with community health management in both cases. We want to pull back the curtain a little to reveal some of the machinery and help you make the force better for all of us. Future articles will cover the lateral transfer process, bonus money, billet base math, and the mysteries of the promotion zone forecast.

Meanwhile, if you encounter community management questions or issues, I am here to help. Send me an email at aaron.p.demeyer@navy.mil!

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BUPERS-311
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