Greeting from Millington! What a long, strange, trip this past year has been for each of us. We would not have made it through a challenging 2020 had it not been for your resiliency, determination, and ability to lead your families, fellow officers, crews, and staffs through a difficult time in our lives. As we look to bigger and better things in 2021, I can state with certainty that it remains a GREAT time to be a SWO. I am also happy to report that we are making a concerted effort to get back out on the road for our detailer roadshows as the COVID environment allows and restrictions are lifted. Our next stop is Dahlgren, Washington DC, and Annapolis the week of 1-5 February. We’ll continue to do all that we can to visit with each of you while making sound decisions to ensure we preserve the health and readiness of the fleet.

Congratulations to all of the officers who screened at the FY-22 Major Command and Commander Command boards in November and December, respectively. As with previous years, our board members were challenged to pick the best and fully qualified officers for their next milestone from a deep talent pool. And, once again we were forced to leave some highly qualified and deserving officers with great records on the table for selection at future boards.

We’ve made a few changes that you’ll see taking affect in the fleet in the coming months. First, I am happy to report that with LCS being further ingrained operationally into the fleet, we will now be sending new accession Ensigns to these platforms as first-tour division officers. Additionally, we have implemented a pilot program where Commodores can hand-pick a first-tour Department Head to execute a single-longer DH tour (~24 months in length) on their current ship while agreeing to serve on the Commodore’s Staff in a PD1 capacity.

The FY-22 Active O-6 Line board wrapped up last week and the O-5 board is on schedule for next month. I am as eager as you are to see these results published in the coming months.
Upcoming boards to keep on your radar:

- Active O-5 Line (#230) 16-Feb-21
- Active O-4 Line (#275) 10-May-21
- Surface Department Head Screen (#430) 19-Jul-21
- Surface Early Command Screen (#432) 19-Jul-21

**As with all boards, please ensure you are routinely visiting the NPC website to get updated board guidance and maintain awareness of any correspondence cut-off dates. Do not wait to reach out to your detailer to review your record.**

There is no place I would rather be serving our community at this moment in time. My team and I are always standing by to answer your questions or address your concerns. Please don’t hesitate to reach out to us. Sail safe!

Kevin Kennedy
PERS-41

“Honor and Glory!” USS PRINCETON (CG 59) refuels to get back in the fight
Happy New Year and all the best to you and your family in 2021!

We bid farewell to CDR Dave Huljack who faithfully served the community as the 410/411 Branch Head and then Deputy Director from November 2018 until December 2020. Dave is headed to the Joint Staff next. Dave was a cornerstone to our success in the COVID environment and to our ability to serve you and the fleet. CAPT Ben Oakes, who was previously the 410/411 Branch Head, is our new Deputy Director (41A) and will also be handling CAPTAIN detailing with LCDR Jason Garfield (41C).

FY-22 MAJOR COMMAND BOARD DISCUSSION

Congratulations to all of our newly selected Major Commanders! 62 of 156 SWOs screened for SWO Major Command and 5 of 5 SWOs screened for Acquisition Professional Major Command. No surprise, proven and sustained superior performance in Commander Command was the primary consideration for selection. SWO Community production experience, DC/Joint experience, and potential for future contributions following Major Command also proved to be 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-22 SWO Overall Board Statistics**
- 39.74% (62 of 156) Screened for SWO Major Command
- 100% (5 of 5) Screened for SWO AP Major Command
- 44.68% (21 of 47) Diverse
- 30.00% (6 of 20) Female
- 26.66% (4 of 15) Nuke – 4/8 sitting ROs selected (1 submitted DPM)
- 44.70% (59 of 132) CO Afloat screened Officers
- 27.59% (8 of 29) CO-SM screened officers
- 43.37% (36 of 83) CRUDES CDR CMD
- 50.00% (10 of 20) AMPHIB CDR CMD
- 34.78% (8 of 23) LCS CDR CMD
- 41.66% (5 of 12) FTS
- 33.54% (54 of 161) eligible Officers were on sea duty or overseas duty, of those, 29.63% screened MAJCOM

**Performance in Milestone tour stats for 1st look officers**
- 60.64% (57 of 94) eligible 1st look Officers earned HBO in CDR CMD tour (EP in a summary group greater than 1)
  - 33 x CRUDES (21 selected, 63.64%)
  - 9 x LCS (3 selected, 33.33%)
  - 7 x AMPHIB (5 selected, 71.43%)
  - 8 x CO-SM (0 selected, 0%)

**FY-22 Screened Officer Experience Statistics**
- 100% (67 of 67) completed a Master’s Degree and JPME PH 1
- 44.78% (30 of 67) completed JPME PH2
- 17.91% (12 of 67) are JQO complete
- 35.82% (24 of 67) served in OPNAV
- 22.39% (15 of 67) served a tour at NPC/BUPERS
- 16.42% (11 of 67) served on an IA/GSA
- 19.40% (13 of 67) served a JCS tour
- 07.46% (5 of 67) served at OSD
**Current Duty Station for the 62 SWO Major and 5 SWO AP Major Selects:**

- 6 are serving at OPNAV
- 5 are serving at JCS
- 4 are serving at PEO IWS
- 4 are serving at USFF
- 4 are serving at CNPC/CNPERSUP
- 4 are serving on CVNs
- 3 are serving at OSD
- 3 are serving at SWOS
- 3 are serving in bonus command (LCS training ship)
- 3 are serving at NSWDC
- 2 are serving at JS J7 Hampton Roads
- 2 are serving at PHIBRON staffs
- 1 is serving at CCSG staffs
- 1 is serving at CNSP/CNSL
- 1 is serving at USNA
- 1 is serving at MDA
- 1 is serving on an IA
- 1 is serving at USNORTHCOM
- 1 is serving at USPACOM
- 1 is serving at a student at the NWC
- 1 is serving at PEO C4I SD
- 1 is serving at COMUSNAVCENT
- 1 is serving at C2F
- 1 is serving at C3F
- 1 is serving at C6F
- 1 is serving at C7F
- 1 is serving at COMLCSRON ONE
- 1 is serving at COMDESRON 50
- 1 is serving at CENTCOM HQ
- 1 is serving at CNRF NORVA
- 1 is serving at CNSS 5
- 1 is serving in an MCMRON
- 1 is serving at NSMWDC DT DAHLGR
- 1 is serving at SMWDC
- 1 is serving at NRFIA WASH DC
- 1 is serving at NLEC

**LOOKING AHEAD: FY-23 MAJOR COMMAND BOARD**

**Eligibility**

The board will be comprised of PYG 16 (first look), PYG 15 (second look) and PYG 14 (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 16): Date-of-rank to Commander between 10/01/15 and 9/30/16
- 2nd Look (PYG 15): Date-of-rank to Commander between 10/01/14 and 9/30/15
- 3rd Look (PYG 14): Date-of-rank to Commander between 10/01/13 and 9/30/14

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

Bank Review

All Major Command screened officers who are not serving in a Major Command assignment by 01 October 2021 (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 01 October 2020 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.

It is never too early to review your record!

Please reach out to LCDR Jason Garfield via email jason.garfield@navy.mil or via phone 901-874-3558 to ensure all your contact information is on file.

FY-22 NROTC OPPORTUNITIES

If you are interested in commanding an NROTC unit, please reach out to CAPT Ben Oakes (benjamin.w.oakes@navy.mil / 901-874-3325) or LCDR Jason Garfield for more information. It is never too early to start the dialogue. The Captain detailing team will execute an NROTC Slate later this year with announcement correspondence and associated deadlines to follow. For your consideration, the following ROTC units will be available:

- University of Jacksonville (Jacksonville, FL) – APR 2022
- University of Nebraska (Lincoln, NE) – MAY 2022
- University of Rochester (Rochester, NY) – JUN 2022
- Maine Maritime Academy (Castine, ME) – JUN 2022
- SUNY Maritime College (Bronx, NY) – JUN 2022
- Arizona State University (Tempe, AZ) – JUL 2022
- University of New Mexico (Albuquerque, NM) – JUL 2022
- Chicago Consortium (Chicago, IL) – JUL 2022

BOARD OPPORTUNITIES

The following boards require voting members:
- Active E-9: 01JUN – 02JUL 2021
- Active E-8: 01JUN-02JUL
- Active O-4 Staff: 03MAY-08MAY
- Active O-5 Staff: 03MAY-08MAY
- Active CWO-3/4/5: 24MAY-28MAY
- Active E-7: 09AUG-10SEP
- 4th Quarter Spot Promote: 08JUL-09JUL
- Stockdale Leadership: 03AUG-04AUG
- NROTC / STA-21 (Pensacola, FL): 14SEP-27SEP
Hello and Happy New Year from PERS 410! I’m CDR Alex Mamikonian the new Branch Head, and relieved CAPT Ben Oakes this past October. We are fresh from the board season and are always ready to assist our constituents as they make the transition from Department Head and into their shore tours prior to milestone selection. I cannot stress enough the importance of early and frequent communication with your detailer who can best understand your career requirements and balance them with your personal desires as you enter into the 2nd decade of service in our Navy. I look forward to working with all of you and I am grateful for the opportunity to serve you and the SWO community here in PERS 41.

**When can I expect to slate?**
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 O-5 Command. This policy applies to all SWOs who will assume command for which the command-at-sea insignia is authorized. This includes 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 may result in decreased 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!

**JPME Phase II**
Phase II quotas are extremely limited and we are restricted by law on the number of these quotas that MUST be joint outplacement fills (50% +1). I’d love to give all due course CDRs the opportunity to complete Phase II prior to Major Command but the numbers don’t support this. Therefore PERS-41 must be extremely judicious in who we are sending to JCWS to complete JPME Phase II. Ideally this is
accomplished en route to or TDY from your joint tour. If you are currently serving in a joint tour at one of the CCMDs, I strongly encourage you to engage your J6 or J7 and discuss with him or her the option to compete for one of the limited quotas the Navy is given in the Satellite JCWS Phase II courses that are taught across the CCMDs each quarter. For Academic Year/Calendar Year 2021 and 2022 the majority of the CCMDs will be hosting satellite courses – but again these quotas are extremely limited (4 x total Navy quotas).

**Branch Head/ Post-Command Commander Detailer:**
CDR Alex Mamikonian (901) 874-3504

**PERS 411 Detailers:**
CDR/LCDR Detailers
*Letters A-F LCDR Ron Jenkins (901) 874-2208
*Letters G-M LCDR Sarah Lynch (901) 874-3373
*Letters N-Z CDR Kris Tester (901) 874-3920

Command-screened officers:
**LCDR Tom Brewer (901) 874-3682

XO-Afloat, XO-Afloat*, and XO-SM Screened officers awaiting assignment to their XO tour:
***LCDR Ron Jenkins (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), their detailer is LCDR Tom Brewer.
*** Once an officer screens for XO-Afloat, XO-Afloat*, or XO Special Mission, their detailer is LCDR Ron Jenkins, until in execution of the XO milestone tour.

**USS MAKIN ISLAND (LHD 8)** is “Gung Ho!” landing the F-35 on deployment
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!

***If you selected for a milestone, please ensure you submit either a Special FITREP or a Letter to the Board for the FY22 Active Duty O-5 Line Board to inform them of your recent screening accomplishment, which will be executed 16-20 February 2021. Correspondence to the board is due 10 days prior to the convening date, and can be submitted by following the ESSBD Link from BUPERS Online (BOL) at https://www.bol.navy.mil/bam/***

FY-22 Surface Commander Command Board (7-11 December)
The FY-22 Surface Commander Command Board concluded on 11 December 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 officers with twelve years of commissioned service (YCS-12), the second look for PYG-17 (promotion year group 2017 to LCDR), and the third & final look for PYG-15 officers previously screened as XO Afloat or XO Special Mission. For LDOs, this board marked the first look for command ashore for PYG-20 (promotion year group 2020 to CDR) and second look for PYG-19.

This board was the first to base timing for first look off commissioning date vice promotion to LCDR. This shift was to de-couple the Commander Command board timing from the fluctuations of the zone size for the LCDR board, which in the past had led to both shortages of officers eligible for the Commander Command board as well as having too large of a group eligible for the board compared to opportunity. By shifting to timing based on commissioning, these fluctuations shouldn’t affect timing to the Commander Command board.

First Look – YCS-12
From an initial group of 320 first-look officers, of which 178 were Command Qualified (55.63%) and eligible for Command on their first look:
- 66 Officers selected for Command Afloat
- 10 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.
- 6 of 14 eligible WTIs screened for Command

Second Look – PYG-17
From a group of 142 second-look officers, of which 91 were Command Qualified (64.08%) and eligible for Command on their second look:
- 27 Officers selected for Command Afloat
- 46 Officers selected for Executive Officer Afloat
- 29 Officers selected for Executive Officer Afloat*
- 10 Officers selected for Executive Officer Special Mission
- 4 of the 27 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.
- 15 of 16 eligible WTIs screened for a milestone

Third Look – PYG-15
From an initial group of 90 third-look officers, in which 86 were Command Qualified (95.56%) and eligible for Command on their third look:
- 20 Officers selected for Command Afloat (23.26%)
- 10 Officers selected for Command Special Mission (11.63%)

Additionally, from a group of 27 Command Qualified Limited Duty Officers, 21 were selected for Command Ashore.
### FY22 SWO Commander Command Board Rates
*(ALL Selects, both CO, CO SM, XO Afloat, XO Afloat*, XO Special Mission)*

- **Overall** 51.23% (208/406)
- **CMD Afloat Rate** 31.83% (113/355)
- **Diverse** 46.81% (44/94)
- **White (Non-Hispanic)** 52.05% (152/292)
- **African American** 47.37% (18/38)
- **White (Hispanic)** 38.39% (7/18)
- **Multi** 57.14% (8/14)
- **Asian** 62.50% (10/16)
- **Native Hawaiian/Pacific Islander** 50.00% (2/4)
- **American Indian/Alaskan Native** 33.33% (1/3)
- **African American (Hispanic)** 33.33% (1/3)
- **Declined to Respond (Hispanic)** 66.67% (2/3)
- **Declined to Respond** 43.75% (7/16)
- **Females** 70.69% (41/58)
- **Nuclear Trained** 61.29% (19/31)
- **FTS** 33.33% (8/24)

### Other SWO Statistics (ALL Selects, both CO and XO, Afloat or Special Mission):
- **Have served on an IA/GSA** 38.89% (21/54)
- **Have served at OPNAV** 64.29% (27/42)
- **Have served at NPC/BUPERS/CNP** 88.00% (22/25)
- **Have served at TYCOM** 73.17% (30/41)
- **Have served in Early Command** 59.26% (16/27)
- **Have a Master Degree** 51.67% (170/329)
- **Have JPME PH I** 53.67% (139/259)
- **Have WTI AQD** 71.43% (25/35)

### FY22 LDO Commander Command Board Rates:
- **Overall** 77.78% (21 of 27)
- **Female** 100% (3 of 3)
- **Diverse** 66.67% (8 of 12)
- **Black/African American** 57% (4 of 7)
- **Asian** 100% (1 of 1)
- **African American (Hispanic)** 0.0% (0 of 1)
- **White (Hispanic)** 100% (3 of 3)
- **White** 86.67% (13 of 15)

### Current Duty Station for the 123 Command (SWO CO Afloat and CO-SM) selects:
- 3 serving as XO-SM
- 18 serving at OPNAV
- 7 serving at SMWDC
- 12 serving at TYCOM staffs
- 7 serving at SWOS
- 8 serving at CNP/NPC
- 1 serving at ASN MRA
- 1 serving at ATRC Dahlgren
- 1 serving at C5F
- 1 serving at NPEB
- 1 serving at STRATCOM
- 1 serving as XO Afloat
- 10 serving at DESRON/PHIBRON
- 13 serving in Early Command
- 4 serving at ATG or EAP/EAA
- 1 serving at C6F
- 1 serving at CTF 65
- 1 serving at FLTCORDG Yokosuka
- 1 serving at CSG/ESG
- 1 serving as Legislative Fellow
- 1 serving at CNE/CNA
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. 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!

*** XO milestone tour update

Per the results of the FY-22 CDR CMD board, eligible officers competing for XO-Afloat milestones will be apportioned to XO-Afloat, XO-Afloat* and XO-Special mission. XO-Afloat* officers will be primarily detailed to key O5 billets onboard CVNs, LHDs, and LHAs. XO-Afloat* officers will attend XO leadership courses and be able to fill traditional XO-Afloat billets pending availability. Officers apportioned to XO-Special Mission will be assigned to traditional XO-SM billets.

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, 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.

O5 Spot Promotion

Destroyer and Amphibious squadron N3s and Operations Officers on Big Deck Amphibs 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.
Greetings from PERS-412! I am CDR Rosie Goscinski and I have relieved CAPT Tim LaBenz as the Head Junior Officer Detailer. I am coming to Millington after commanding USS TORTUGA (LSD 46) in Norfolk, VA. For those of you with whom I’ve had the opportunity to speak and work with already, it has been my distinct privilege and I look forward to working with you in the future. Please feel free to reach out any time; we are here to assist you as you navigate through your career or work to support the officers working for you. Be it FITREPs, career timing, or slating questions PERS 412 is here to be your ADVOCATE. It is important we have all the information when we are considering your slates in order to help us make the best possible recommendations for slating for your next assignment. Communicate early and often – even before it’s time to slate!

We in 412 are ready to take your calls, talk to you about issues, and work with you to meet your next career milestone. Our focus remains in providing the fleet - officers ready to stand the watch.

Below are a few overarching JO items I would like to highlight.

Mariner Skills Logbooks. Commands are reminded to send in the end of tour summary letters to swo_logbook.fct@navy.mil. All officers are required to receive end of tour summary letters when they transfer. Please email the same email address with any questions.

Department Head Retention Bonus. As a reminder, DHRB has been revised! The new DHRB payment scheme removes most DHRB signing time limits and now allows DH-screened officer up to three years to commit to 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 is $95k and third look is $75k (FTS officers are limited by law to $60k). Officers that sign/signed 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

---

Ship Selection. USNA Ship Selection will be on 04FEB and NROTC Spring Selection will be on 25-27FEB. Mark your calendars! As NROTC selection approaches, stay tuned to our PERS-41 facebook page for the details of the event. As in past years, we will be live streaming ship selection!
Midshipmen Early Ship Selection Initiative (“Blue Chips”). Once Summer Cruises resume, Blue Chip will resume.

Warfare Tactics Instructor. 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 in 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 specifics of the application and tour requirements. NSMWDC holds selection boards every other month, so plan ahead and get your package in one to two 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.

WTI Graduate Education. We’ve partnered with NSWMDC to send sharp and motivated WTIs to graded 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 and NPS 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!

Flag Aides. We always have opportunities for officers to serve as Flag Aides/Flag LTs. 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.

Low-residency Graduate Education Program (LGEP). A new initiative for officers rolling to shore duty, or already on shore duty! The LGEP allows officers to pursue world-class low-residency graduate education in strategy, management, and international relations in their current duty station, with minimal disruption to operational tempo and career progression. Unlike traditional grad-ed, low-residency programs typically require a student to spend only a few days on campus per month, with students completing schoolwork online or by phone. Applications timelines have not yet been announced; however, if you’re interested, contact your detailer ASAP! GRE/GMAT scores are NOT required. DHRB is required.

Lateral Transfers. Lateral transfers are an accepted and standardized process and as such we fully expect to field questions and assist officers through this process. I CANNOT SAY THIS CLEARLY ENOUGH – LET US KNOW IF YOU INTEND TO APPLY FOR LATERAL TRANSFER! There is no stigma or repercussions for telling us or for applying. We fully recognize that the Navy needs good officers, including outside the SWO community. Please be aware that if you intend to apply, we may recommend that you delay your slating to your 2DV or Shore tour. This is because if you slate, and are subsequently selected for lateral transfer, the churn incurred by other officers can be significant. Letting us know of your intentions before you enter your slating negotiation is best for you, your shipmates, and the fleet.

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 and resignations.fct@navy.mil.

**Engagement Control Officers.** Engagement Control Officers (ECOs), past and present, have you submitted your ECO qualification letter to your detailer? The ECO letter qualifies you for the BS2 AQD! Your detailer can add the AQD to your record, which opens up more billet opportunities in the future. If you have any questions, contact your detailer!

Again, thanks for all you do in the fleet! My team and I are happy to serve you here in PERS-412!

CDR Rosie Gosinski  
PERS-412

**Sea Coordinator Updates:**

Greetings from the JO Sea Coordinator Desk! I’m LCDR R.J. DaPrato and I’ve relieved LCDR Kevin Walter. Kevin has taken his exceptional level of service right down the hall to the Placement Branch Head position. I’m thrilled to be here working with you and please reach out if you have any questions or concerns – the entire team is here to help you wherever you are in your first two DIVO tours.

**When do I contact my detailer?**  
Whenever you have a question. We are here to help. Don’t forget to send us your OOD and SWO letters when you earn them. **THERE IS NOT A “BAD” TIME TO CONTACT YOUR DETAILER!** The more information we have the better we understand your desires and the better level of service we can provide!

**When will I slate to 2nd Tour?**  
You can expect to slate 6-9 months prior to your PRD. The specific schedule can be found on our website and later in this newsletter. 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.

**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 compares to their CO’s RSCA on their last at sea FITREP. EOOW and TAO qualifications provide bonus points. 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 are invaluable!

**SWO Qualification**  
You must have your SWO qualification prior to executing your orders to your second Division Officer tour. 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 +/- three 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 your 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.

How long will I spend at sea in my DIVO tours?
In your first two DIVO tours, you are required to do a minimum of 48 months of sea time. This means that if you departed your first ship before 30 months, you will do the amount of time to reach 48 months minimum in your second tour.

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. There were some major changes due to COVID, so ensure you are tracking when you are slating. If you have questions, please ask your detailer.

Pierside Updates:
Salutations from the JO Shore Coordinator desk! I am LCDR Anna Hall and I am currently the shore coordinator.

Talent Management FY-22. PERS-412 will conduct the Talent Management Board (TMB) in August 2021. Be on the lookout for the TM Announcement in May! This document will provide details on the TMB process and the due date for packages. It will also provide the programs and billets available to officers with PRDs of October 2021 to September 2022. As a reminder, a signed Department Head Retention Bonus (DHRB) contract is NOT required to apply to the TMB, but officers will be required to provide a contract when/if they accept a billet or nomination to a program. If you have any questions, please contact your detailer.
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 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!

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 that 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. 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 short 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 plenty of options that will support your career timing to department head school.

Crew members of USS JOHN FINN (DDG 113) “Stand Fast and Fight” despite the cold sea spray
Greetings from Millington! I’m LCDR Cait Cunningham and I have relieved LCDR James Koffi as the SWO 1DH Detailer. I want to thank James for all the great work he did during his time here at PERS-41 and wish him the best of luck as he moves to his next assignment on the Joint Staff.

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 have 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 or staying in your comfort zone. The relationships that you will build will be life changing and the things you will learn about processes and yourself will be empowering and incredibly rewarding.

Second, you can expect to be well prepared and thoroughly trained for this important job. During your Shore Tour, you will be assigned a DH Class and send in preferences for your first DH slate (you will know your first DH tour billet approximately 3 months before commencing DH school). You will attend 6 months of excellent DH training at SWSC, instructed by the top SWOs and civilians we have in the Navy, followed by 3-9 months of tactical training depending on your billet and platform.

About halfway through DH School, I will visit your DHC in person for two full days or virtually for a week and provide the following:
- Community Brief to get you up to speed with all that has changed in the fleet
- FITREP Brief to discuss how to increase opportunities to select for milestones (DH, Early CMD, 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 TAD 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 individually answer any other DH or career related questions

Third, you can receive a bonus of up to $105,000 for 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 Slate Timelines (Starting with DHC 265 adjusted to shifting DH slate preferences released to 4 months prior to the start of DH School and the approved slate released 3 months prior the start of DH School)
- Pre-DH FAQs ( MK VI Early Command Served officers will have a point added to their DH Slate Rankings)

PERS-412 DH Website Link:

Know your lineal number! You can find it on your ODC or in NSIPS. Due to delayed FY-21 Statutory Board results release, the FY-22 promotion zone NAVADMIN will be released in two separate messages. The FY-22 O-4 zone will be released by the end of FY-21 Q2. The NAVADMIN sets the senior and junior eligible ‘in-zone’ lineal range 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 O-4 promotion board. Should you have any questions about your lineal number and O-4 board eligibility, contact the 1DH Detailer, LCDR Cait Cunningham at (901) 874-3890.

The key to O-4 promotion is sustained superior performance at sea. DH FITREPs should highlight leadership and tactical abilities and speak to the ability to serve in Command and beyond. In addition to advanced qualifications (EOOW and TAO), earning a CDR CMD recommendation in BLK 40 sends the clear signal that you are a future SWO leader and warrant promotion.

If you are eligible for this next year’s O-4 promotion board and will not receive an observed DH FITREP prior to the board convening date, your CO may submit a Special FITREP even if you have been onboard for less than three months (SUPERSINST 1610.10E Change One). If you find yourself in this position after confirming board eligibility, contact the 1DH Detailer for assistance.

FY-22 Surface Warfare Department Head Screen Board – 19 July 2021

The Surface Department Head Screening Board will convene to 19-30 July 2021. The timely submission of latest FITREPs are CRITICAL to your success at the board. Eligible and bank officers should review their records for completeness to ensure there are no FITREP gaps greater than 90 days, and that all awards and qualifications are correctly displayed in your OSR. If you cannot update your record in time for the board, you are encouraged to submit electronic Letters to the Board with the necessary documentation via BOL. The keys to an officer screening for Department Head are completion of a SWO qualification, consistent FITREP Block 40 DH Afloat recommendations, and superior performance documented in individual trait averages (relative to RSCA). We left a number of talented YG17 officers unscreened last year due to increased selectivity. The correspondence due date is 10 days prior to the convening date of the DH Board. Contact SWO_DH.fct@navy.mil if you have any questions.

Details:
1. This year's board will review the records of YG 16 (3rd and final look), YG 17 (2nd look), and YG 18 (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. Officers are afforded the opportunity to request a delayed look. This is for officers who are disadvantaged due to a unique circumstance; late additions to the SWO community, LIMDU, operational deferments, etc. An approved delay look allows another year of at sea performance to occur prior to their next respective look. Determination of disadvantage is a board decision; therefore, approval of a delayed look request is not guaranteed.
4. Officers not screened for DH after the third look will be considered for separation or re-designation through the Probationary Officer Continuation and Redesignation (POCR) Board.
5. Last year’s DH 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.
Stats from the FY-21 DH Board

1st Look (YG 17)  
66% selection (475/717)

2nd Look (YG 16)  
59% selection (124/210)

3rd Look (YG 15)  
46% selection (36/78)

There were 100 additional SWO qualified eligible officers compared to previous boards based on the board convening COVID delay from May to September.

Don’t forget that the FY-22 DH Screening board convenes 19 July 2021!

2nd Tour Department Heads

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. Assigning DH Class assignments up to YG15.

Shift to 2DH Detailer or Nuke: Approximately 9 months into your 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 2 DH Schedule and Info Sheet on PERS-412 Department Head website for more information.

Shift to LCDR Detailer: Approximately 7 from the completion of 2DH Tour.

Greetings from the 2DH and Early Command Detailer seat! My name is Dan Stayton and I recently relieved LCDR Matt Faulkenberry. I am coming from my tour on USS THE SULLIVANS (DDG 68) as the WEPS/CSO. I look forward to working with you all and stand ready to take your calls, answer your questions, and provide you with the best detailing experience!

DH Career Path Updates

The shift to PTO 2DH billet will be complete this year. 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 and are eligible for spot promotion. The experience and continuity that a three-year CHENG brings to the fight necessitates this longer tour.

PERS-41 began a pilot program for a small number of officers to roll from a 24-month DH tour to a CDS or CPR billet. Officers are selected during 2DH slating and fill squadron billets prioritized according to deployment schedule. Criteria for consideration include:
- Sought out by Commodore or Deputy Commodore
- Recommended by CO for the pilot program
- Qualified EOOW and TAO at time of 2DH slating
- Quality operational time as recommended by CO
- Complete 24 months of assigned 1DH tour
- Nuclear officers not eligible due to PA tour requirement
- MCM OPS not eligible

OPPORTUNITIES ARE ABUNDANT FOR SWOs TO COMMAND AT ALL LEVELS!

USS TORNADO (PC 14) releases her batteries with “Focused Precision” in the Caribbean Sea

Congratulations to those officers selected during the recent Early Command board!

<table>
<thead>
<tr>
<th>Name</th>
<th>Current Command / Billet</th>
</tr>
</thead>
<tbody>
<tr>
<td>LCDR Ryan Andrews</td>
<td>CG 54 ANTIETAM / OPS</td>
</tr>
<tr>
<td>LT Grant Barrett</td>
<td>DDG 90 CHAFEE / ENG</td>
</tr>
<tr>
<td>LT Peter Bue</td>
<td>LSD 50 CARTER HALL / OPS</td>
</tr>
<tr>
<td>LCDR Ryan Campbell</td>
<td>DDG 90 CHAFEE / PTO</td>
</tr>
<tr>
<td>LT Thomas Dresser</td>
<td>DDG 79 OSCAR AUSTIN / CSO</td>
</tr>
<tr>
<td>LCDR Chase Harding</td>
<td>DDG 89 MUSTIN / CSO</td>
</tr>
<tr>
<td>LCDR Shawn Henry</td>
<td>DDG 75 DONALD COOK / PTO</td>
</tr>
<tr>
<td>LCDR David Ingel</td>
<td>DDG 69 MILIUS / CSO</td>
</tr>
<tr>
<td>LT Raymond Piana</td>
<td>LSD 48 ASHLAND / OPS</td>
</tr>
<tr>
<td>LT Michael Pires</td>
<td>LPD 17 SAN ANTONIO / OPS</td>
</tr>
<tr>
<td>LT Robert Reichardt</td>
<td>DDG 58 LABOON / OPS</td>
</tr>
<tr>
<td>LT Joshua Roaf</td>
<td>CG 62 CHANCELLORSVILLE / WEPS</td>
</tr>
<tr>
<td>LT Travis Turner</td>
<td>DDG 111 SPRUANCE / ENG</td>
</tr>
</tbody>
</table>
### Post-Division Officer

<table>
<thead>
<tr>
<th>Name</th>
<th>Current Command / Billet</th>
</tr>
</thead>
<tbody>
<tr>
<td>LT Morgan Bingle</td>
<td>DDG 65 BENFOLD / NAV</td>
</tr>
<tr>
<td>LT Austin Boonyachai</td>
<td>DDG 61 RAMAGE / DCA</td>
</tr>
<tr>
<td>LT Jacob Morris</td>
<td>DDG 98 FORREST SHERMAN / TRO</td>
</tr>
<tr>
<td>LT Johnpaul Mulligan</td>
<td>DDG 55 STOUT / FCO</td>
</tr>
<tr>
<td>LTJG Madina Petashvili</td>
<td>DDG 116 THOMAS HUDNER / NAV</td>
</tr>
<tr>
<td>LT Peter Schultz</td>
<td>CG 54 ANTIETAM / MPA</td>
</tr>
</tbody>
</table>

The next Early Command Board will occur with the Department Head Board, week of 19 July. If you are interested, please contact: LCDR Dan Stayton at: swo_dh.fct@navy.mil.

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) and PC (CO)!

**NEXT EARLY COMMAND BOARD: 19 July 2021**

Applicable Reference:
CNSFINST 1412.7 SWO Career Manual, Chapter 5
Greetings from PERS-413 – Surface Placement!

Happy New Year to the Greatest Surface Fleet! We have a lot of new team members and structural changes within Placement.

- LCDR Brittany Kaluscak arrived from ATG SD relieved LCDR Rob Floyd as Atlantic CRUDES Placement. When CDR AC Wood departed, she also assumed the role of Pacific CRUDES Placement. Fair winds to CDR Wood who is en route USS THE SULLIVANS (DDG 68) as XO/CO!
- LCDR Donny Northrup relieved LCDR Jared Carlson as LCS/MCM/PC Placement. LCDR Northrup comes to use from DESRON 23, where he completed a tour as the N4.
- LCDR Mike Walker relieved LCDR Stephan Lubosch as Amphib Placement. LCDR Walker just finished his stellar OPS tour in USS NEW ORLEANS (LPD 18).
- LCDR Lubosch assumed a newly established role as Executive Placement Officer. In this role, he oversees and writes all training tracks for XO Afloat, XO/CO, and MCOs and for New Accession Officers.
- For the XOs in the seat, our hope and plan was that this was transparent as your placement officer is still there to answer your questions and coordinate officer manning. I am standing by for your feedback.
- I am LCDR Kevin Walter. I relieved CDR Jason Horning in October, who departed to head to his command tour in USS TRUXTUN (DDG 103).
- Fair winds to CDR Horning, CDR Wood, LCDR Carlson, and LCDR Floyd. Thanks for your leadership and dedication to the Surface Fleet!

COVID Impacts: If you are not an XO, you have orders in hand, and think that something may not be right (e.g., is a ROM needed?) please reach out to your detailer to ask the question! For the XOs, the placement officers can help to answer those questions on behalf of your officers.

Can “X” course be removed so that this officer can arrive sooner?
The bar for this is high and that bar is usually an operational requirement. Please review the Billet Specialty Training (COMNAVSURFORINST 1211.3) to details on the requirements for training and waiver questions.

AMSL / LORTARP / BSC Changes
In the last newsletter, CDR Horning touched on the LORTARP / AMSL. Please continue to update your LORTARP and coordinate with your Placement Officer any changes. In the event there are BSC shifts for a certain command, the officer does not automatically shift to the new BSC. The Placement Officer and XO will work together to resolve this using old AMSLs and the LORTARP.

LCDR Kevin Walter
PERS-413

Placement Officers
Branch Head
CRUDES
AMPHIB/MSC
DESRON/LCS/MCM/PC/RIVGRU
EXECUTIVE

LCDR Kevin Walter
LCDR Brittany Kaluscak
LCDR Mike Walker
LCDR Donny Northrup
LCDR Stephan Lubosch
kevin.w.walter@navy.mil
brittany.kaluscak@navy.mil
michael.a.walker13@navy.mil
donald.s.northrup1@navy.mil
stephan.a.lubosch1@navy.mil
Greetings from the Fantail!
Happy Holidays to you and your families! I am deeply appreciative of you and your families’ sacrifice and patience as we work to continue to serve with excellence during such challenging times. It is a testament of what we as LDOs and CWOs bring to the fight. The COVID-19 challenge is not over yet. I encourage you to continue being the leaders our Sailors and young Officers need to see.

The following are updates and insights that you need to know as we navigate this crisis: PRDs, the order approval process, detailing 101, recent promotion results and trends, and last but not least...What is your role in all of this!

Lastly, I encourage each of you to continue to strive for excellence at the tip of the spear! Our support to the URL/RL communities is critical for mission success at sea! Hooyah Mustangs!

Hail & Farewell

Admin/Security Detailer:
LT Marina Novakovich joins us from COMNAVAIRPAC as Assistant Flag Secretary, relieving LCDR Christopher Johnson. LCDR Johnson assumed duties as OPNAV N3N5 Flag Secretary.

Operations/Deck Detailer:
LCDR Jason Race joins us from USS HARRY S. TRUMAN as 1st LT, relieving LCDR Christopher Smith. LCDR Smith is enroute to his Assistant OPS tour onboard USS IWO JIMA.

Engineering Detailer:
LCDR Johnny Stevenson joins us from USS GUNSTON HALL as Chief Engineer, relieving LCDR Jeffrey Hanson. LCDR Hanson has assumed duties as Executive Officer of NSFA Chantilly.

When you see these Officers in the fleet, congratulate them on a job well done! They stayed the course and provided top notch customer service during one of the most challenging times here at PERS. You were their #1 priority.

COVID-19 Update

COVID-19 has presented us with an almost daily changing environment. As we navigate through the pandemic, course dates are changing, the requirement of Restriction of Movement (ROM) and negative COVID testing for travel has impacted some timelines being pushed to the right. Some of these changes are happening while our officers are in execution of their orders. This has caused PRDs to shift right and some officers may be required to remain on station longer than expected. In some cases, we are pulling officers from shore duty early to fill gaps created at sea. Our goal is to get you relieved as close to on time as possible, and give you as much advanced notice on changes as we receive the updates. All NAVADMINS related to COVID-19, and ROM are posted on the NPC website: https://www.public.navy.mil/bupers-npc/reference/messages/NAVADMINS.

Order Release

There has been more churn as COVID changes occur. We would love to be a one stop shop in getting your orders a year out. Unfortunately, that’s not the case. Once you are penciled into your next job, your orders are proposed into a routing database that pushes your orders through about six different offices
depending on your status. If you're EFM, COLO, Overseas to Overseas, they require review from additional desks. Currently, due to budgeting, orders are authorized to be released 3-4 months prior to your detachment month. They will be released once they have passed all required desks and meet the releasing authority timeline.

**Detailing Process**

I encourage each of you to discuss your career desires early with your detailer. They are your advocate and will assist in keeping your career on track while helping balance the needs of the Navy and of your family. As a sea service our milestones are at sea – if you are on shore duty your detailer will seek to place you into your next milestone afloat. If you are finishing a tour at sea then we’ll work to offer you the next priority tour for your paygrade.

Our ranks are in high demand across the waterfront and globe, and we value your ability to remain world-wide assignable – supporting the war fighter at sea. We seek to provide a transparent and predictable detailing process that will give you the best opportunity for continued success among our ranks.

**Statutory and Administrative Boards**

**Statutory Boards**

FY22 Board Schedule

[https://www.public.navy.mil/bupers-npc/boards/selectionboardsupport/Pages/FY22-Board-Schedule.aspx](https://www.public.navy.mil/bupers-npc/boards/selectionboardsupport/Pages/FY22-Board-Schedule.aspx)

Revised Competitive Categories (RCC). As a reminder, promotion categories are now conducted by Revised Competitive Categories, which began for FY-21 statutory selection boards. Understand more by reading about LDO/CWO promotions at the following link:

[https://www.public.navy.mil/bupers-npc/officer/communitymanagers/active/ldo_cwo/Pages/Promotion.aspx](https://www.public.navy.mil/bupers-npc/officer/communitymanagers/active/ldo_cwo/Pages/Promotion.aspx)

Congratulations to all FY-21 Surface LCDR, CWO5 and CWO4 Selectees! This is a significant achievement and milestone in their naval career…Well Done!! Selection board results and statistics can be viewed at the following locations:

**FY21 O4 Board:**  

**FY21 CWO5 Board:**  

**FY21 CWO4 Board:**  

**Administrative Screening Boards**

**Major Command and Commander Command Board**

Congratulations to our FY22 Major Command and Commander Command selects! Job well done!! Selection results can be found at the following location:

[https://www.public.navy.mil/bupers-npc/boards/screenboards/surface_specops_specwar/Pages/default.aspx](https://www.public.navy.mil/bupers-npc/boards/screenboards/surface_specops_specwar/Pages/default.aspx)
LDO Command Ashore Qualification

To be eligible for Commander Command and Major Command tours you must first have completed the Command Ashore Qualification and screened for those respective boards. LDOs should strive to complete their Command Ashore prerequisites before they zone for Commander. Your first opportunity at screening is the Commander Command board that succeeds the statutory Commander Selection board.

Officers must complete the qualification and be awarded the 2D1 AQD prior to the Commander Command screening board.

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.

Managing Your Role

What is my role in all of this you ask? The following are some nuggets of wisdom you should be managing your career by:

1. Learn and understand your community values. These are updated annually and approved by SECNAV. Your detailer uses these values to determine your next tour and they are also what the selection boards are briefed on when the promotion board convenes. You should already know what to expect when you call your detailer.

   Community Values:
   https://www.public.navy.mil/bupers-npc/boards/activedutyofficer/Pages/CommunityBriefs.aspx

   Career Pattern Sheets:

2. Keep your record updated. Use the time that you’re in your orders negotiation window to send any AQD updates to your detailer. Request that your detailer give you a rundown on what your record needs based on the last promotion board trends.
3. Last and certainly not least. FOCUS ON THE MISSION! If you are performing well in every assignment, hitting the required milestone tours and it’s all documented, you have done all of what the community has asked of you and are in line for best promotion opportunity!

Road Shows
With the ongoing COVID-19 pandemic, all PERS 414 Roadshows have been postponed until further notice. Once we have successfully navigated the COVID-19 pandemic, we will schedule road shows to engage the fleet one on one. We look forward to meeting you face to face. All new candidates and spouses are encouraged to attend the briefs and the socials!

LDO/CWO Detailers

<table>
<thead>
<tr>
<th>Branch Head</th>
<th>CDR Cassius Farrell</th>
<th><a href="mailto:cassius.a.farrell@navy.mil">cassius.a.farrell@navy.mil</a></th>
</tr>
</thead>
<tbody>
<tr>
<td>Admin/Security</td>
<td>LT Marina Novakovich</td>
<td><a href="mailto:marina.m.novakovich@navy.mil">marina.m.novakovich@navy.mil</a></td>
</tr>
<tr>
<td>Deck/Operations</td>
<td>LCDR Jason Race</td>
<td><a href="mailto:jason.e.race@navy.mil">jason.e.race@navy.mil</a></td>
</tr>
<tr>
<td>Engineering</td>
<td>LCDR Johnny Stevenson</td>
<td><a href="mailto:johnny.l.stevenson1@navy.mil">johnny.l.stevenson1@navy.mil</a></td>
</tr>
<tr>
<td>Combat Systems</td>
<td>LCDR Carlos Veasley</td>
<td><a href="mailto:carlos.a.veasley@navy.mil">carlos.a.veasley@navy.mil</a></td>
</tr>
</tbody>
</table>

As always, I encourage you to share this newsletter with your fellow Mustangs.

CDR Cassius Farrell
Branch Head, Surface LDO/CWO Assignments (PERS 414)
Greetings from the Full-Time Support SWO Detailers!

-- Congratulations to our Fall FY-21 FTS SWO selects!

  LCDR Joshua Duvall   LCDR Sean Harney
  LCDR Nicholas Hieber  LT Rebecca Holman
  LCDR Brian Matic     LT Adam Uboldi
  LCDR Steven Whatley

-- 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 Matt Busse – NOSC Columbus, OH
  CDR (select) Craig Richardson – NOSC Pittsburgh, PA
  CDR Robert Danielson – NOSC Charlotte, NC
  LCDR Jhon Alcide – NOSC Chreveport, LA
  LCDR Jujuan Bonner – NOSC Harrisburg, PA
  LT Dustin Trimble – NOSC Green Bay, WI

-- FTS SWOs in the Fleet:
Congratulations to the following FTS Officers for screening for SWO milestone tours.

  CAPT Joseph Droll – Major Command Ashore   CAPT Tonrey Ford – Major Command Ashore
  CAPT Jon Rigby – Major Command Ashore

  CAPT (sel) Patrick German – Major Command Afloat
  CAPT (sel) Todd Peters – Major Command Afloat

  LCDR Sean Hurley – CO Afloat   LCDR Marvin Jones – CO Afloat
  LCDR Elizabeth McGuinnis – CO Afloat

  LCDR Nicholas Smith – XO Afloat   LCDR Amanda Miller – XO Afloat
  LCDR Michael Scancella – XO Afloat   LCDR George Roth – XO Afloat

Your Detailers:

  O5 and above   CDR Tyrone “Ty” Bush   (901) 874-3978   tyrone.bush@navy.mil
  O4 and below   LCDR Casey Travis   (901) 874-4158   casey.j.travis@navy.mil
Lateral Transfer FAQs

What exactly is a “lateral transfer,” anyway? A lateral transfer is a change in designator through administrative board action upon the request of a member. It differs from automatic change of designator which can occur through a change in qualification status (i.e. from 1160 to 1110 when you earn your pin), and POCR (Probationary Officer Continuation/Redesignation), which may result in an involuntary change of designator based on inability to remain in the current designator. Failing to qualify SWO, de-screening SWO or DH, and failure to screen DH are all common reasons to POCR. SWOs choose to lateral transfer into other communities when they feel they are qualified for and would benefit the other community, and they would prefer to serve in the other designator.

How do I lateral transfer? BUPERS-3 holds two Active Component Lateral Transfer/Redesignation boards annually (FEB and AUG). A NAVADMIN announces the board convening and publishes a deadline for submission of lateral transfer packages to the head recorder. Packages vary, but all must contain a letter request from the member and an endorsement from the member’s commanding officer or equivalent, and may also require proof of qualification for the position(s) requested and recommendations from members of the desired community to take you onboard. The package is analogous to a job application and interview. There are generally more applicants for lateral transfer than available billets in other communities.

How do I improve my chances of selection? There are many factors for being selected. The most important factor is being the “best and fully qualified” candidate. Check with the community you intend to join, including the gaining Officer Community Manager (OCM). Tailor your package to successfully sell your skills. If you can develop some experience with the community through TAD or other assignment, a recommendation from a senior officer in the gaining community goes a long way, assuming you are already qualified for the position. Also, if you listed a community below your first (or sometimes second) choice, the gaining OCM may not think you are motivated to join that community.

I did all that…why didn’t I get selected?! Could be a few things. You might have had a fantastic package, but the gaining community didn’t have an available “quota in” for your year group. If they are already at or above their authorized end strength for your year group, they won’t even look at you. Similarly, if the SWO community is below target strength for your year group, or we are lacking DH commitments from your year group, we may not have sufficient “out quotas” at the board. Third, your timing within the SWO community may preclude selection by another community. If you are slated to or under orders to a tour with significant or hard-to-schedule training en route, or if you just arrived at your duty station, we will require you to complete the assigned tour, and the gaining community will not want to wait for you if another candidate can start earlier. Lateral transfer is used to tailor community force structures, not individual careers. If the community you want into is already the correct size, they just don’t need you.

What other advice can you give me about this? Two key ideas. First, be patient. It is not unusual for officers to submit multiple lateral transfer packages before selection. Your career timing may not work for you, or the gaining community may not have opportunity, but six months later the circumstance could be different. Finally, don’t burn your bridges. If a lateral transfer remains unavailable to you, you might consider remaining part of the world’s greatest surface force. Continue to grow where you are planted in order to ensure your success as a SWO!
**PERS-41 Contact Information**

**PERS-41**
Director  
CAPT Kevin Kennedy  kevin.m.kennedy2@navy.mil

41A  
Deputy / CAPT Detailer  
CAPT Ben Oakes  benjamin.w.oakes@navy.mil

41A2  
41 Human Resources Assistant  
Mr. Stephen Armstrong  stephen.armstrong@navy.mil

41B  
Assistant Director  
LCDR Jared Carlson  jared.l.carlson@navy.mil

41C  
CAPT Detailer  
LCDR Jason Garfield  jason.m.garfield@navy.mil

41M  
Metrics  
LCDR Rob Floyd  robert.floyd1@navy.mil

41S  
Strategic Communications  
VACANT

41N  
Surface Nuclear Placement  
CDR Craig Trent  craigl.trent@navy.mil

41N1  
Surf Nuc Community Mngr  
LCDR Cory Hardy  corwin.hardy@navy.mil

**PERS-410/411**
CDR/LCDR Branch Head  
CDR Alex Mamikonian  alexander.s.mamikonian@navy.mil

410A  
PCC/Human Resources Specialist  
Ms. Lucille Jones  lucille.n.jones@navy.mil

410B  
CDR CMD Detailer  
LCDR Tom Brewer  thomas.k.brewer@navy.mil

411A  
CDR/LCDR Detailer A-F  
LCDR Ron Jenkins  ronald.jenkins3@navy.mil

411B  
CDR/LCDR Detailer G-M  
LCDR Sarah Lynch  sarah.lynch1@navy.mil

411C  
CDR/LCDR Detailer N-Z  
CDR Kris Tester  kristofer.test@navy.mil

411M  
Human Resources Assistant  
Ms. Sherray Bailey  sherray.bailey@navy.mil

**PERS-412**
JO Branch Head  
CDR Rosie Goscinski  rose.a.goscinski@navy.mil

412A  
JO Shore Coordinator  
LCDR Anna Hall  annajoy.l.hall1@navy.mil

412B  
JO Sea Coordinator  
LCDR R.J. DaPrato  richard.j.daprato@navy.mil

412F  
Divo Detailer T-B  
LT Jack Larson  jonathan.m.larson@navy.mil

412H  
Divo Detailer C-G  
LT SamCromer  samantha.r.cromer@navy.mil

412I  
Divo Detailer N-S/POCR  
LT Zack Enix  zachary.enix@navy.mil

412K  
Divo Detailer H-M  
LT Andrew Spilling  andrew.spilling@navy.mil

412M  
1st Tour DH Detailer  
LCDR Cait Cunningham  caitlin.e.cunningham@navy.mil

412N  
SWO(N) Detailer  
LCDR Rhett Gilman  rhett.n.gilman@navy.mil

412O  
SWO(N) ENS/USNA/OCS/ROTC  
LT Noelle Kaufmann  noelle.kaufmann@navy.mil

412S  
2nd Tour DH Detailer  
LCDR Dan Stayton  daniel.f.stayton@navy.mil

412T  
Human Resources Specialist  
Ms. Robbie Richard  roberta.richard@navy.mil

412Y  
Human Resources Assistant  
Ms. Keely Henderson  keely.henderson@navy.mil

**PERS-413**
Placement Branch Head  
LCDR Kevin Walter  kevin.w.walter@navy.mil

413A  
CRUDES  
LCDR Brittany Kalusca  brittany.kalusca@navy.mil

413E  
CDS/LCS/PC/MCM/RIVRON  
LCDR Donny Northrup  donald.l.northrup1@navy.mil

413F  
AMPHIB/MSC  
LCDR Michael Walker  michael.a.walker13@navy.mil

413X  
Executive/New Accession  
LCDR Stephan Lubosch  stephan.a.lubosch1@navy.mil

**PERS-414**
LDO Branch Head  
CDR Cassius Farrell  cassius.a.farrell@navy.mil

414A  
Security/Admin Detailer  
LT Rina Novakovitch  marina.m.novakovitch@navy.mil

414B  
OPS/Deck Detailer  
LCDR Jason Rice  christopher.r.smith9@navy.mil

414C  
Engineering/Repair Detailer  
LCDR Johnny Stevenson  johnny.l.stevenson1@navy.mil

414D  
Ordnance/Electronics  
LCDR Carlos Veasley  carlos.a.veasley@navy.mil

414S  
Human Resources Assistant  
Mr. Ed Dodrill  edward.a.dodrill@navy.mil

**PERS-415**
NSW Detailer  
CAPT KD King  vincent.d.king@navy.mil

415B  
NSW Mil Admin Assistant  
LCDR Tom Groark  thomas.groark@navy.mil

415B1  
NSW JO Detailer  
LT Zach Johnson  zachary.t.johnson1@navy.mil

**PERS-416**
EOD Detailer  
CDR Jeff Lavery  jeffrey.lavery@navy.mil

416A  
Human Resources Assistant  
Ms. Karen Rublaitus  karen.rublaitus@navy.mil

416B  
EOD JO Detailer  
LT Ryan Wheeler  ryan.wheeler@navy.mil

**PERS-46B**
FTS Surface Branch Head  
CDR Tyrone Bush  tyrone.bush@navy.mil

46D  
FTS Surface JO Detailer  
LCDR Casey Travis  casey.j.travis@navy.mil

**BUPERS-311**
SWO Community Manager  
CDR Aaron Demeyer  aaron.p.demeyer@navy.mil

**PERS-441**
DC Placement  
CAPT Ryan O’loughlin  patrick.r.oloughlin@navy.mil

---

**January 2021**