

# Newsletter

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Website: <http://www.npc.navy.mil/bupers-npc/officer/Detailing/surfacewarfare/Pages/default.aspx>  
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## From the Bridge

Happy Holidays from Millington!

As we close out the deck logs on an outstanding year it is important to take time to reflect on all that we've accomplished - the nautical miles traveled, evolutions conducted, and for those of us ashore - we remember those shipmates standing the watch home and abroad. We are eternally grateful for your sacrifices this holiday season.

I relieved RDML Cooper in July and am ecstatic to be at the

helm of this awesome organization. I look forward to continuing implement the initiatives he championed and find new ways to better serve the Fleet.

It was a big year for our prospective SWOs - efforts like the Midshipman early ship selection initiative, the incorporation of video chat during NROTC fall ship selection, and the "SWO Future Leader Spotlight" on social media - have set an overwhelmingly positive tone for those about to enter the Fleet – influencing our future leaders before they even report aboard!

Talent Management continues to be one of our hottest trending topics. With awesome opportunities like Fleet Scholar Education Program and SECNAV Tours with Industry placing our most talented young Officers at institutions such as Harvard and at companies such as Apple and LinkedIn we gain valuable, force multiplying skills that are an investment in our community's future.

Our prospective Department Heads also saw big changes as DHRB came online last September, paying up to \$105,000 to first look Department Head screeners and a variety of manning initiatives placed more of our Department Head experience leading ships at sea.

It has never been a better time to be a SWO! Happy Holidays from the team here at PERS-41! It is my pleasure to serve the world's finest Surface Fleet!

Rick Cheeseman

PERS-41

# PERS-41A Captains

## Updates from Millington

As we get ready to close out 2016, we want to take the opportunity thank the YG 87 Captains for their service to our Navy and our Surface Community for the past 30 years. As we look into the future, we have many opportunities & O6s remain in high demand throughout the globe.



## FY-18 Surface Major Command Board

45 of 156 SWOs screened for SWO Major Command and 1 of 3 SWOs screened for Acquisition Corps Major Command. As always, proven and sustained superior performance in Commander Command was the primary consideration. Joint experience, IA/GSA assignments, and potential for future contributions following Major Command all proved to be significant factors. The following factors provided the best opportunity to screen for Major Command and they have been a consistent theme for SWO Major Command selection:

- Performance as a Commanding Officer in Commander Command was the primary factor influencing screening.
- For those who did not have hard breakouts during their Commander Command tour, post Command at sea tours (FDNF, Strike Group Staff, Fleet, and other afloat units) weighed significantly.
- Challenging assignments, particularly performance in significant community jobs (TYCOM, OPNAV, SWOS, BUPERS, etc.) played in selection.
- Joint education and tour assignments were factors considered by the board.
- Experience and skillsets that could be applied to post Major Command tours were also a factor.
- IA and GSA assignments were positively viewed by the board.
- Command achievements (e.g., significant operational achievements, Battle E, other TYCOM and Fleet Awards, etc.) were discriminators.

## FY-18 SWO Overall Board Statistics

- 28.8% (45 of 156) Screened for SWO Major Command
- 33.3% (1 of 3) Screened for SWO AC Major Command
- 26.7% (8 of 30) Diverse
- 36.4% (4 of 11) Female
- 25.0% (3 of 12) Nuke
- 13.8% (4 of 29) served/serving on IAs
- 36.7% (36 of 98) CRUDES CDR CMD
- 17.6% (3 of 17) AMPHIB CDR CMD
- 41.7% (5 of 12) LCS CDR CMD
- 3.1% (1 of 32) CO-SM
- 33.3% (1 of 3) FTS

## Current Duty Station for the 45 SWO Major and 1 SWO AC Major Selects:

- |  |                               |
|--|-------------------------------|
| - 6 are serving at OPNAV               | - 1 is serving at NSMWDC      |
| - 5 are serving on Strike Group Staffs | - 1 is serving at COMTHIRDFLT |
| - 3 are serving at AFLOATRAGRU         | - 1 is serving at COMFIFTHFLT |
| - 3 are serving at CNSP                | - 1 is serving at COMSIXTHFLT |
| - 2 are serving at JCS                 | - 1 is serving at COMPACFLT   |
| - 2 are serving as Reactor Officers    | - 1 is serving at EUCOM       |
| - 2 are serving at OSD                 | - 1 is serving at PACOM       |
| - 2 are serving SWOS                   | - 1 is serving at CENTCOM     |

## PERS-41A Captains

### **Current Duty Station for the 45 SWO Major and 1 SWO AC Major Selects (CONT):**

- 1 is serving at CNSL
- 1 is serving in LHD
- 1 is serving at Engineering Assessments
- 1 is serving at JTAMDO
- 1 is serving at NPC
- 1 is serving at CHNPERSUP WASHDC
- 1 is serving in Legislative Affairs
- 1 is serving at NSC
- 1 is serving at a Program Office
- 1 is serving at MDA Dahlgren
- 1 is serving at Naval Leadership School
- 1 is serving in a FEF
- 1 is serving at USNA

## **Greetings and Happy New Year from PERS-410!**

I would like to congratulate all of our new CO and XO selects from December's board -- you each have extremely challenging and exceptionally rewarding tours forthcoming – sail safe and lead your Sailors well!

## **FY-18 Surface Commander Command Board (12-16 December)**

The FY-18 Surface Commander Command Board concluded on 16 December and included very competitive records across all cohorts. The Board had the difficult task of picking the best and most qualified Officers from a highly competitive group. For 1110/1117 SWOs, this board marked the first look for command for PYG-14 (promotion year group to LCDR), the second look for PYG-13, and the third & final look for PYG-11 officers previously selected as XO Afloat or XO Special Mission. For LDOs, this board marked the first look for command ashore for PYG-17 (promotion year group to CDR) and second look for PYG-16.

### **First Look – PYG-14**

From an initial group of 158 first-look officers, of which 118 (75%) were Command Qualified and eligible for Command on their first look:

- 39 Officers selected for Command Afloat
- 5 of the 39 Officers selected for Command were also identified as Surface Acquisition Corps Candidates. These Officers will be assigned a Flag AP mentor and encouraged to consider applying for selection into the Acquisition Corps.

### **Second Look – PYG-13**

From a group of 107 second-look officers, in which 73 (68%) were Command Qualified and eligible for Command on their second look:

- 17 Officers selected for Command Afloat
- 3 of the 17 Officers selected for Command were also identified as Surface Acquisition Corps Candidates. These Officers will be assigned a Flag AP mentor and encouraged to consider applying for selection into the Acquisition Corps.
- 28 Officers selected for Executive Officer Afloat
- 21 Officers selected for Executive Officer Special Mission

### **Third Look – PYG-11**

From an initial group of 65 third-look officers, in which 45 (69%) were Command Qualified and eligible for Command on their third look:

- 10 Officers selected for Command Afloat
- 10 Officers selected for Command Special Mission

### **Limited Duty Officers**

From a group of 22 Command Qualified Limited Duty Officers, 12 were selected for Command Ashore.

## PERS-410/411 – PCC / CDRs / LCDRs

### FY18 SWO Commander Command Board Rates (ALL Selects, both CO and XO, Afloat or SM):

|                           |                             |
|---------------------------|-----------------------------|
| <b>Overall</b>            | - <b>46.3% (125 of 270)</b> |
| *CMD Afloat Rate          | - 28.0% (66 of 236)         |
| Diverse                   | - 37.3% (25 of 67)          |
| African American          | - 38.9% (14 of 36)          |
| Asian                     | - 62.5% (5 of 8)            |
| Native HI/Other Pac Isl   | - 0% (0 of 2)               |
| American Indian/AK Native | - N/A (0 of 0)              |
| Multi-Racial              | - 50.0% (1 of 2)            |
| Hispanic                  | - 25.0% (5 of 20)           |
| White                     | - 47.3% (97 of 205)         |
| Race Not Specified        | - 47.1% (8 of 17)           |
| Females                   | - 30.3% (10 of 33)          |
| Nuclear trained           | - 65.6% (21 of 32)          |

### Other SWO Statistics (All Selects, CO and XO)

|                                  |                      |
|----------------------------------|----------------------|
| FTS                              | - 45.5% (10 of 22)   |
| Have served on an IA/GSA         | - 42.2% (27 of 64)   |
| Have served at OPNAV             | - 50.0% (18 of 36)   |
| Have served at NPC/BUPERS/CNP    | - 78.9% (15 of 19)   |
| Have served at TYCOM             | - 51.6% (16 of 31)   |
| Have served in Early Command     | - 71.0% (22 of 31)   |
| * CMD Afloat Rate                | - 71.0% (22 of 31)   |
| Selectees with a Master's Degree | - 45.8% (103 of 225) |
| Selectees with JPME Phase I      | - 49.4% (87 of 176)  |

### FY18 LDO Commander Command Board Rates

|                         |                    |
|-------------------------|--------------------|
| Overall                 | - 54.5% (12 of 22) |
| Diverse                 | - 44.4% (4 of 9)   |
| African American        | - 50.0% (4 of 8)   |
| Native HI/Other Pac Isl | - N/A (0 of 0)     |
| Hispanic                | - 50.0% (1 of 2)   |
| White                   | - 57.1% (8 of 14)  |
| Race Not Specified      | - N/A (0 of 0)     |
| Females                 | - N/A (0 of 0)     |

## PERS-410/411 – PCC / CDRs / LCDRs

### Current Duty Stations for the 76 Command Selects:

- 15 are serving as Executive Officers Afloat
- 8 are serving at NPC
- 8 are serving in Early Command
- 7 are serving at OPNAV
- 7 are serving on Fleet Staffs
- 5 are serving as DH/XO-SM on LHD/A or CVN
- 4 are serving on TYCOM Staff
- 3 are serving at SWOS
- 3 are serving at NSMWDC / NSMWDC Detachments
- 3 are students at a War College
- 2 are serving at ATG
- 2 are serving on the Joint Staff
- 2 are serving on a CTF Staff
- 1 is serving at CNSG MIDPAC
- 1 is serving at CPF NPEB
- 1 is serving on an ESG Staff
- 1 is serving at FFC NPEB
- 1 is serving at NLEC
- 1 is serving at NNPTC
- 1 is serving at SEALOGLANT OPS

As in years past, the most important factor for consideration was sustained, superior performance as a Department Head and in follow-on sea tours, to include those in early command. Soft breakouts in block 41 and hard breakouts in blocks 42/43 are 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 selects!



## Choices Matter

Each month the Post Department Head Detailers begin the process of detailing several categories of officers: some new to the process, others veterans to what we call reconciliation. For more on the mechanics of reconciliation and the post-department head detailing process, please visit the website below. The following paragraphs speak mainly to those officers embarking on life after their department head tours, but even those who have been through the process before might benefit from reviewing the following detailing guidance.

## Career Goals

Though you are working your tail off in an unusually arduous sea tour, it is important to acknowledge that there IS life after your Department Head tours. Those tours will be the hardest tours you do – and although you feel immensely satisfied, immediately following those tours is not the time to take the pack off. Take the time to reflect on your goals moving forward in your career. **THERE IS NO BETTER JOB IN THE WORLD THAN COMMANDING A WARSHIP AT SEA.** Where do you want to be in 5 years?

To command at sea, an officer must screen for one of three milestones: Commander Command (CDR CMD), Executive Officer Afloat (XO-AFLOAT) or Executive Officer Special Missions (XO-SM). Our number one goal in making your assignment is to position you to achieve one of these milestones. Selecting for one of these three milestones is the BEST opportunity for a SWO to promote to O-5 (more on this below).

## Career Timing

Those officers transitioning from their Department Head tours generally have two years before their first look for CDR CMD. Each officer will receive two looks for CDR CMD, provided they have completed the Surface Command Qualification. An officer is eligible for their first look two calendar years after the fiscal year that officer promoted to Lieutenant Commander. The second look for command occurs the year immediately following their first look. The third look, when eligible, occurs two years after the second look.

Officers who did not select for command on either their first or second look, but did select for an XO milestone (XO-AFLOAT or XO-SM) on their second look, will be eligible for a third look for CDR CMD or Commanding Officer Special Mission (CO-SM) two years after their second look.

*Example: an officer selected for O-4 at the FY-17 board would be up for their first look for CDR CMD in 2019, their second look in 2020, and their third look (if eligible) in 2022.*

## Enhancing Your Record

To enhance your record during your first, post-Department Head (PD1) assignment take an operational or production assignment that provides you an opportunity to earn additional hard breakout (HBO) FITREPs. This is a dramatic shift from your post-Division Officer tours where your focus might have been on earning a Master's Degree, completing Joint Professional Military Education, or focusing on a specific geographic location.

Our community is focused on sending top performing officers to waterfront training and production billets – these are assignments that prepare our Sailors for sea duty and are valued by our community. Selection for and subsequent superior performance at these waterfront training and production organizations is therefore highly valued at the CDR CMD Board. Taking an assignment to a community job (i.e., SWO Clock) or a large staff to earn breakout competitive FITREPs would also better serve to further strengthen your record.

## PERS-410/411 – PCC / CDRs / LCDRs

We are often hesitant to detail officers into advanced education and joint tours during their PD1 tour during where they might receive NOB or 1 of 1 FITREPs. There is risk associated with both types of assignments before screening for a milestone -- even for those who earned HBO FITREPs in their Department Head tours. For those without HBO FITREPs in their Department Head tours, these assignments involve even more risk.

### To sea, or not to sea--that is the question...

Though most expect to serve ashore immediately following their Department Head tours, it is imperative to ask yourself the question: “What does my record need to be as strong as possible prior to my looks for CDR CMD?” As your detailers, this is the *FIRST* question that we seek to answer. 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 willingly forego time assigned ashore and do so with the goal of strengthening their professional background and experience while serving in demanding billets at sea.

SWO Community, “heavy lift” tours show the CDR CMD Board that you are engaged and doing what your record needs to screen for CDR CMD. Though most are tough jobs, none are as tough as what you are doing or have done in your Department Head tours.

So before ignoring the “LCDR/CDR (SEA)” tabs on our Downstream Fills List, ask yourself the question: “If I were a voting member of the CDR CMD Board, would I value this (insert any of your top five preferences here) over a sea or overseas assignment?” If the answer is no, then you might defer pursuing your “dream job” until after screening for a milestone.

### Choices Matter

Remember that you will likely be in your PD1 assignment at your first (and perhaps your second) look for CDR CMD. The decision you make in choosing your PD1 assignment will – for better or for worse – send a message to the CDR CMD Board. What message do you want to send?

<http://www.public.navy.mil/bupers-npc/officer/Detailing/surfacewarfare/detailers/Pages/411Post-DHthroughPCOs.aspx>

### PERS 411 Detailers:

#### CDR/LCDR Detailers

|             |                      |                |                         |
|-------------|----------------------|----------------|-------------------------|
| Letters A-F | LCDR Brandon Booher* | (901) 874-2208 | brandon.booher@navy.mil |
| Letters G-M | LCDR Sean Whiteman*  | (901) 874-2185 | sean.whiteman@navy.mil  |
| Letters N-Z | LCDR Bralyn Cathey*  | (901) 874-3373 | bralyn.cathey@navy.mil  |

#### Command-screened officers

|                       |                |                         |
|-----------------------|----------------|-------------------------|
| LCDR Janice Pollard** | (901) 874-3682 | janice.pollard@navy.mil |
|-----------------------|----------------|-------------------------|

\* Once an officer commences their 2nd DH tour, they will be assigned alphabetically to the appropriate 411 detailer

\*\* Once an officer screens for Command (Afloat or Special Mission), their detailer is LCDR Janice Pollard

## PERS-412 – Junior Officers

### Greetings and Happy Holidays from Millington!

We are wrapping up a busy year – as always, the focus is on YOU and we are personally invested in ensuring that you are fully educated on your career pipeline, milestone screenings, promotions, and options. We've welcomed some new faces to the team here and bid farewell to some phenomenal detailers as they head back to sea for their milestone tours. Some of the folks that have departed the pattern include LCDR Cullen Greenfield, LCDR Drew Greenlees, LCDR Adrienne Roseti, LT Bryce Brown, LTJG Vince Ludovici, and Ms. Robbie Richard. New to the team are LCDR Shelby Nikitin, LCDR Erik Reynolds, LCDR Mike Bencini, LT Kelsey Reichardt, and LT Megan Miller. A few things going on with Junior Officer detailing:

-- **OCS Selection Boards.** In the interest of getting to the left of the talent management equation and to focus on bringing in top talent to serve as Surface Warfare Officers, we concluded the second SWO-chaired OCS Selection Board in October. A total of 71 officer candidates were selected and, based on the feedback from the board, the selects have the right combination of leadership, drive, and panache to positively contribute to the fleet from day one! These selection boards are different from the statutory and administrative boards hosted here – all chaired by an O4 and the voting members are post-Division Officers. They are picking their future Division Officers! The boards are held three times per year – February, May and October. If you are interested in participating in one of these boards, please reach out to your detailer!

-- **Midshipman Early Ship Selection Initiative.** For the first time, we offered Commanding Officers the opportunity to early select their future Division Officers from the pool of First Class Midshipmen that were onboard their ships during this past summer's first class midshipmen cruise. Rolling into both Winter 2016 and Spring 2017 NROTC and USNA Ship Selection, 19 midshipmen will be offered the opportunity to return to the ship onboard which they spent their summer cruise. Feedback from the fleet has been overwhelmingly positive – will be offered again next summer!

-- **USNA and NROTC Ship Selection.** November 15<sup>th</sup> marked the day for winter commissions from NROTC Units to select their ships. A total of 57 midshipmen selected their first command virtually via Google Hangout, in person here in PERS-41, and via a phone call from their detailer. It was an exciting day and your commands are getting quality officers who are eager to lead and learn. January 26<sup>th</sup> marks the Spring 2017 USNA Ship Selection at Alumni Hall at USNA and NROTC Spring 2017 Ship Selection will be held on February 13-15<sup>th</sup>, hosted from here in Millington. Email invitations were sent to all Commanding Officers asking for submission of "spirit spots" for your ships that we can post on our PERS-41 website advertising for future Division Officers why your ship should be their top pick. Please keep them coming in!

-- **Graduate Education.** The SWO Community has always been good about focusing on creating opportunities for you to pursue graduate education...and we have become even better! Programs like Fleet Scholar Education Program, National Intelligence University, MIT/WHOI, USNA LEAD/GE+T, Purdue Military Research Initiative, Naval Post Graduate School, War College...if you are interested in getting that Master's Degree AND your career timing works, contact your detailer!! There is a program out there that likely meets your desires and we want to get you there!

## PERS-412 – Junior Officers

-- **Warfare Tactics Instructor.** The number one priority for our community as we move into the future and face evolving threats from our adversaries is trained tactical warriors, thinkers, and teachers. NSWMDC is selecting applications year round for the next tactical ninja who is interested in training the fleet to FIGHT and WIN across the spectrum of high-end operations. Integrated Air and Missile Defense, Antisubmarine/Surface Warfare, and Amphibious Warfare are the three focus areas – training pipelines for each run as long as 19 weeks and as short as 13 weeks. A total of 125 WTIs are influencing and impacting fleet readiness TODAY. You can apply to be a WTI as early as during your first Division Officer tour and through your Department Head tours. If this program is something in which you are interested, call your detailer.

-- **Flag Aide.** Another option for a very rewarding shore tour is as a Flag Aide. 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.

-- **Department Head Retention Bonus.** The NAVADMIN for the new bonus structure was released on September 15<sup>th</sup> and we have seen record numbers of applications! To date, 191 YG12 and 75 YG13 Officers have applied and received their first payment. As a reminder, first look Department Head screeners are eligible for \$105K, second look Department Head screeners are eligible for \$95K, and third look Department Head screeners are eligible for \$75K.

-- **Orders Update.** We get a LOT of questions about when you will see your orders in message traffic after you have been slated. Right now, on average, orders tend to be released 2 to 3 months prior to your PRD. We understand that this timeline does not afford you or your families a lot of slack and we are doing our best to mitigate the impact upon you. Please be patient with us and do reach out if you have any questions.

-- **First Tour Department Heads.** All of YG09 Officers have either graduated from or are attending Department Head school now. We are starting to phase in YG10 Officers over the next year and will then look to YG11. At this point, you may find yourself with a PRD and DH class date mismatch – we will work with you to optimize your timing on the front end and to reduce churn with moves as you prepare for your milestone tour. If you have any questions regarding your timing or class dates, please contact your detailer.

Again, I wish all of you and your families a fantastic holiday season! You are moving mountains out there for our community and my team and I couldn't be more proud to serve you here in PERS-412 on a daily basis. I look forward to meeting you during our roadshows or chatting with you about your careers! Aloha!

CDR Julie Grunwell

# PERS-412 – Junior Officers

## Apply for Early Command!

We often receive questions about the Early Command slating process. Early Command is a voluntary position! The slating process takes into account your career timing and preferences. Every effort is made to satisfy your personal request as long as the billets are available and the timing will not interfere with your upward mobility.

We need our best and most-fully qualified officers to command PCs and MCMs in 5<sup>th</sup> Fleet, 7<sup>th</sup> Fleet, 3<sup>rd</sup> Fleet, and 4<sup>th</sup> Fleet! Many great officers choose not to apply for early command because they hear rumors or receive outdated information. Don't pass up a great opportunity because you're misinformed. If you've desired Early Command but are worried about negative implications to your career or ending up on a long unaccompanied tour, please call the Early Command Detailer!

The Early Command Screening Board convenes semi-annually (Jun 17 / Nov 17). Lieutenants and Lieutenant Commanders in their 1<sup>st</sup> or 2<sup>nd</sup> Department Head tours or even Post-DH shore tour are eligible for screening. To learn more about the application process or Early Command opportunities, contact the 2<sup>nd</sup> Tour Department Head / Early Command Detailer, LCDR Dave Catterall at [david.catterall@navy.mil](mailto:david.catterall@navy.mil) or (901) 874-3485.

## Congratulations to our most recent Early Command screened officers!!

|                   |                    |                      |
|-------------------|--------------------|----------------------|
| LCDR James Barber | LT Andrew Darjany  | LT Sean Hanley       |
| LT Brent Holloway | LCDR Matthew Klock | LT Franklin Lemene   |
| LT Frank McQuiddy | LT Lester Shewmake | LCDR Dale Tourelotte |

## 2<sup>nd</sup> Tour Department Heads

You should expect to be contacted 9 months prior to your PRD by the 2<sup>nd</sup> Tour Department Head detailer. In this first engagement email, you will receive a list of available billets and will be asked to provide your Top 10 choices for your next tour. The options specify the exact Ship/Billet/Homeport available so that you can research deployment schedules, etc. Because detailers have little insight into a ship's operational schedule, it is imperative that you research this if it is important to you! Your assignment will take into account your slate ranking, CO's endorsement, qualifications, and career experience. Because of the current fiscal environment, every effort will be made to ensure you remain in the same geographic area so long as it does not disadvantage you from getting the experience you need for that next milestone. Our goal is to place you into a billet that best positions you for your next milestone screening – COMMAND AT SEA!

## 1<sup>st</sup> Tour Department Heads

## FY-18 Active-Duty O-4 Statutory Promotion Selection Board – 22 May 2017

Know your lineal number, and most importantly commit it to memory! You can find it on your ODC or in NSIPS. Next year's promotion zones have been promulgated by SECNAV via NAVADMIN 273/16, available on the NPC website. 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 O-4 Promotion Board. Should you have any questions about your lineal number and O-4 board eligibility, contact the 1DH Detailer, LCDR Mike Bencini at [william.m.bencini@navy.mil](mailto:william.m.bencini@navy.mil) or (901) 874-3890.

## PERS-412 – Junior Officers

The key to O-4 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, earning a Command Afloat recommendation in BLK 40 sends the clear signal to the board that you are a future SWO leader and warrant promotion.

If you are eligible for 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 if you have been onboard for at least three months (BUPERSINST 1610.10D). If you find yourself in this position after confirming board eligibility, contact the 1DH Detailer for immediate assistance.

### **FY-18 Surface Warfare Department Head Screening Board – 13-23 June 2017**

The FY-18 Surface Department Head Screening Board will be held 13-23 June 2017. If you are in Year Groups 12, 13, and 14, you are eligible. Please ensure that your January and February FITREPs are reflected in your record – that is **CRITICAL** to success at the board. Additionally, you should take a few moments to log into BUPERS Online (ODC/OSR/PSR tab) and review your records for completeness (day-to-day continuity, awards, qualifications, etc.). When reviewing your FITREPs, make sure that you have a DH recommendation on your most recent report as well as an assigned trait average.

#### **Board Details**

- The FY18 board will review the records of Year Groups 12 (3rd and Final Look), 13 (2nd Look), & 14 (1st look) officers, plus those bank officers previously screened who have not yet begun the Department Head training pipeline.
- All officers (116X and 111X) will be considered for DH screening by the DH screening board.
- Those Officers who were not screened after their second look are afforded the opportunity to petition the DH screening board for a delayed third look. This is historically for officers who are in unique situations - late adds 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.
- If not screened for DH after the third look, officers may be considered for separation or re-designation through the Probationary Officer Continuation and Re-designation (POCR) board process.

#### **Statistics and points of interest**

##### **1st Look (YG 13)**

- Overall 58% screen rate...467 of 812 officers screened
- The Board could have screened up to 64% of the eligible officers, but determined that some officers needed to demonstrate additional superior performance to merit screening. **The key takeaway is that DH screening is NOT a guarantee!**

\*\*\* Of note, the 58% 1st Look screening marks the most selective Department Head Board in a generation!!

## PERS-412 – Junior Officers

### 2nd Look (YG 12)

- Overall 62% screen rate...74 of 120 officers screened
- The Board could have screened up to 65% of the eligible officers, but determined that some officers needed to demonstrate additional superior performance to merit screening.

### 3rd Look (YG 11)

- Overall 69% screen rate...29 of 42 officers screened
- The Board had an unlimited number of potential selectees and was charged to simply pick officers deemed to merit selection and assignment as a Department Head.

### Board Observations

- The ship/platform/command on which JOs serve or served was not a factor. Performance was the driving factor for screening.
- Ship employment was not a factor. The Board recognized that ship's schedule is beyond the officer's control, so performance (outlined in FITREPs) -- vice ship employment -- was the driving factor in screening.
- Billet assignment was not a discriminating factor.
- The attainment of additional qualifications was favorably viewed by the board. Officers without their EOWW letter(s) are encouraged to pursue this qualification during their Division Officer tours at sea.
- Advanced warfare qualifications (such as Air Warfare Coordinator) were also favorably viewed.
- "Option" officers who signaled an intent to remain in Surface Warfare and who demonstrated superior performance screened at 100%. Officers transitioning to another community were not screened.
- Nuclear-trained officers selected at an overall 83% rate.
- The first officer pursuing "Track 4" of the career chart (NPS after 1<sup>st</sup> Divo Tour) screened.
- Consistent with guidance provided in the precept and the convening order regarding "zero defect" mentality, the Board screened officers who made mistakes -- BUT -- whose subsequent at-sea performance merited screening.
- The Board de-screened 18 officers due to declining performance.

### A note to Prospective Department Heads

SWOs frequently talk about the need to be in DH School by the time an officer reaches 7.5 years of commissioned service (YCS). The 7.5 YCS to DH school provides the timing needed to receive at least one observed Department Head FITREP before your in-zone look for O-4 selection. Having an observed Department Head FITREP with a Command Recommendation enhances your probability of success at that board.

It is our goal to get you to DH school on or about your 7.5 YCS. As your detailers, we make certain your career progression as a SWO is OUR top priority - a constant drumbeat for us at each milestone. We will not fail you here. Understand that the 7.5 YCS to DH school is a baseline, a starting point in our discussion. Based on SWOS class level loading, YG seniority, and your personal/family planning ashore, your arrival date to SWOS may in fact be earlier or later than your 7.5 YCS...and that is okay. Again, as long as we are getting you to a grey hull for an observed FITREP prior to your in-zone look for O-4 and you earn the necessary recommendations while performing at sea, historically, you have a great chance of selecting for O-4.

## PERS-412 – Junior Officers

### Shore Corner: Talent Management Initiatives

The FY17 Talent Management Board convened in September and the officer packages glowed with academic prowess and exceptional performance at sea! The group applying was top notch and the results showed it -- the Surface Warfare Community is packed with warrior-scholars of the highest caliber. YG 13 officers took the majority of the quotas across the various programs, but YGs 12 and 11 officers also had a very strong showing!

The following officers were selected for Fleet Scholar Education Program (FSEP):

LTJG CAMERON BOEHME  
LTJG MICHAEL CRAWFORD  
LTJG JOHN FALCONE  
LTJG CHRISTOPHER GUMINA  
LT MATTHEW HEIN  
LT BENJAMIN INGERSOLL  
LT JOSHUA MCCOLISTER  
LT KELLI ORNDORF

The following officers were selected for special program and NROTC Instructor nominations:

|                                  |                             |
|----------------------------------|-----------------------------|
| LTJG ANDREW JOHNSON (MIT/WHOI)   | LTJG KENNETH LARSON (ROTC)  |
| LTJG MELISSA JOHNS (NIU)         | LT RAYMOND LAZOTT (ROTC)    |
| LT AUSTIN FLEMING (NIAC)         | LTJG AMAURI MARIA (ROTC)    |
| LTJG DEVIN LAVIANO (SECNAV TOUR) | LT SHANE MOISON (ROTC)      |
| LT MICHAEL BALISTRERI (ROTC)     | LT ABIGAIL RORAPAUGH (ROTC) |
| LTJG JUSTIN BORJA (ROTC)         | LT SALVATORE SANNUTO (ROTC) |
| LT AARON BROTMAN (ROTC)          | LT KRYSTLE SCHREICK (ROTC)  |
| LTJG BENJAMIN CARRINGTON (ROTC)  | LT KARA VANCISE (ROTC)      |
| LT FELICIA CASCIANO (ROTC)       | LT KYLE WAGNER (ROTC)       |
| LTJG VINCENT FONTANA (ROTC)      | LT IMIR WEISE (ROTC)        |
| LT BRIAN HULSE (ROTC)            | LTJG SARAH WOOD (ROTC)      |
| LTJG DEAN KIRBY (ROTC)           |                             |

We expect the USNA LEAD and USNA GE+T results to be announced soon!

The programs that compete for selection or nomination at the Talent Management board are FSEP, MIT/WHOI, National Intelligence University, SECNAV Tours with Industry, Naval Innovation Advisory Council, USNA LEAD, USNA GE+T, and NROTC Instructor. It is never too early to contact your detailer and develop a plan to maximize your chance for selection.

The FY18 Talent Management Board will be here before you know it. Use the time now to knock out those advance qualifications, and make sure you have been counseled by your chain of command. Keep in mind that sustained superior performance at sea will be reflected in your FITREPs -- and that is ultimately what breaks you out from your peers.

## PERS-412 – Junior Officers

### Happy Holidays from the PERS-412 Junior Officer Detailers!

This year has been a roller coaster of a year for Division Officers -- never before have there been so many opportunities provided to the most junior SWOs in the Navy. The many changes that have taken place in the Division Officer track within the last year allow for increased flexibility and agility in your career timing prior to becoming a Department Head. In an effort to be more transparent in the detailing and slating process, we would like to take an opportunity to address some common questions about slating to your second Division Officer tour. This article will also highlight the qualification and detailing timelines. As always, feel free to contact your Detailer to ask specific questions about your situation and timing.

### 2nd Tour Division Officer Slating FAQs

#### - When should I be qualified SWO?

You have 18 months to qualify SWO after reporting to your command from BDOC. If you have the opportunity to start working on your SWO qualifications prior to attending BDOC due to your course schedule, don't hesitate. There is no reason you cannot get a head start on your qualifications. If you will not be qualified within 18 months, your CO can grant up to a four month extension. You must be qualified SWO prior to slating to your second tour. The only exceptions made are for decommissioning or inactivation crew members.

#### - How do you define when my tour starts?

Your first Division Officer tour starts when your ship gains you in a PCS status, after any schools or intermediate stops ("I-STOPS") that were in your BUPERS orders, including BDOC. As always, commands are encouraged to work with their Placement Officers to manage their officers' PRDs, especially in cases where an officer has an excessive I-STOP (greater than 4 months) onboard the ship prior to BDOC.

Your second Division Officer tour will also start when you ship gains you in a PCS status, after I-STOPS and any other pipeline training, including ADOC. Depending on the length of your first tour and to what you are slated for shore duty, your PRD may be altered to optimize both Water Under the Keel (WUK) and billet timing. Again, while we are working to get a contact relief, your command will also need to work closely with their Placement Officer to ensure a proper relief is identified in time.

#### - When will I slate?

You will slate 6-7 months prior to your PRD. The specific schedule can be found on our website. Please remember that a PRD is a Projected Rotation Date, not Promised Rotation Date. We consider your transfer window to be within +/- 3 months of your PRD.

#### - What if I am not qualified in time for my slate?

You MUST be SWO qualified in order to slate. With a tour length of 24 months and a SWO qualification timeline of 18 months, you may be slating very close to the deadline for your SWO qualification. If you are not qualified in time for your slate and will not meet the 18 month qualification deadline, you should have an extension letter from your CO. At that point, you have two options for slating: 1) maintain your current PRD and participate in one of our "post-slates" once you qualify or 2) join our next regularly scheduled Second Tour DIVO Sea Slate by extending your PRD into the slating window for that slate.

For post-slating, you compete against other post-slaters (usually 5-20 other officers) for the earliest available billets. These billets are not better, worse, or different – they are just the earliest ones we have available and are of the same quality as the regular slates, but fewer in number. Since you have missed your slate and your PRD is looming, we need to get you on your way as soon as possible. To join the

## PERS-412 – Junior Officers

next slate, your CO/XO needs to contact your detailer to indicate that your command agrees with extending your PRD.

For example, if you have a PRD of 1707 or 1708, you will slate in January 2017. If you are not SWO qualified in time for that slate and choose not to post slate, with command concurrence we will shift your PRD to 1709 so that you may compete on the slate in March 2017.

### **- What if I am not qualified in time for my second regular slate opportunity?**

If you have not qualified SWO by your second regular slate opportunity, your PRD will not be adjusted again. You do not have the option for a third regular slate and will instead post slate as soon as you are qualified. Any further delay in your timing of reporting to your second tour could cause significant impacts to your post Division Officer shore duty options.

### **- How do you calculate the slate rank?**

The most important factor in calculating slate rank is your most recent at-sea FITREP. Your earlier FITREPs are considered, but they do not go into your numeric ranking. The part of the FITREP we use is your Trait Average, which we compare against your CO's Reporting Senior's Cumulative Average (RSCA). RSCA is the average of every ENS or LTJG FITREP that your CO has ever written...Please note that this is not the Summary Group Average found at the bottom of your FITREP! Your CO should tell you his or her RSCA when he debriefs your FITREP. If he or she doesn't, ask! You can also find your CO's RSCA on your PSR on BUPERS Online (BOL). We also factor qualifications into the slate rank, but they are secondary to FITREP in weight. Completing an advanced qualification (EOOW or TAO) gets a full point.

**\*\*\* A new change for the January 2017 slate and all following slates - EOOW and TAO promises will no longer be included in slate rank calculations. You will still need either the qualification or a CO's promise to be slated to any tour other than a ship. \*\*\***

### **- Can I go to a non-traditional tour?**

EOOW qualifications or promises are required to be slated to staffs (CDS, CPR, MSC, MCMRON). Non-traditional tours (NGLO, CORIVRON, NBG) have been moved to post Division Officer shore tour options.

If we slate you to a non-traditional tour without an EOOW letter, we are taking away the opportunity for you to earn that qualification prior to your Department Head tours. Officers who serve on MCMs for their first DIVO tour are also restricted from going to staff or non-traditional tours. It is a priority for these officers to have exposure to a larger shipboard platform in order to set them up for success as Department Heads. We also want you to understand that you will only be detailed to **one** non-traditional tour out of your two Division Officer and two Department Head tours. So, if you choose to pursue a staff tour for your second Division Officer tour, you will not be assigned to a staff as a second tour Department Head.

### **- Why can't I change homeports between my first and second tours?**

The slate ranking determines the slating order, but it is not our only constraint. We consider each officer's preferences, next milestone opportunities, command input, incumbent/relief timing, and PCS cost limitations in producing the final slate. Current fiscal constraints limit the number of PCS moves for first tour DIVOs rolling to second tours at sea. Sustained superior performance at sea continues to open greater opportunities for you as you progress in your career. The best way to get what you want is to qualify as a SWO on time or early, excel as a Division Officer, and complete your EOOW qualification!

## PERS-412 – Junior Officers

### Detailing Changes

As the Surface Warfare community continues to offer unique career paths, we still owe every officer the peace of mind that, as a community, we will try and do everything we can to make your career as positive as possible!

### PERS 412 Detailers:

#### Division Officers

|                  |                      |                |  |
|------------------|----------------------|----------------|--|
| Letters A-B, T-Z | LT Brad Bowen        | (901) 874-3909 | <a href="mailto:bradley.bowen@navy.mil">bradley.bowen@navy.mil</a>       |
| Letters C-E      | LT Megan Miller      | (901) 874-2358 | <a href="mailto:megan.k.miller@navy.mil">megan.k.miller@navy.mil</a>     |
| Letters F-H      | LT Joe Travers       | (901) 874-4699 | <a href="mailto:joseph.travers@navy.mil">joseph.travers@navy.mil</a>     |
| Letters I-L      | LT Jeremy Thurman    | (901) 874-3916 | <a href="mailto:jeremy.s.thurman@navy.mil">jeremy.s.thurman@navy.mil</a> |
| Letters M-O      | LT Robert Reichardt  | (901) 874-3710 | <a href="mailto:robert.reichardt@navy.mil">robert.reichardt@navy.mil</a> |
| Letters P-S      | LT Kelsey Reichardt  | (901) 874-3898 | <a href="mailto:kelsey.reichardt@navy.mil">kelsey.reichardt@navy.mil</a> |
| Nuclear          | LCDR Ameian Jeremiah | (901) 874-3896 | <a href="mailto:ameian.jeremiah1@navy.mil">ameian.jeremiah1@navy.mil</a> |

#### Department Heads

|             |                     |                |  |
|-------------|---------------------|----------------|--|
| 1st Tour DH | LCDR Mike Bencini   | (901) 874-3890 | <a href="mailto:william.m.bencini@navy.mil">william.m.bencini@navy.mil</a> |
| 2nd Tour DH | LCDR Dave Catterall | (901) 874-3485 | <a href="mailto:david.catterall@navy.mil">david.catterall@navy.mil</a>     |

# PERS-413 Placement

## Happy Holidays from PERS-413!

To XO's, Deputies, and Chief Staff Officers: Thank you for providing your Wardroom Manning Documents (aka LORTARP) and allowing us to validate with our System Manning Documents (aka AMSL) to keep your Wardrooms fully manned. Placement Officers will touch base on a 2-3 month basis to synchronize updates on your Wardroom manning. These documents are crucial for validating PRDs/EDAs, aligning BSCs to billets and more importantly fill posting/timing.

With the Spring 2017 USNA/NROTC accessions season fast approaching, please digest the FAQ below. These questions are focused on setting your new Ensigns up for a smooth transition to your ships.

### **1. What is policy on new accession Ensigns attending Basic Division Officer Course (BDOC) after May graduation?**

Approximately 550 SWO Ensigns get commissioned from USNA and NROTC every May. As a result, BDOC quotas fill up quickly and many Ensigns will be required to spend time on an Intermediate Stop (I-Stop) on their ships while awaiting their BDOC quota. Priority for BDOC immediately after commissioning (June class) is for FDNF units and SWO(N) officers, then ships NOT in San Diego or Norfolk, and finally those who can attend training locally.

### **2. We are going on deployment and I'd rather my new accession Ensign get underway experience than go to BDOC immediately. How do I gain them onboard without attending BDOC?**

IAW the Surface Warfare Officer Qualification Instruction (COMNAVSURFPACINST 1412.1 / COMNAVFURFLANTINST 1412.1), each Ensign is required to attend BDOC as part of their Initial training. Officers will receive PCS orders to their ship with BDOC as an I-Stop before permanently reporting to their Ultimate Command. Per Joint Travel Regulations restrictions, Ensigns cannot remain in an I-Stop in one location more than 180 days before automatically becoming a Permanent Change of Station move. Excessive delays will ultimately result in a TADTAR burden on the ships to fund BDOC – therefore deviations must be approved and funded by TYCOM in advance. Please see CNSF msg 112355Z JUL 16 for more details; ask your Placement Officer for a copy of this msg if you need it.

### **3. My new Ensign is on an I-Stop on my ship awaiting BDOC. Can I knock out some prerequisites?**

BDOC curriculum includes both Basic Shipboard Firefighting and the Wet Trainer. PLEASE DO get them started on their ship and SWO qualifications, but do not waste Firefighting and Wet Trainer quotas by sending your new accession Ensign to either one of those courses while on an I-Stop and awaiting BDOC.

### **4. What are the available DIVO Billet Specialty Training (BST) schools that I can choose from for my new accession ensign?**

New accession BST includes the following eight courses:

- |                                 |                                      |
|---------------------------------|--------------------------------------|
| -Ammo Admin (NORVA/SD)          | -Legal Officer (NORVA/SD)            |
| -EKMS/KOAM (NORVA/SD)           | -Network Security Officer (NORVA/SD) |
| -TTWCS Watch Officer (NORVA/SD) | -COMMO (NORVA/SD)                    |
| -ELECTRO(Newport)               | -AUXO (Newport)                      |

You can send a new accession Ensign to any ONE of these courses en route to your ship from their accession source, provided that the class has available quotas and does not incur an excess of "stash" time for your Ensign en route to the ship.

## PERS-413 Placement

**5. I've noticed that when I ask for a new accession Ensign to attend BST schools, they are usually already booked before Placement can get a quota. How can I ensure that DIVO BST quotas are available?**

DIVO BST schools can be reserved by your TRAINO in eNTRS. The best way to ensure your ship's needs are met regarding DIVO training is to project Prospective Gains based on your Prospective Losses over the next six to nine months. DIVO accessions are spread throughout the year, but most ships receive many in the late summer and late winter due to ROTC and USNA graduation dates. Factor in 30 days for USNA "basket leave" or 14 days of ROTC leave en route to BST schools, and book "no name" quotas for your required schools en route. When Placement contacts you about a new Ensign, ask him/her to complete a substitute booking in eNTRS for your pre-reserved quota.

**6. I will be on deployment next year when my VBSS Boarding Officer detaches. Can you book my inbound DIVOs in ATFP and VBSS classes en route to the ship?**

No - unless your officer is being detailed to an ATFP-specific billet (as in, big deck Security Officer LDOs), they will receive no security training en route to the command. This is due to several factors. First, though the requirement to have a certain number of qualified officers is clearly outlined, there is no specific instruction governing which officers you qualify to serve as Boarding Team members. In addition, the school houses require proof of second-class swimmer and weapons qualifications prior to enrollment, and some of the classes have high failure rates, making detailing officers into a specific collateral duty watch stations impossible to manage from PERS 41. You will have to manage your DIVO training and rotation plans to meet your operational requirements rather than expecting Placement to anticipate your operational schedule.

**7. I have a first tour DIVO with critical skills who will rotate before a significant operational event. Can I OPHOLD him/her?**

OPHOLD does not apply to first tour division officers due to the excess Ensign inventory on every ship. With early communication, we can extend officers up to 90 days past their PRD as a routine matter for officer distribution, and officers may submit (via their chain of command) a request for voluntary PRD modification in support of operational needs. The key is communicating need or submitting the extension request prior to your officer being slated to another billet, which will provide the best opportunity to keep your critical DIVO onboard longer.

**8. My first tour DIVO is being sent to me without a DIVO BST en route because quotas are not available. Can I get NPC to fund the BST school I wanted that person to get at a later date?**

No. NPC funding for temporary duty under instruction (TDI) is associated with funded orders assigning a member to your command. Once they are gained in accounting code (ACC) 100, we cannot send them to school, and you must pay for travel and lodging through your TADTAR funding. Even when you DOSP an officer, the only way we are able to fund training is to issue orders detaching and training your DIVO, then returning them back to you.

Please ensure your officers read their orders in their entirety. Orders sometimes contain a free text entry with important amplifying information right before the signature block at the end of the orders.

## PERS-413 Placement

If you have any questions on training tracks or anything else on orders, please contact your Placement Officer, POCs below.

Again, best wishes to all for a safe and productive 2017! We are excited about the upcoming changes in the New Year and continuing to serve the fleet!

### Placement Officers

|               |                     |                |  |
|---------------|---------------------|----------------|--|
| Branch Head   | LCDR Neil Gabriel   | (901) 874-3897 | <a href="mailto:neil.gabriel@navy.mil">neil.gabriel@navy.mil</a>           |
| LANT-CRUDES   | LCDR Corry Lougee   | (901) 874-3917 | <a href="mailto:corry.lougee@navy.mil">corry.lougee@navy.mil</a>           |
| PAC-CRUDES    | LCDR Matt Hays      | (901) 874-3901 | <a href="mailto:matthew.g.hays@navy.mil">matthew.g.hays@navy.mil</a>       |
| LCS/MCM/PC    | LCDR Lauren Johnson | (901) 874-3923 | <a href="mailto:lauren.m.johnson2@navy.mil">lauren.m.johnson2@navy.mil</a> |
| AMPHIB/RIVGRU | LCDR Robert Keller  | (901) 874-3921 | <a href="mailto:robert.e.keller@navy.mil">robert.e.keller@navy.mil</a>     |
| NMG/MSC       |                     |                |  |

## PERS-414 Limited Duty / Chief Warrant Officers

### Happy Holidays from the Fantail!

The past year was eventful and productive for the Surface LDO/CWO Detailing shop as we worked to meet the requirements of the Fleet and the career and family needs of our officers. Surface LDOs and CWOs are positively impacting ships and shore activities around the world, bringing their unique expertise and experience to bear in some of the Navy's most challenging assignments. In 2017 and beyond, we will be seeking new ways to support the Surface Warfare Enterprise, maximizing LDO and CWO contributions to Surface warfighting.

### LDO Major Command

Congratulations to the following officers who screened for LDO Major Command:

- CDR Al Ross
- CDR Vince Smith

### LDO Commander Command

Congratulations to the following officers who screened for LDO Commander Command:

- LCDR Kenny Allison
- LCDR Robert Dafoe
- LCDR Dana Gibson
- LCDR Todd Oakes
- LCDR Raul Santospieve
- LCDR Ronald Viggian
- LCDR Zeverick Butts
- LCDR Keith Foster
- LCDR Russell Goff
- CDR Steven Reynolds
- LCDR Donovan Wortham
- LCDR Timothy Yeich

### Welcome Aboard!

Two new detailers have joined the PERS 414 Fantail since our last newsletter. LCDR Katherine Vester reported as the Admin/Security assignments officer after a tour as ADMINO on USS IWO JIMA (LHD 7). Taking the helm as the Deck/Ops detailer is LCDR Jason Hinkley, coming from INSURV.

### Farewell

LCDRs Dembicky and Barksdale have wrapped up their tours at NPC and are returning to the Fleet on USS HARRY S. TRUMAN(CVN 75) as ADMINO and USS IWO JIMA (LHD 7) as OPS respectively. BRAVO ZULU to Brian and Will for their fantastic work at NPC!

### Retirement

Officers considering retirement must plan ahead and should communicate intentions 18 months out with their respective detailer to ensure timely orders, an on station relief, and a smooth transition.

- **Voluntary Retirements.** Officers submit voluntary retirement requests to SECNAV, via their commanding officer (or ISIC as appropriate) and BUPERS (PERS-8), 12 months prior to desired date (MILPERSMAN 1810-020). If officers wish to retire at their PRDs, retirement requests may be submitted nine months prior. If it is less than six months before PRD and an officer is notified by any means (official letter, message, postcard, telephone call or personal visit) that PCS orders will be issued, a retirement request is normally disapproved. Retirement requests that do not meet the above criteria are normally disapproved.

## PERS-414 Limited Duty / Chief Warrant Officers

- **Involuntary (Statutory) Retirements.** Involuntary retirements are determined by an officer's grade, total active service, age, and number of failures-of-selection (FOS) for promotion. It is important to know your statutory retirement date.

For more information visit

[http://www.public.navy.mil/bupersnpc/officer/communitymanagers/lido\\_cwo/Pages/Retirement.aspx](http://www.public.navy.mil/bupersnpc/officer/communitymanagers/lido_cwo/Pages/Retirement.aspx)

### Career Management

Detailers make every effort to get the right officer, to the right place, at the right time. Our primary responsibility is to man the Fleet. At the same time, we must tend to the career needs and personal desires of our officers so that they can develop into the senior leaders of tomorrow. That means getting them to the right jobs at the right points in their career. In practice, the stars rarely align simultaneously. A common scenario: right job, right officer, right time, wrong geographic location. While we try to leave officers where they want to stay, the needs of the Navy—and career progression requirements for the officer—often dictate otherwise. We are a worldwide Navy and officers must remain worldwide assignable, so unless an officer is ready to retire, they should not turn down an appropriate job because it is not in the desired location.

### “Don’t Pick Me” Letters

Officers who are selected for promotion incur a 2-year (O4/CWO) or 3-year (O5/O6) obligation that begins when actually promoted. For most officers selected by a board this year, promotion will occur on 1 September 2018; they will then be obligated to serve until September 2020 (O4/CWO) or September 2021 (O5/O6). If you are in zone for an FY18 promotion board and intend to retire prior to September 2018, please submit a "don't pick me letter" to the board. Contact your detailer for a sample letter.

### Flag Nominative Billets

Admin personnel interested in Flag billets (Flag Sec/Flag Aide/Executive Asst) should contact LCDR Vester to discuss available options. Ensure you have a professional biography, an updated Officer Photo sheet, and a most current FITREP on file. Requesting to be a nominee will not accelerate current assignment PRD in most cases.

### LDO/CWO Detailers

|                      |                       |                |  |
|----------------------|-----------------------|----------------|--|
| Branch Head          | CDR Richie Enriquez   | (901) 874-3897 | <a href="mailto:ricardo.g.enriquez@navy.mil">ricardo.g.enriquez@navy.mil</a> |
| Security/Admin       | LCDR Katherine Vester | (901) 874-2329 | <a href="mailto:katherine.vester@navy.mil">katherine.vester@navy.mil</a>     |
| OPS/Deck             | LCDR Jason Hinkley    | (901) 874-3906 | <a href="mailto:jason.hinkley@navy.mil">jason.hinkley@navy.mil</a>           |
| Engineering/Repair   | LCDR Art Palalay      | (901) 874-3887 | <a href="mailto:art.palalay@navy.mil">art.palalay@navy.mil</a>               |
| Ordnance/Electronics | LCDR Pete Furman      | (901) 874-3907 | <a href="mailto:peter.furman@navy.mil">peter.furman@navy.mil</a>             |
| Admin Assistant      | Mr. Roger Berryhill   | (901) 874-3905 | <a href="mailto:roger.berryhill@navy.mil">roger.berryhill@navy.mil</a>       |

# PERS-460 Full Time Support

## Board Selections

Congratulations to those who recently screened for their next SWO career milestones!

Surface Major Command: CAPT(Sel) Luke Frost

Department Head Afloat:

LTJG Ian Akisoglu

LT John Biddle

LT Ben Heiney

LTJG Eliah Ledbetter

LT Donald Lee

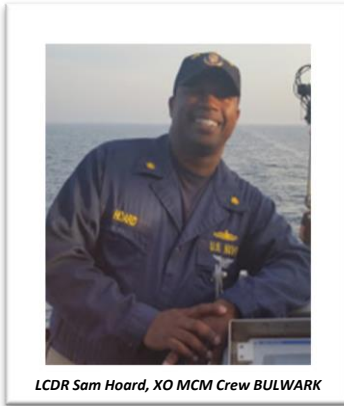
LT Stacy McDonald

LT Joseph McElroy

LT Aaron Raper

LT Ian Schnur

LTJG Jeremy Thomas



LCDR Sam Hoard, XO MCM Crew BULWARK

## Naval Operational Support Center (NOSC) Command Screening

Command Early, Command Often! FTS officers have the opportunity to command ashore as early as a post-DIVO LT. To be considered for NOSC Command, officers must complete a qualification process and screen through an annual board. Officers who complete the CDR CMD Afloat qualification will automatically receive a look at the annual NOSC Command Screening Board held every September. Officers who have not attained their LN7 AQD should refer to COMNAVRESFORCOMINST 1412.1C for guidance on completing the Command Qualification. Congratulations to the following SWOs who have been slated to NOSC or Reserve Command:

CDR Chris Seeley – NOSC Gulfport

CDR Steven Wood – NRPDC New Orleans

LCDR Greg Cissell – NOSC Fargo

LCDR Ed Giron – NOSC Las Vegas

LCDR John Worl – NOSC Toledo

LCDR Jason Howell – NOSC Augusta

LCDR Anthony Strother – NOSC Eleanor, WV

LCDR Lakisha Washington – NOSC Corpus Christie

LCDR Rob Woodward – NOSC Albuquerque

## New SWO FTS Officers

Congratulations to the following Officers who have been accepted for conversion to the FTS Community:

LT Ryan Carr

LT Charles Cox

LT Alex Karacsonyi

LT Matt Lopez

LT Erica Reid-Dixon

LT George Roth

LTJG Timothy Williams

ENS Austin Boonyachai

ENS Thomas Duncan

ENS Richard Ford

## ATTENTION – Challenges with the New Department Head Bonus!

NAVADMIN 206/16 announces the Surface Warfare Officer Department Head Retention Bonus (SWO DHRB) for eligible SWOs. While 1117 officers are eligible we are restricted by both statute and instruction from receiving the full bonus. Every effort is being made to correct the issue as quickly as possible. For the time being it is important that eligible junior officers not sign new bonus contracts. Please contact your detailer with questions!

## Your New Detailers

Your new detailers are CDR Mike Smith and LCDR Jeff Gerring.

Senior Officers

CDR Mike Smith

(901) 874-3978

[michael.l.smith12@navy.mil](mailto:michael.l.smith12@navy.mil)

Junior Officers

LCDR Jeff Gerring

(901) 874-4158

[jeffrey.gerring@navy.mil](mailto:jeffrey.gerring@navy.mil)

# Community News

## Statutory Promotion Board Season

Statutory promotion board season is about to kick off! As with all boards, you should review your record prior to the board and pay particular attention to your FITREP continuity and any missing documents. Detailers are prohibited from communicating with a promotion board on your behalf, so any missing documents should be sent directly to the board via the [cscselboard@navy.mil](mailto:cscselboard@navy.mil) email address.

The Active Duty Officer Promotion page on the NPC website (link below) provides information on how to submit documents to the promotion board. Do not hesitate to call your detailer if you have any questions pertaining to your record.

Active Duty Officer Promotion page link:

<http://www.public.navy.mil/bupers-npc/boards/activedutyofficer/Pages/default.aspx>

For promotion boards, 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"

SCP: "Screened for Specialty Career Path Executive Officer" or

"Screened for Specialty Career Path Commanding Officer"

EARLY COMMAND: "Screened for LT/LCDR Command Afloat"

DEPT HEAD: "Screened for Department Head Afloat"

While zone "stamps" have been removed from records when briefed at promotion boards, zones still define eligibility for the various Statutory Promotion boards. The FY-18 promotion zone forecast message is posted on the NPC website (NAVADMIN 273/16). Below are the eligibility zones listed by Lineal (Precedence) Number. Lineal (Precedence) numbers can be found in block 7 ("PREC NO") of the ODC. Your detailer can also provide your lineal number.

### **CAPTAIN LINE**

#### **Unrestricted Line Officer (11XX/13XX)**

|                                     |                       |
|-------------------------------------|-----------------------|
| Senior in-zone - CDR D. W. Kingsley | 022854-25 01 SEP 2011 |
| Junior in-zone - CDR D. J. Rueter   | 023098-50 01 SEP 2012 |
| Junior eligible - CDR J. D. Porter  | 023623-50 01 SEP 2014 |

#### **Limited Duty Officer (Line) (61XX/62XX/63XX/64XX/68XX)**

|                                    |                       |
|------------------------------------|-----------------------|
| Senior in-zone - CDR S. D. Maxwell | 022929-00 01 NOV 2011 |
| Junior in-zone - CDR E. R. Roberts | 023038-50 01 SEP 2012 |
| Junior eligible - CDR S. E. Shea   | 023470-00 01 AUG 2014 |

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## COMMANDER LINE

### Unrestricted Line Officer (11XX/13XX)

Senior in-zone - LCDR F. B. Davignon Jr. 037667-00 01 JUL 2012  
Junior in-zone - LCDR J. D. Leewarner 038915-50 01 SEP 2013  
Junior eligible - LCDR J. T. Stanley 041646-50 01 SEP 2015

### Limited Duty Officer (Line) (61XX/62XX/63XX/64XX/68XX)

Senior in-zone - LCDR B. L. Johnson 037579-00 01 APR 2012  
Junior in-zone - LCDR G. A. Curl 038382-50 01 APR 2013  
Junior eligible - LCDR N. A. Hall 039626-00 01 SEP 2014

## LIEUTENANT COMMANDER LINE

### Unrestricted Line Officer (11XX/13XX/19XX)

Senior in-zone - LT M. G. Garcia 110730-00 01 JUN 2011  
Junior in-zone - LT T. J. Kilcline III 116580-00 01 JUN 2012  
Junior eligible - LT B. S. Hadley 127660-00 01 JUN 2014

### Limited Duty Officer (Line) (61XX/62XX/63XX/64XX/68XX)

Senior in-zone - LT J. R. McCarty II 112156-00 01 OCT 2011  
Junior in-zone - LT M. A. Sword 118162-00 01 OCT 2012  
Junior eligible - LT T. R. Craig 131112-00 01 OCT 2014

## Career Intermission Program

With the release of NAVADMIN 209/16, the Navy released a significant update to the Career Intermission Program (CIP).

For those who don't know, CIP is a one-time temporary transition from active-duty to the Individual Ready Reserve (IRR) for a period of one to three years. This is intended create career flexibility and allow service members to pursue personal or professional obligations while retaining valuable experience and training of service members who would otherwise be lost due to separation.

CIP presents a unique opportunity to support your desire to take a career "off-ramp" without penalty to start a family, volunteer for an international aid organization or pursue educational or other personal goals, the possibilities are endless.

NAVADMIN 209/16 extended CIP to December 2019, requiring all participants to return to active duty by 31 December 2022. It also allows service members to participate in CIP prior to completing their minimum service obligation or while receiving a critical skills retention bonus.

Contact your Detailer for more information!

## Community News

### PCO Pipeline

The PCO Pipeline instituted this year is an improvement to the XO/CO Fleet Up construct. It provides the opportunity for the PCO to rest and prepare for Command, and allows a new XO time to get established under a seasoned CO.

With initiatives like Distributed Lethality and advancements in training resources, we have the ability to further develop our expertise as leaders and warfighters. Additionally, the intent is to provide XOs and COs with the tools, resources, and time needed to lead and manage with energy, competence, and confidence. The time between the XO and CO tours is an important one. This construct provides a notional pipeline to facilitate the transition from XO to CO. It formalizes this process and enables the XO to truly focus on being the XO for the entire tour, knowing they will have dedicated time to focus on assuming command and final preparations for their command tour. Further, the “standardized” break in between the two tours allows for reflection, introspection and ultimately enables an officer to create a strategic roadmap for their command tour.

As executed today, officers are afforded up to 30 days of leave (operations and schedule permitting) after they are relieved as XO. During this second stage, we are adding dedicated PCO training. It affords a PCO the opportunity to take 30 days of leave (if desired) or TDY with their ISIC or TYCOM Executive Agent (i.e. MIDPAC, RSO PACNORWEST or CNSS-14 if ISIC is not co-located in homeport), and then attend three weeks of training to ensure compliance with standards and procedures for placement in command. Two of those weeks will be at SWOS while the third will focus on advanced warfighting and doctrine. Advanced warfighting training locations will notionally be ATRC Dahlgren (DDGs), LCSRON/LTF (LCS), SMWDC Det Little Creek (LSD), and starting in FY 17, SMWDC Det Point Loma (MCM). Ideally, PCOs will also return to CNSP or CNSL for a short TYCOM INDOC geared to PCOs. The intent is to provide XOs and COs with the tools, resources, and time needed to manage and lead with energy, competence, and confidence.

PCOs will receive a list of deliverables about 4 months before start the Pipeline (i.e. CSMP Information, ship's schedule, Standing and Battle Orders, READ-E1 message, INSURV and Safety Survey reports, etc). Deliverables are relatively simple, but focus at SWOS is on the ADCON responsibilities (man, train, equip) – with a vision toward advanced warfighting.

For any questions about the PCO pipeline, contact your Detailer.

## Ship in the Spotlight

### USS GREEN BAY (LPD 20)



USS GREEN BAY (LPD 20) is the U.S. Navy's ONLY forward deployed San Antonio class amphibious transport dock ship. Forward deployed to Sasebo, Japan GREEN BAY provides a rapid-response capability in the event of a regional contingency or natural disaster. As the SEVENTH Fleet's 911 LPD, the ship further enhances the amphibious presence in SEVENTH Fleet as part of the U.S. Navy's long-range plan to send the most advanced and capable units to the Indo-Asia-Pacific region.

GREEN BAY's crew consists of approximately 360 officers and enlisted personnel and can support approximately 700 embarked Marines, with a capability to surge to approximately 800 Marines. Named for the city of Green Bay, Wisconsin, the ship and crew keep a close relationship with their namesake.



The city of Green Bay is famous for its commitment to team efforts, particularly its support of its resident owned football team. That **team and family first** commitment is something that guides the ship and crew as they operate and complete their mission as an integral part of the Navy-Marine Corps Team.

GREEN BAY also brings a host of new technological advancements and warfighting capabilities to SEVENTH Fleet. Equipped with an advanced command and control suite, increased airlift capacity, substantial increases in vehicle and cargo carrying capability and advanced ship survivability features, GREEN BAY is a force multiplier in the FDNF.

GREEN BAY is used to transport and land Marines, their equipment and supplies by embarking and deploying various landing craft and amphibious assault vehicles. GREEN BAY provides air support with embarked helicopters and tilt-rotor aircraft, and can support amphibious assault, special operations, humanitarian assistance and disaster relief, and expeditionary warfare missions throughout all of the SEVENTH Fleet.

## Ship in the Spotlight



As part of Amphibious Force SEVENTH Fleet, GREEN BAY integrates regularly with the 31st Marine Expeditionary Unit (MEU) to ensure both Navy and Marine Corps personnel are trained and ready to operate together to provide the most efficient amphibious fighting force in the Indo-Asia-Pacific region.

During GREEN BAY's most recent patrol the ship took part in three major exercises – Valiant Shield 16, Philippine Amphibious Landing Exercise (PHIBLEX) 33, and Blue Chromite 17. The ship also conducted a successful Rolling Airframe Missile (RAM) exercise while also enjoying port visits to Hong Kong and Kota Kinabalu, Malaysia.

GREEN BAY continues to conduct training, certifications and maintenance in order to be ready for a dynamic security environment and a wide range of diverse missions. It generally conducts patrols two or three times a year, operating with a number of our SEVENTH Fleet partners to include Japan, the Republic of Korea, Australia, and Thailand.



## Talent Management in Action



### From Ships to Suits (Well...More Like Hoodies)

LT Phillip Maligsa

Secretary of the Navy Tour with Industry Fellow

My first day of working at LinkedIn began with me jolting out of bed in a bit of a panic. I looked around my room and there was light seeping through my blinds. I thought to myself, “Oh my God, I’m late!” I looked at my phone and it was 6:30 AM. “I still have *an hour* before my alarm is set to go off.” I laid back down and wondered when the last time was that I was able to see the sunrise *before* I arrived at work, let alone got out of bed.

I turned right on Shoreline Boulevard, on my way to the LinkedIn Mountain View campus and saw a sign for Google. Right on cue, some interns ran to the crosswalk and began shooting each other with Nerf Guns. Welcome to Silicon Valley. This area, so rich in history (considered the birthplace of the silicon transistor which is the bedrock of the modern computer) and depicted by countless media productions such as the namesake HBO sitcom and the movie *The Internship*, had a mythical aura to me. It felt much like Hollywood, where you hear all the stories, but you can’t quite believe it exists until you see it with your own eyes.

Since then, my first 100 days in industry have been a whirlwind of unique experiences, wonderful opportunities and amazing lessons. I’ve been in a meeting with a billionaire and witnessed genius in action. I’ve seen whispered ideas and words on a whiteboard transform into a national campaign to change the way we think about military veterans. I’ve been to Washington, DC and observed how our nation’s problems begin to be solved at the highest levels. I’ve seen Quidditch matches and posed for photos with a co-founder of LinkedIn holding a life-size cutout of a gorilla wearing a t-shirt (RIP Harambe). I’ve met people who have the passion and drive to be the change they wish to see in the world and are doing their best everyday to realize that change. And it’s working!

When I decided to take this tour, I came in with one purpose in mind. To find out if the grass really was greener on the “other” side. And with all the amazing things I’ve seen and been a part of, I’ve learned that really, it’s just different grass. Some of the same challenges I’ve experienced in the Navy, I’ve run into while working here, just framed differently. In private industry, you need to show how an idea will *make* money. In the government, it’s how the idea will *save* money.

In large organizations, communication doesn’t always flow smoothly. People from other departments sometimes get left out of the loop on projects that directly affect their work. Changing a product or procedure can take just as long, cause just as much headache (whether it be the result of finding ways to work cross-functionally or simply filling out required paperwork) and can sometimes seem just as frustrating as trying to have a regulation or Navy instruction rewritten. It seems that large organizations everywhere face similar challenges, they just wear different uniforms.

But regardless of which side of the fence you’re on, people are trying to find purpose in all that they do. For some, it’s to make an app that can help connect millions to economic opportunity. For others, it’s to serve your country and protect those who cannot protect themselves. For every person whose life was changed for the better, there have been bitter reminders of those we cannot help.

## Talent Management in Action

If anything, this tour has renewed my hope in the world's greatest Navy. As my current boss always says, "You don't know what you don't know." Had I never come here, I would never have known that the solutions to a lot of our Navy's problems are out there. There are people willing to change and improve the systems we have in place from the lowest levels of our Navy to our nation's most senior leadership. They just need to know what's out there.

And when we do decide to try out new solutions, we need to be open to accepting the risk of failure in pursuit of finding that great solution. This fellowship, and the other fellowships happening across the country, are the starting point to better understanding. When we delve into the unknown, into new environments and new perspectives, we only get better and begin to start knowing what we don't know.



*LT Phillip Maligsa is a SECNAV Tour with Industry fellow working with LinkedIn. As a Division Officer he served at sea aboard USS PREBLE (DDG 88) as Main Propulsion Officer and aboard USS PRINCETON (CG 59) as Fire Control Officer.*

## SWO FUTURE LEADER SPOTLIGHT

Earlier this year PERS-41 started recognizing outstanding prospective Surface Warfare officers from the Naval Academy and NROTC Units across the country. Their dedication to academics and developing their leadership skills ensure a bright future for Surface Warfare!

### **Congratulations to these prospective Surface Warfare Officers – awesome work!**

|                               |  |
|-------------------------------|--|
| MIDN 1/C Daniel Frack         | Auburn University                            |
| MIDN 1/C Michael Tortorich    | Tulane University                            |
| MIDN 1/C Arthur Amaya         | University of Florida                        |
| MIDN 1/C Michael Brown        | United States Naval Academy                  |
| MIDN 1/C Matt Ostdiek         | University of Nebraska                       |
| MIDN 1/C Courtney McGranaghan | Cornell University                           |
| MIDN 1/C Derek Dorman         | University of New Mexico                     |
| MIDN 3/C Teresa Tripodi       | University of Michigan                       |
| MIDN 1/C Lander Cannon        | University of Utah                           |
| MIDN 1/C Kareem Smith         | United States Naval Academy                  |
| MIDN 1/C Geraldine Burnette   | Clark Atlanta University – Morehouse NROTC   |
| MIDN 1/C Catherine Jorgensen  | Florida State University – Florida A&M NROTC |
| MIDN 1/C Lisa Freeman         | Iowa State University                        |
| MIDN 1/C Jerica Simmons       | Tuskegee University                          |

### **UPDATE – Congrats to the following SWO Future Leaders heading to their ships this winter!**

|                              |                            |
|------------------------------|----------------------------|
| MIDN 1/C Catherine Jorgensen | USS KIDD (DDG 100)         |
| MIDN 1/C Lisa Freeman        | USS CARNEY (DDG 64)        |
| MIDN 1/C Jerica Simmons      | USS NEW YORK (LPD 21)      |
| MIDN 1/C Derek Dorman        | USS ARLEIGH BURKE (DDG 51) |

## Surface Warrior on the Deckplates

Earlier this year PERS-41 also had the honor of recognizing the Fleet's finest Junior Officers operating and leading at sea! These officers, selected by their commands, are the best of the best and serve different roles across all departments and platforms. These officers make a lasting and positive impact on their ships every single day and we look forward to seeing the bright futures ahead of them!

### **Congratulations to the Fleet's finest Junior Officers operating and leading at sea!**

|                         |                                   |
|-------------------------|-----------------------------------|
| LT John Bozzelli        | USS BULKELEY (DDG 84)             |
| LTJG John Falcone       | USS JOHN S. McCAIN (DDG 56)       |
| LTJG Daniel Williams    | USS SOMERSET (LPD 25)             |
| LTJG Marina Nanartowich | USS CARNEY (DDG 64)               |
| LTJG Devin Laviano      | USS BULKELEY (DDG 84)             |
| ENS Janice Mallery      | USS GREEN BAY (LPD 20)            |
| LTJG Jared Asmus        | USS MOMSEN (DDG 92)               |
| LTJG Evelyn Boland      | USS SHOUP (DDG 86)                |
| ENS Taija McGeachy      | USS MOBILE BAY (CG 53)            |
| ENS Pete Severs         | USS WILLIAM P. LAWRENCE (DDG 110) |
| ENS Chris Kent          | USS BARRY (DDG 52)                |

## PERS-41 Contact Information

|              |                                  |                       |  |
|--------------|----------------------------------|-----------------------|--|
| PERS-41      | Director                         | CAPT Rick Cheeseman   | <a href="mailto:rick.cheeseman@navy.mil">rick.cheeseman@navy.mil</a>         |
| 41A          | Deputy /Asst CAPT Detailer       | CDR Ed Sundberg       | <a href="mailto:edward.d.sundberg@navy.mil">edward.d.sundberg@navy.mil</a>   |
| 41A1         | 41 Admin Assistant               | Mr. Stephen Armstrong | <a href="mailto:stephen.armstrong@navy.mil">stephen.armstrong@navy.mil</a>   |
| 41B          | Assistant Director               | LCDR Robert Keller    | <a href="mailto:robert.e.keller@navy.mil">robert.e.keller@navy.mil</a>       |
| 41C          | Assistant CAPT Detailer          | LCDR Donann Gilmore   | <a href="mailto:donann.gilmore@navy.mil">donann.gilmore@navy.mil</a>         |
| 41C1         | Strategic Comms                  | LCDR Marcus Seeger    | <a href="mailto:marcus.h.seeger@navy.mil">marcus.h.seeger@navy.mil</a>       |
| 41M          | Metrics                          | LCDR Mike Welgan      | <a href="mailto:michael.welgan@navy.mil">michael.welgan@navy.mil</a>         |
| 41N          | Surface Nuclear Placement        | CDR Randy Van Rossum  | <a href="mailto:randy.j.vanrossum@navy.mil">randy.j.vanrossum@navy.mil</a>   |
| 41N1         | Surface Nuc Community Mngr       | LCDR John Actkinson   | <a href="mailto:john.actkinson@navy.mil">john.actkinson@navy.mil</a>         |
| PERS-410/411 | CDR/LCDR Branch Head             | CDR Sean Grunwell     | <a href="mailto:sean.grunwell@navy.mil">sean.grunwell@navy.mil</a>           |
| 410A         | PCC Admin Assistant              | Ms. Lucille Tate      | <a href="mailto:lucille.tate@navy.mil">lucille.tate@navy.mil</a>             |
| 410B         | CDR CMD Detailer                 | LCDR Janice Pollard   | <a href="mailto:janice.pollard@navy.mil">janice.pollard@navy.mil</a>         |
| 411A         | CDR/LCDR Detailer A-F            | LCDR Brandon Booher   | <a href="mailto:brandon.booher@navy.mil">brandon.booher@navy.mil</a>         |
| 411B         | CDR/LCDR Detailer G-M            | LCDR Sean Whiteman    | <a href="mailto:sean.whiteman@navy.mil">sean.whiteman@navy.mil</a>           |
| 411C         | CDR/LCDR Detailer N-Z            | LCDR Bralyn Cathey    | <a href="mailto:bralyn.Cathey@navy.mil">bralyn.Cathey@navy.mil</a>           |
| PERS-412     | JO Branch Head                   | CDR Julie Grunwell    | <a href="mailto:julie.grunwell@navy.mil">julie.grunwell@navy.mil</a>         |
| 412B         | JO Sea Coordinator               | LCDR Erik Reynolds    | <a href="mailto:erik.s.reynolds1@navy.mil">erik.s.reynolds1@navy.mil</a>     |
| 412A         | JO Shore Coordinator             | LCDR Shelby Nikitin   | <a href="mailto:shelby.nikitin@navy.mil">shelby.nikitin@navy.mil</a>         |
| 412G         | Divo Detailer A-B, T-Z           | LT Brad Bowen         | <a href="mailto:bradley.bowen@navy.mil">bradley.bowen@navy.mil</a>           |
| 412H         | Divo Detailer C-E                | LT Megan Miller       | <a href="mailto:megan.k.miller@navy.mil">megan.k.miller@navy.mil</a>         |
| 412I         | Divo Detailer F-H                | LT Joe Travers        | <a href="mailto:joseph.travers@navy.mil">joseph.travers@navy.mil</a>         |
| 412J         | Divo Detailer I-L                | LT Jeremy Thurman     | <a href="mailto:jeremy.s.thurman@navy.mil">jeremy.s.thurman@navy.mil</a>     |
| 412K         | Divo Detailer M-O                | LT Robert Reichardt   | <a href="mailto:robert.reichardt@navy.mil">robert.reichardt@navy.mil</a>     |
| 412L         | Divo Detailer P-S                | LT Kelsey Reichardt   | <a href="mailto:kelsey.reichardt@navy.mil">kelsey.reichardt@navy.mil</a>     |
| 412M         | 1 <sup>st</sup> Tour DH Detailer | LCDR Mike Bencini     | <a href="mailto:william.m.bencini@navy.mil">william.m.bencini@navy.mil</a>   |
| 412S         | 2 <sup>nd</sup> Tour DH Detailer | LCDR Dave Catterall   | <a href="mailto:david.catterall@navy.mil">david.catterall@navy.mil</a>       |
| 412N         | SWO(N) Detailer                  | LCDR Ameian Jeremiah  | <a href="mailto:ameian.jeremiah1@navy.mil">ameian.jeremiah1@navy.mil</a>     |
| 412T         | DH Admin Assistant               | MS. Beverly Heathman  | <a href="mailto:beverly.heathman@navy.mil">beverly.heathman@navy.mil</a>     |
| PERS-413     | Placement Branch Head /NBG       | LCDR Neil Gabriel     | <a href="mailto:neil.gabriel@navy.mil">neil.gabriel@navy.mil</a>             |
| 413A         | LANTFLT CRUDES                   | LCDR Corry Lougee     | <a href="mailto:corry.lougee@navy.mil">corry.lougee@navy.mil</a>             |
| 413B         | PACFLT CRUDES                    | LCDR Matt Hays        | <a href="mailto:Matthew.g.hays@navy.mil">Matthew.g.hays@navy.mil</a>         |
| 413E         | LCS / PC / MCM                   | LCDR Lauren Johnson   | <a href="mailto:lauren.m.johnson2@navy.mil">lauren.m.johnson2@navy.mil</a>   |
| 413F         | AMPHIB/CORIVGRU/NBG/<br>MSC      | LCDR Robert Keller    | <a href="mailto:robert.e.keller@navy.mil">robert.e.keller@navy.mil</a>       |
| PERS-414     | LDO Branch Head                  | CDR Richie Enriquez   | <a href="mailto:ricardo.g.enriquez@navy.mil">ricardo.g.enriquez@navy.mil</a> |
| 414A         | Security/Admin Detailer          | LCDR Katherine Vester | <a href="mailto:katherine.vester@navy.mil">katherine.vester@navy.mil</a>     |
| 414B         | OPS/Deck Detailer                | LCDR Jason Hinkley    | <a href="mailto:jason.hinkley@navy.mil">jason.hinkley@navy.mil</a>           |
| 414C         | Engineering/Repair Detailer      | LCDR Art Palalay      | <a href="mailto:art.palalay@navy.mil">art.palalay@navy.mil</a>               |
| 414D         | Electronics/Weapons              | LCDR Peter Furman     | <a href="mailto:peter.furman@navy.mil">peter.furman@navy.mil</a>             |
| 414S         | LDO/CWO Admin Assistant          | Mr. Roger Berryhill   | <a href="mailto:roger.berryhill@navy.mil">roger.berryhill@navy.mil</a>       |
| PERS-415     | NSW Detailer                     | CDR Tom Donovan       | <a href="mailto:tom.donovan2@navy.mil">tom.donovan2@navy.mil</a>             |
| 415A         | NSW Mil Admin Assistant          | LCDR Tuck Ragon       | <a href="mailto:robert.t.ragon@navy.mil">robert.t.ragon@navy.mil</a>         |
| PERS-416     | EOD Detailer                     | CDR Michael Tollison  | <a href="mailto:michael.tollison@navy.mil">michael.tollison@navy.mil</a>     |
| 416A         | EOD Admin Assistant              | Ms. Karen Rublaitus   | <a href="mailto:karen.rublaitus@navy.mil">karen.rublaitus@navy.mil</a>       |
| PERS-46B     | FTS Surface Branch Head          | CDR Michael Smith     | <a href="mailto:michael.l.smith12@navy.mil">michael.l.smith12@navy.mil</a>   |
| 46D          | FTS Surface JO Detailer          | LCDR Jeff Gerring     | <a href="mailto:jeffrey.gerring@navy.mil">jeffrey.gerring@navy.mil</a>       |
| BUPERS-311   | SWO Community Manager            | CDR Michael Ray       | <a href="mailto:david.m.ray2@navy.mil">david.m.ray2@navy.mil</a>             |