



OP Monthly Status Report

April 2023



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The Chief's Corner

We live and work in a dynamic world that demands our agility and resilience to meet existing and emerging mission requirements. As Supply Corps officers we will progress through our careers and perform more effectively if we develop a contextual understanding of our environment, roles, and actions. This month I will focus on career progression and the covenant of trust formed between you, your family, and our Navy to achieve both your desired career and Navy-needed outcomes. Keep in mind every community management and detailing process should in some way positively influence the ultimate aims of our Navy's lethality and combat readiness.

It is in this spirit I welcome the opportunity to continue our open and candid discussion of your concerns highlighted in the 2021 and 2022 Supply Corps surveys; and encourage you to attend the OP Roadshow as well as read and reflect on our Supply Corps "It's Your Career" and its five complimentary playbooks at your disposal.



RADM Peter G. Stamatopoulos, SC, USN
Commander, Naval Supply Systems
Command

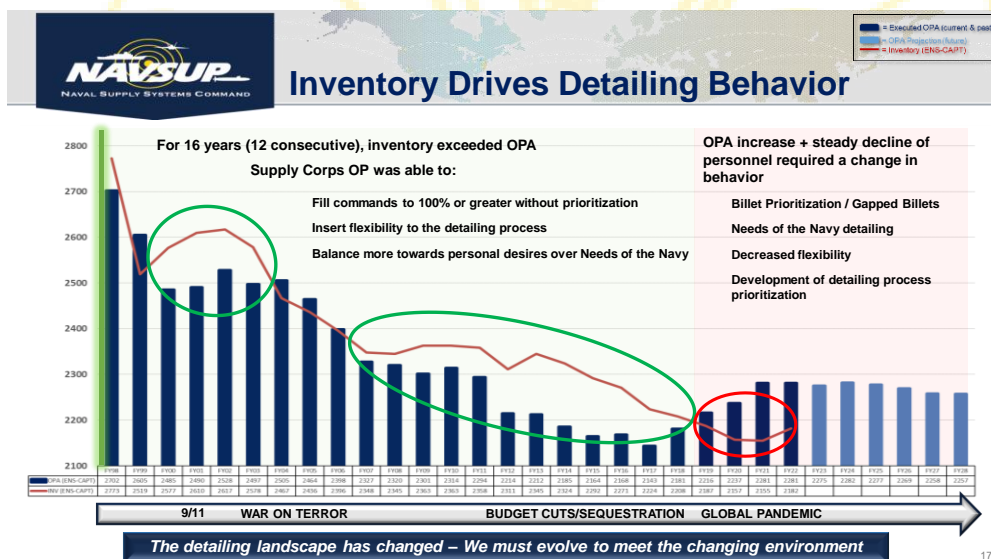
Career Progression & Community Management

Career progression means moving ahead in your career – getting promoted, taking on new opportunities and greater responsibilities, and achieving your career aspirations. It is synonymous with leader development which for us is based on a solid foundation of performance, professional reputation, and a diverse field of professional assignments derived from education, training, skills, and talents needed to support maritime logistics and sustainment operations. Community management, on the other hand, involves a precarious balance between accessions, billets, inventory, promotion flow points, and career exits. The nexus between career progression and community management is the detailing process. This year's OP Roadshow goes to great length to explain the symbiotic relationship between detailing (distribution) and community management (inventory) and illuminates the long-term continuity of policy and process on community health.

Supply Corps Inventory Drives Detailing

We are all familiar with the detailing triangle and the adage "Needs of the Navy, Personal Desires, and Professional Needs." As your career and life progress, the balance between these can vary widely. Fact – in the last two decades our Supply Corps Officer inventory exceeded our billet base or Officer Programmed Allowance (OPA), making it far easier to achieve a three-way match. In the fall of 2020, I noticed our inventory position had diverged from our authorized billet base and was essentially in a freefall, downward trajectory. I directed OP to prepare a community survey for release in the Spring 2021 and to work with OCM to jointly assess conditions, while dissecting Navy community management processes and policies. This survey was followed by a 2022 Navy-directed "Combat Readiness, Culture of Excellence & DEI" survey that re-emphasized our findings and provided me with context and feedback that I could use to arrest the free fall; and begin the deliberate task of bending our inventory curve upward.

To my dismay, we discovered several disconnects in Navy policy, processes, and practice – many falling outside our detailers’ immediate field of view. For example, we found many factors, including ship construction and decommissioning plans, control grade billet growth (i.e., higher demand for O4/O5/O6 supply officers), accessions (USNA, ROTC, OCS, POCS), non-distributable friction, promotion planning, and promotion flow points were not well-orchestrated or synchronized. When taken together, these forces – some working against each other – resulted in a two-decade trend revealing our community losses (career exits) had been outpacing gains (accessions) and causing our inventory to shrink year over year as we chased a declining OPA. Over time, higher than normal CDR attrition accelerated O4 to O5 promotions and pulled LT inventory earlier and quicker through the career path pipeline, which in turn hollowed out LT inventory, resulting in gapped billets, missed development opportunities, and impacts on quality of life. Ultimately, this has driven an ever-increasing downward spiral, exacerbating the inventory problem. It’s no wonder the near past has been so challenging. But why? Because inventory drives detailing options and behaviors; and fewer options complicate the detailing triangle, which can cause dissatisfaction and an erosion of “trust in the detailing process.”

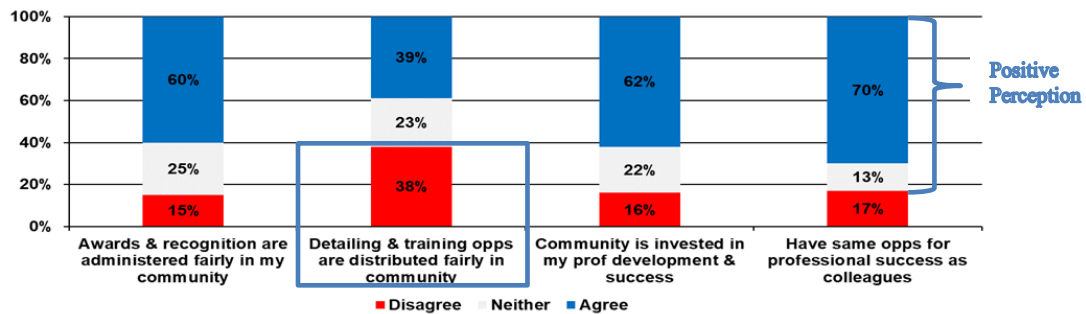


These stressors, evidenced in survey responses, indicate some officers feel there is a trust gap between OP and the wider community. Many respondents felt billets were being filled through networking prior to being advertised, or that detailers maintained a secret billet list filled exclusively through insider trading. This could not be further from the truth. Closer

examination of the detailing process, particularly detailing windows, revealed many constituents are just not engaging with detailers early enough. Remember – it’s your career – and if I were you, I’d engage early and build a rapport with my detailer and be able to explain why I’m interested in a range of billet(s). I’d also be transparent with any mitigating medical or EFM factors early and document my correspondence accordingly. Let me assure you, there are no secret billet lists – and no OP insider trading. Detailing is dynamic and fast-paced – this is especially true when there is a high demand to fill billets and a low density (inventory) to detail from. However, there are occasional circumstances for bundling to accommodate “needs of the Navy” hardship tours.

Positive Perceptions. Despite our current inventory position, survey data revealed most respondents felt they have: 1) the same opportunities for professional success as their colleagues; 2) the Supply Corps is invested in their personal professional development and success; and 3) awards and recognitions (e.g., promotions) are administered fairly within our community. I consider these findings to be significant and a positive reflection of community attitude, fairness across Navy, and your resilience.

Negative Perceptions. Networking was the largest detail-related concern in both surveys: encompassing 23% (56 of 248) of the detailing comments in the 2021 survey, and 58% (84 of 144) of the detailing comments in the 2022 survey. This sentiment reflects a significant number of respondents (38%) felt detailing and training opportunities are not distributed fairly throughout the community.



Feedback also indicated there is a perception that selection for “tough, visible shore tours” (TVST) is dependent on networking, rather than on sustained superior performance. Before we dissect sustained superior performance and networking, let’s look at two representative survey comments which reflect dissatisfaction in networking and tough visible tour selection:

Networking. “Regarding networking and ‘who you know’ as being more valuable than how you perform. I think for the most part the promotion boards will be fair. However, the messaging does not help when certain officers selected, for ex. to 810 program (due to a letter of recommendation) then will be detailed to TWI (due to a letter of recommendation), then follow-on choice TVST for subsequent O5 milestone (due to calling on behalf). This track is very much influenced by who they know and advocated for them. This is just an example but it’s easy for SC officers to trace the connections of these types of selections and who gets detailed [were] back to relationships made during basically JO tours. How do other officers break into those discussions and considerations?”

- The respondent agrees the promotion board process is fair. Recall Promotion Board Composition consists of 1 x President and 4 x diverse members (Race, Gender, Warfare Qualification, and Acquisition Experience).
- Officers are competitively selected for the 810, TWI, O5 Milestone, and MAJCOM billets by an administrative board process like a promotion board. Recall Admin Board Composition consists of 1 x President and 5 x diverse members (Race, Gender, Warfare Qualification, and Acquisition Experience).

Tough Visible Tours. “There appears to be a group of officers who are detailed to the best jobs at WSS Philly/OPNAV/JCS and NAVSUP HQ. If you are not in that group, you are essentially an outsider in the community, and it is hard to be detailed into those jobs.”

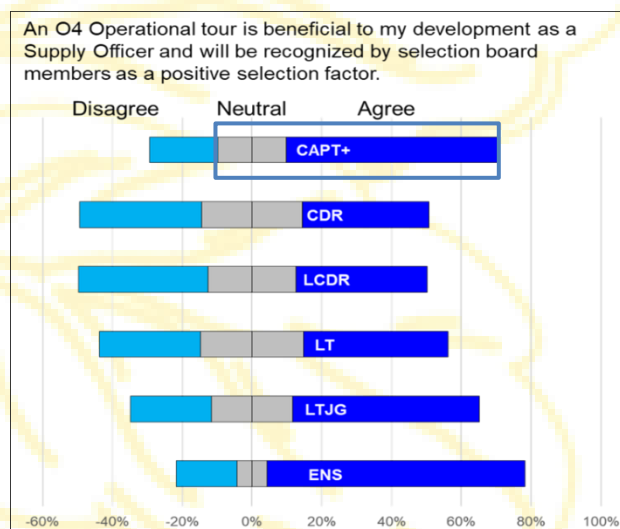
- For TVST, Officer records are selectively screened for best fit/fill by gaining command and respective Flag Officer.

Regarding “tough, visible shore tours” – they are considered tough for a reason – they are fast-paced, demanding and stressful in every respect. They are shore duty only by location, not by required level of effort or commitment. They are “high visibility” because the work is highly scrutinized and consequential to senior military and civilian decision-makers; there is little room or tolerance for error. Which leads to sustained superior performance – which is the result of consistent performance of the highest quality, over an extended period, above the level of your peers. Your performance, whether it is written, observed, or recognized, is noticeable, measurable, and comparable. Together, they form your professional reputation – your personal “brand” – which is a dynamic and living entity. It grows or

diminishes with every action you take or choose not to take...it is an unscientific, aggregated assessment of your human interactions, personal, and professional conduct. It is perhaps the most indispensable element in your professional life, and it must be grown, cultivated, preserved, and protected at all costs. To be considered for the tough, visible “nominative” billets, you must be a high performer in all respects – human, personal and professional. If you consider yourself to be that high performer (which I hope you do), then you must be on the hunt for those positions. Which leads to the importance of networking – which is really nothing more than the exchange of information among people with a common profession, interest, or goal. It can help people solve tough problems, find job opportunities, business collaborations, or information sharing. The Supply Corps community is known to be a “tight knit” network of like-minded Navy professionals. Your generation knows the benefits of social media networking and you use it in your daily routines. If you haven’t already, I recommend you start applying some of those networking techniques to your professional life, especially in face-to-face encounters now that we have moved beyond COVID and Navy Supply Corps Foundation social events are on the rise. If you’re uncomfortable networking – then I recommend you get comfortable being uncomfortable. I can think of no scenario where a fellow Supply Corps officer would ever refuse advice, assistance, or information sharing with another supply officer. You never know who you might meet or impress, or how a personal interaction with another supply officer may improve your personal brand!

Your Concern with Serving in O4 Operational Tours

Surveys, community interactions with detailers, and feedback from the OP Roadshow reveal many officers, especially those in the O4 and O5 paygrades, believe O4 operational tours are not beneficial to professional development, and may not be recognized as career enhancing during promotion boards. The chart to the right depicts survey results. By the numbers, 70% of Navy Supply Corps Captains (O6) attest O4 Operational tours are beneficial to an officer’s career. Note – these Captains are likely to have been promotion board members. When you consider adding “neutral” responses the negative(s) are far smaller.



Examples of representative survey comments are provided below:

O4 Operational Tours & Merit Reorder. “O4 operational tours are another example of a tour that isn’t particularly career enhancing if you want to get promoted. The SC tried to make the O4 OP tour valuable with the Merit Reorder conditions of a successful O4 OP tour as a requirement to be merit reordered; however, that only lasted a year or so then it moved back to an O4 OP tour should be given ‘favorable consideration’ or whatever, which really means it doesn’t matter, the merit reorder goes back to those elites with a network.”

- Merit Reorder considerations (hurdles) may change year to year. However, they tend to be centered on superior performance afloat and a balanced mix of operational and SC competency experience. Once hurdles are met, sustained superior performance is the determining factor.
- Post Board Merit Reorder ranking is at the discretion of the President of the Board. FYI, I have sat many boards as President, and NEVER have I elected to conduct a merit reorder – even though I pen them. Enough said.

O4 Operational Tours. “Regarding O4s at sea, the requirements for promotion MUST align with this duty. Currently, there is no viable incentive. If you accept an O4 at sea billet, you should have a leg up for milestone selection. This would align the selection process, prevent places like Philly from protecting their own from those duties while still getting the up check above others who want to compete.”

- 2022 LCDR (O4) available inventory was 490 to fill 523 authorized billets (OPA).
✓ 71 x Operational, 70 x OCONUS, 382 x CONUS.
- On average 214 LCDR (O4) are **detailed per year**.
✓ 29 x Operational, 29 x OCONUS, 156 x CONUS
- Officers are competitively selected for O5 Milestone billets by an administrative board process like a promotion board based on sustained superior performance across an officer’s entire record.

Detailing With Purpose (DWP)

As mentioned up front, the nexus between career progression and community management is the detailing process. On my journey of learning as Chief, I discovered several disconnects in Navy policy, processes, and practice, resulting in a two-decade trend and causing our inventory to shrink year over year as we chased a declining OPA, wrestled with accessions, and observed the bottom falling out as community health and risk to mission continued to accumulate. Across the last three years Navy has demanded more from the whole-of-Supply Corps in our role as Navy’s End-to-End (E2E) Supply Chain Integrators – we led Navy in P2P, NSS, TF Audit, and filled priority Operational and OCONUS billets, and more. Which is why I determined the need to become more involved in “Detailing with a Purpose” (DWP), rather than leave it up to a cadre of well-intentioned “Sea Mommas” and “Sea Daddies” and “gate keepers” who lacked a comprehensive E2E site picture of Navy priorities and requirements. To countervail this long-standing unregulated arrangement, I assembled a governance board of Navy Supply Corps Flag Officers, OP, and OCM to assist me in making best-fit details for every O5 and O6 assignment. The new DWP approach and framework is focused on billets, your desired preferences, and Navy-needed outcomes – and aligning those opportunities with community values and career progression goals to present best fit options for mission and professional development success. The Flag governance board conducts multiple sessions to match your desires based on performance, professional reputation, and balanced mix of assignments, skills, and talents needed to support the prospective gaining organization’s mission focus. No longer is one person the agent for preferential treatment.

I would like to expand DWP into the O4 ranks to assure greater diversity of thought and ensure impartiality, fairness, and inclusivity within detailing. But as you can see in the numbers presented above (average 214 x O4 details per year) the volume has been prohibitive and I’m not quite there yet. In the meantime, OP has my direction to detail in concert with our community values and BUPERS guidance; and, to focus on creating opportunities to place the “right officer, with the right qualifications, at the right time.”

Let me be clear about the value of O4 operational and OCONUS tours – they are important to Navy mission and offer a wide range of benefits, including leadership and exposure to solving tough sustainment problems in diverse environments – and they will lead you to advancement opportunities. I know from personal experience as a new O4 graduate from NPS, I would have much preferred to leverage my newly acquired acquisition education at a SYSCOM, WSS, OPNAV or an ASN tour – but like some of you, I was screened but not selected by those gaining commands. Disappointed, out of airspeed, altitude, and options, I reluctantly accepted the only position that was left on the slate – a two year tour at a little known command in Bahrain. At that time, I could have never imagined that CTF-53

would turn out to be the best “operational” (shore) tour of my career. The detailers didn’t consider it to be an operational or a TVST, but I can assure you it was both and then some!

I also wanted to let you know that I have recently modified the Community Values and intentionally de-emphasized billet coding (Subspecialty codes and AQDs) and shifted our focus to cultivating diverse development opportunities across our Supply Corps Lines of Operation. If you have the opportunity to earn a subspecialty code or AQD then by all means do it – they add to your brand and will make you more capable; but they do not define who you are.

In the end, my advice to you – focus your attention on developing a comprehensive Navy-wide view of End-to-End Supply Chains that span from the tactical edge aboard ships, submarines, and squadrons; through the operational level of war; across the Navy’s Force Generation “Foundry” to deep within the Defense Acquisition System and industrial base – and, build your professional reputation through sustained superior performance!

Competency in the Spotlight: Business Financial Management

Overview: Supply Corps officers serving in Business Financial Management (BFM) billets play a critical role in sustaining the fleet by serving as comptrollers, supporting major acquisition programs, and managing the fiscal programming requirements of the Navy. Financial management officers ensure that financial management policies are followed and budget execution plans are developed and implemented.

Officers seeking a career path in financial management may serve in the following types of assignments:

- **Business Financial Manager (Acquisition):** Duties typically involve formulating budget exhibits for major acquisition programs; writing responses to congressional fiscal marks; and creating, tracking, and executing funding documents. These positions are located at Systems Commands (e.g., NAVAIR) and offer the opportunity to expand financial management knowledge.
- **OPNAV Programming:** Officers filling programming positions at OPNAV N80 manage fiscal requirements across the Future Years Defense Plan (FYDP). Requirements management involves balancing top fiscal priorities amongst appropriations at both Navy and Resource Sponsor levels.
- **Fleet Comptroller:** Comptrollers produce auditable financial statements, execute budgets, and ensure financial policy compliance. Examples of senior comptroller billets include U.S. Fleet Forces Command, Commander Pacific Fleet, and Commander U.S. Naval Forces Europe / Africa.

Becoming a financial manager at the senior level requires several years of experience to learn, develop and master all aspects of financial management.

- Supply Corps officers can begin their financial management journey as interns, allowing them to gain valuable experience and insight into the financial management community.
- Supply Corps financial managers gain certifications through the DAWIA (Defense Acquisition Workforce Improvement Act) and the Department of Defense Financial Management Certification Programs.

Supply Corps financial management tours are both challenging and rewarding. Understanding the complex nature of financial management can significantly enhance an officer's experience in other assignments within the Supply Corps.

For more information about the Financial Management field, review the [It's Your Experience Playbook](#) on the Supply Corps' MyNavy HR page or reach out to CAPT Bill Benham, Resource Manager, N80 Supporting N94, at william.t.benham2.mil@us.navy.mil.

Command in the Spotlight: NAVSUP WSS

Overview and Mission: NAVSUP Weapon Systems Support (NAVSUP WSS), previously the Naval Inventory Control Point, provides Navy, Marine Corps, Joint, and Allied Forces program and supply support for the weapon systems that keep our Naval forces mission ready. NAVSUP WSS is a single command operating across three locations:

- Mechanicsburg, PA - Maritime Support
- Philadelphia, PA - Aviation Support
- Norfolk, VA - Transportation and Cost Analysis Support

NAVSUP WSS is the Navy's end-to-end supply chain integrator with a diverse profile of supported weapons systems across the five warfare domains. In addition, NAVSUP WSS supports Foreign Military Sales for more than 600 ships, 2,400 aircraft, and 80 mission partners.

Supply Chain Management (SCM) is NAVSUP's largest Product & Service by resource investment:

- Over 3,000 civilian, military, and contractor personnel
- \$43 billion inventory
- \$6.6 billion annual budget

NAVSUP WSS utilizes the Navy Working Capital Fund (NWCF) to buy and repair parts to support fleet requirements. NWCF management ensures our Fleet customers receive the parts they need, at the most affordable cost available worldwide, when and where needed.

A dedicated civilian, military, and contractor workforce is required to support the vast and diverse WSS portfolio of resources. As the Navy's end-to-end supply chain integrator, NAVSUP WSS has a dual focus: fleet supply and program support. The fleet supply role is more visible and customer-facing and entails daily communications with fleet units to determine mission requirements and increase warfighter lethality. The program support role may be less evident to the customer because NAVSUP WSS is weapons system-focused, given the criticality of optimizing life cycle support. In the program support role, the NAVSUP WSS workforce engages across hardware System Commands (SYSCOMs) (e.g., NAVAIR, NAVSEA), the defense industrial base, aviation depots, naval shipyards, and associated Fleet Readiness Centers and Regional Maintenance Centers.

Gain Valuable Experience: NAVSUP WSS enjoys a unique, holistic perspective of how to best support the warfighter. This perspective runs across multiple communities of interest and affords a myriad of career-enhancing job opportunities:

- Business Financial Management: CDR Financial Management and CAPT Comptroller positions
- Acquisition / Contracting: LTJG / LT internships and LCDR - CAPT positions

- Supply Chain Management: LTJG / LT internships and LT - CAPT positions
- Operations Research: LCDR - CAPT positions
- Logistics Information Technology: LTJG positions

For more information about NAVSUP WSS, contact CDR Casey Gillette, Material Budget Officer (N83), NAVSUP WSS Philadelphia, at casey.j.gillette.mil@us.navy.mil.

Business Financial Management Internship

Overview: The Business Financial Management (BFM) internship provides junior Supply Corps officers the opportunity to develop skills necessary to become future financial management leaders. This program prepares interns for future tours as financial managers or comptrollers through instruction and on-the-job training. Interns can expect the following benefits from this program:

- Progress toward a DAWIA Professional certification and 24 months of financial management acquisition experience credit
- Proficiency in formulation and execution of a program office budget
- Understanding Comptroller roles and responsibilities at a SYSCOM or DOD Agency

Internship packages are accepted during the spring and fall internship screening cycles. Cycle dates and results are announced via a FLASH from the Chief of Supply Corps. For more information and detailed eligibility criteria, review the instruction on the [Supply Corps Internship](#) page on the MyNavy HR website or reach out to the Internship Program Coordinator via supply_corps_cc@navy.mil.

Training with Industry Spotlight: The Home Depot

Training with Industry (TWI) is a 12-month program that provides participants with the opportunity to represent the Supply Corps at premier Fortune 500 corporations around the country, such as Starbucks (Seattle, WA), The Home Depot (Atlanta, GA), and FedEx Express (Memphis, TN). Officers chosen by an annual Flag-led selection board will gain exposure to executive-level decision-making, expand their professional knowledge, and provide a conduit for logistics innovation.

The Home Depot is the world's largest home improvement retailer and a perennial Fortune 500 Top-20 organization recently named the #1 Specialty Retailer in Fortune Magazine's 2023 World's Most Admired Companies list. Founded in 1979 with two 60,000 square-foot warehouse stores in Atlanta, Georgia, The Home Depot is now an international network with over 2,300 stores, 150 supply chain facilities, 500,000 employees, and millions of product offerings. Supply Corps TWI Fellows are assigned to the Store Support Center at The Home Depot's headquarters, where they are exposed to all aspects of a globally-operated, for-profit supply chain.

The Home Depot business model provides numerous opportunities to compare Supply Corps competencies and NAVSUP lines of operation, making it an ideal TWI partner. TWI Fellows at The Home Depot can engage in any aspect of the company and arrange their rotations throughout the enterprise. Previous Fellows have supported projects in areas such as Merchandising, Channel Management, International and Domestic Transportation, Inventory Planning and Replenishment, and

Associate Experience. The Home Depot's priorities change with the macro retail environment, resulting in a different experience for every Supply Corps officer assigned to The Home Depot.

Fellows are encouraged to liaise regularly with fleet stakeholders and use the knowledge gained to guide TWI focus areas and provide immediate program return on investment. The current TWI Fellow has worked on projects supporting disaster response and recovery, new store inventory projections, supply chain reliability and visibility for off-shore sites, and a developing partnership with NEXCOM for appliance sales.

While each TWI Fellow has a unique experience, daily engagements can include:

- Executive-level meetings
- Participating in business improvement projects
- Completing departmental rotations
- Pursuing focus area research topics

Some of the many opportunities that are available to explore include:

- Automation and machine learning forecasting
- Supply chain network design
- Global distribution operations
- Domestic channel management
- Customs clearance
- Internal asset maintenance and facilities infrastructure
- Operations and data research
- Future logistics planning
- Disaster / Emergency response and recovery
- Leadership teambuilding events
- Operational training opportunities
- Community outreach events
- Strategic communications planning
- Store operations
- Associate recruitment and retention

For any program-related questions, contact LCDR Dan Hinkley, TWI Fellow, The Home Depot, at dan_hinkley@homedepot.com.

When am I In-Zone for Promotion?

Each year, a NAVADMIN titled "NOTICE OF CONVENING FY-XX NAVY ACTIVE-DUTY PROMOTION SELECTION BOARDS" is released, which sets 'promotion zones.' The Secretary of the Navy (SECNAV) releases this promotion zone message in mid-December. This message establishes the senior and junior person that will be in-zone for each grade and competitive category for the upcoming year. The active-duty zone message also includes a 'junior eligible,' marking the end of the below-zone list of eligible officers. Reserve boards do not consider below-zone officers for promotion, except for CWO-3 and CWO-4.

If a member's lineal number (or precedence number for reservists) is lower than that of the junior in-zone officer on the message, they are considered in-zone for the upcoming promotion board. To determine lineal/precedence number, please refer to your Officer Data Card (ODC).

Active-duty officers with a higher lineal/precedence number than the junior in-zone number, but lower than the junior eligible are viewed as below-zone by the upcoming board. Boards are allowed to select a certain percentage of below-zone officers. A below-zone look is, in essence, a free look because these

officers will not incur a Failure of Selection (FOS) if not selected. Due to varying needs within the different communities, it is possible that an officer may receive one to three below-zone looks.

The following steps help determine when In-Zone for promotion:

1. Login into BOL <https://www.bol.navy.mil/bam/>
2. From the application menu, click on 'Naval Register'
3. Select 'Active Duty' in the 'Officer Type' drop down, select appropriate rank in the 'Pay Grade/Rank' drop down, and select 'Supply Corps' in the 'Competitive Category Code' drop down
4. Click 'Search'
5. Click 'Export to Excel'
6. Sort by Lineal/Precedence

For more information, contact the Supply Corps Career Counselor at 901-874-4624 or via email at supply_corps_cc@navy.mil.

From the Reserve Component Career Counselor's Desk

Updating Formal Education on the Officer Summary Record (OSR)

The formal education section of the OSR lists all completed degrees and formal certificate programs from accredited institutions. The OSR outlines the year of degree or certificate completion, level of education, field of study, and awarding institution. Any additions to the formal education section can be updated by sending official transcripts to the MyNavy Career Center (MNCC) via standard mail or electronic delivery.

Electronic delivery requires transcripts be emailed to askmncc.fct@navy.mil or via [National Student Clearinghouse](#). For transcripts sent via National Student Clearing House, members should select the following in the drop-down menus, in order:

- Education Organization, Application Service and Scholarships
 - Department of the Navy
 - Navy Personnel Command

Standard mail delivery requires that the official transcript or certification be sent from the member or the school in a sealed envelope to:

NAVY PERSONNEL COMMAND
MNCC
BLDG 768 RM E302
5702 INTEGRITY DRIVE
MILLINGTON, TN 38055

Additional details about updates to formal education as well as frequently asked questions can be found on MyNavy HR webpage, [Education and Subspecialty](#).

2023 Navy Reserve Supply Corps Readiness Symposium (23-25 June 2023)

All Reserve Supply Corps officers are invited to attend the 2023 Navy Reserve Supply Corps Readiness Symposium at the National Geospatial Intelligence Agency (NGA) in Springfield, VA, from 23-25 June

2023. This event provides an exceptional opportunity to connect with fellow officers and engage in critical discussions about the future of our Reserve Supply Corps Principle Lines of Operation.

This year's symposium features a variety of informative and interactive sessions led by national security experts and key leaders in the Navy Reserve Supply Corps. Participants can expand their knowledge, improve skillsets, gain valuable insight into the latest trends and challenges in the Supply Corps, and explore *Get Real, Get Better* approaches to improving community and Navy readiness. In addition to the informative sessions, attendees can network with peers, sharing best practices and lessons learned with fellow Reserve Supply Corps officers from across the country.

Don't miss out on this valuable opportunity to enhance your professional development and contribute to the success of the Navy Reserve Supply Corps! Register now at readyforsea.org.

Commander Milestone and Major Command Ashore Oral Boards

The FY24 Supply Corps Commander Milestone (Board #55) and Captain Major Command Ashore (Board #56) screenings are scheduled for the week of 20 June 2023. To be eligible, officers must:

- Attain at least one formal warfare designation
- Complete at least two Supply Corps operational tours, with a minimum of 18-months per tour, prior to being screened "in-zone" for the rank of Commander
- Complete Joint Professional Military Education (JPME) Phase I
- Have experience in at least one Supply Corps line of operation / core competency (i.e., Acquisition, Supply Chain Management, Operational Logistics)
- Receive a formal nomination letter from your Reporting Senior certifying that you meet all eligibility requirements

After successfully completing the above requirements, officers must complete a Commander Milestone or Captain Major Command Ashore Oral Board and be designated as "eligible." This designation (2D1 AQD) is entered into an officer's record after the officer submits their Reporting Senior Nomination and Oral Board recommendation letters to NAVSUP OP. The records of officers not designated as eligible for selection will not be screened or considered by the respective administrative screening board(s).

Refer to [NAVSUPINST 1412.1B](#) for further guidance or direct any specific questions to the Supply Corps Career Counselor at supply_corps_cc@navy.mil.

2023 Supply Corps Directory

The 2023 Supply Corps directory has been released and is ready to view. The directory can be found on the eSUPPO app and the [Supply Corps' MyNavy Portal site](#).

'Tis the Season for PCS (NP2 MyPCS App)

Permanent Change of Station (PCS) season is right around the corner for many Navy personnel. For assistance with planning an upcoming PCS, **NP2 MyPCS** is a great resource that allows active-duty sailors the ability to electronically submit travel receipts, complete vouchers, and apply for government housing and childcare during their moves between duty stations. After a one-time setup, the program can be accessed without a Common Access Card and is available to all Sailors through the Navy App Locker (www.applocker.navy.mil) or MyNavy Portal.



Additionally, ensure that all contact information is updated after executing a move! NAVSUP OP periodically sends information regarding boards, graduate education opportunities, helpful reminders, the OP Monthly, etc. **Please send updated contact information** to supply_corps_cc@navy.mil. A sample contact information update email follows:

Supply Corps Career Counselor,

Please update my contact information.

Primary Email:

Secondary Email:

Office Phone:

Cell Phone:

Very Respectfully,

LT F. M. Last

For Reserve Component officers, update contact information via the 'Update Personal Information' section on Navy Standard Integrated Personnel System (NSIPS).

Previous Mentions...

NAVSUP OP Roadshow Schedule

NAVSUP OP is hitting the road and heading your way! The OP Team will present valuable career information and conduct one-on-one record and career planning interviews. Upcoming scheduled dates and locations are:

24 – 26 April	CONUS Virtual
26 – 28 April	West OCONUS Virtual
01 – 03 May	East OCONUS Virtual

*Schedule is subject to change.

2023 Ruehlin Seminar

The Ruehlin Seminar is an Executive Transition Assistance Program (XTAP) for senior officers (CDR/CAPT), enlisted personnel (SCPO/MCPO), and Warrant Officers who have 20+ years active duty service and plan to retire within the next two years. NOTE: The Ruehlin Seminar does not replace Transition Assistance Program (TAP).

Tentative dates for the two seminars scheduled for FY23:

1. Washington, DC: 15-19 May 2023 (wait list)
2. San Diego, CA: 7-11 August 2023

Request attendance by contacting the Supply Corps Career Counselor (supply_corps_cc@navy.mil) NLT six weeks prior to the start date as available seating is limited.

March OP Monthly

The previously mentioned topics from the **March OP Monthly** can be found on the MyNavy HR Supply Corps Career Counselor page at [March 2023 OP Monthly](#).

Topics:

- The Chief's Corner: Intro
- Meet the...Reserve Component Career Counselor
- Personnel Exchange Program Spotlight: Canberra, Australia
- Supply Corps Internship Spring 2023 Cycle
- Time on Station / Obligated Service
- Commander Milestone and Captain Major Command Ashore FY24 Boards
- From the AC Career Counselor's Desk
 - Placement Officer vs Detailer
- From the RC Career Counselor's Desk
 - Career Progression and Community Values
 - Records Review
- FY24 Supply Corps Community Values and Merit Re-Order Briefs
- Receive Supply Corps FLASH in Email

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A. H. TURNER
CAPT, SC, USN
Director, Office of Supply Corps Personnel

Supply Corps Officer Strength

3100 Active Component

Paygrade	Authorized	Inventory	Gross Over/Under	Non-Distributable Inventory	GSA/IA Fills	Total Delta
O-6	170	177	7	4	0	3
O-5	354	333	-21	6	1	-28
O-4	518	482	-36	11	1	-48
O-3	693	638	-55	10	2	-67
O-2	268	266	-2	12	1	-15
O-1	264	266	2	6	0	-4
Totals	2267	2162	-105	49	5	-159

Supply Corps FY23 Officer Program Authorization as of 30 November 2022.

Note: In the figures above, officers selected for promotion in FY23 are accounted for in their current rank, but are detailed to billets of the next higher rank resulting in a lower distributable Lieutenant inventory.

3107 Reserve Component - Training and Reserves (TAR)

Paygrade	Authorized	Inventory	Delta
O-6	8	9	1
O-5	26	21	-5
O-4	32	35	3
O-3	25	20	-5
O-2	0	2	2
O-1	1	0	-1
Totals	92	87	-5

3105 Reserve Component (RC) - Selected Reserves (SELRES)

Paygrade	Authorized	Inventory	Delta
O-6	52	47	-5
O-5	171	172	1
O-4	312	279	-33
O-3	195	170	-25
O-2	84	61	-23
O-1	25	59	34
Totals	839	788	-51

3165 RC In-Training

Paygrade	Authorized	Inventory
O-3	0	0
O-2	0	14
O-1	0	54
Totals	0	68

6510 Limited Duty Officer (LDO)

Paygrade	Authorized	Inventory	Gross Over/Under	Non- Distributable Inventory	Total Delta
O-6	0	0	0	0	0
O-5	0	0	0	0	0
O-4	0	0	0	0	0
O-3	33	8	-25	0	-25
O-2	9	20	11	0	11
O-1	15	11	-4	0	-4
Totals	57	39	-18	0	-18

7520 Food Service Warrant Officer

Paygrade	Authorized	Inventory	Gross Over/Under	Non- Distributable Inventory	Total Delta
CWO-5	3	6	3	0	3
CWO-4	10	8	-2	0	-2
CWO-3	25	25	0	3	-3
CWO-2	19	26	7	2	5
Totals	57	65	8	5	3

BQC Status

Second Battalion 2023

Class Dates: 11 Jan 23 - 09 Jun 23
Students 36 students currently in training

Third Battalion 2023

Class Dates: 26 Apr 23 - 22 Sep 23
Students 34 students awaiting training

BQC-NR Status

103rd Company

Current Phase: 7 Nov 22 - 26 May 23 (Distance Learning Phase 2)
Next Residence Phase: 30 May 22 - 9 Jun 22 (Phase 3)
Students: 12 students currently in training
Graduation Date: 12 Jun 23

104th Company

Current Phase: 29 Aug 22 - 7 Apr 23 (Distance Learning Phase 1)
Next Residence Phase: 10 - 21 Apr 23 (Phase 2)
Students: 9 students currently in training
Graduation Date: 8 Dec 23

105th Company

Current Phase: 3 Apr 23 - 13 Oct 23, (Distance Learning Phase 1)
Next Residence Phase: 16 - 27 Oct 23 (Phase 2)
Students: 22 students currently in training
Graduation Date: 10 Jun 24

Promotion Selection Boards

FY24 Promotion Zones (AC) [NAVADMIN 270/22](#)

Rank	SR/JR IZ Lineal #	SR/JR IZ Name	# of Selects	Zone Size	Board Date	Letters to the Board Due Date
CAPT	02492725	WILSON, C. T.	TBD	55	7 Feb 23	27 Jan 23
	02537800	THOMAS, M. E.				
CDR	04494250	DURAKOVIC, A.	TBD	93	1 May 23	20 Apr 23
	04630600	HIGGINS, J. N.				
LCDR	15679100	WOODS, J. B.	TBD	158	1 May 23	20 Apr 23
	16577300	ANDERSON, M. C.				

CAPT Select msg - TBD; CDR Select msg - TBD; LCDR Select msg - TBD

FY24 Promotion Zones (RC) [NAVADMIN 292/22](#)

Rank	SR/JR IZ Lineal #	SR/JR IZ Name	# of Selects	Zone Size	Board Date	Letters to the Board Due Date
CAPT	25660300	CAPONE, M. M.	TBD	24	28 Feb 23	17 Feb 23
	25837000	PALMER, E. J.				
CDR	36360000	YOUNGBLOOD, J. L.	TBD	44	28 Feb 23	17 Feb 23
	36656000	CLAY, A. L.				
LCDR	43162500	RICHARDS, C. A.	TBD	44	22 May 23	11 May 23
	43486100	SHAW, D. A.				

CAPT Select msg - TBD; CDR Select msg - TBD; LCDR Select msg - TBD

FY24 Promotion Zone (TAR) [NAVADMIN 292/22](#)

Rank	SR/JR IZ Lineal #	SR/JR IZ Name	# of Selects	Zone Size	Board Date	Letters to the Board Due Date
CAPT	25879600	HENGgeler, T. P.	TBD	2	28 Feb 23	17 Feb 23
	26001100	MOSS, J. K.				
CDR	36627300	DICKERSON, S. E.	TBD	2	28 Feb 23	17 Feb 23
	36885400	DICKERSON, J. M.				
LCDR	42835200	RIPLEY, C. A.	TBD	6	22 May 23	11 May 23
	43362000	SMITH, J. L.				

CAPT Select msg - TBD; CDR Select msg - TBD; LCDR Select msg - TBD

Overseas Contingency Operations (OCO) Update

Currently there are **48** filled Supply Corps OCO requirements*:

Active Component (3100, 6510, 7520): **12**

Rank	Djibouti	Bahrain	Kuwait	Hawaii	Total
ENS					
LTJG	1				1
LT	3	2	1		6
LCDR	3	1		1	5
CDR					
CAPT					
Total	7	3	1	1	12

Reserve Component (3165, 3105, 3107): **36**

Rank	Guam	UAE	HOA	Bahrain	Kuwait	Hawaii	Germany	CONUS	Total
ENS									
LTJG	1		3						4
LT	3		6	2				2	13
LCDR		1	4	1	4		3	1	14
CDR			1	1	1	1	1		5
CAPT									
Total	4	1	14	4	5	1	4	3	36

*Data pulled 21 March 2023 and represents count of Boots on Ground (BOG).

Note: Mobilizations, IAs, and GSAs range from 6-12 months. Once assigned, GSA opportunities are updated and posted to <https://www.mynavyhr.navy.mil/> and the eSUPPO app via Billets > TAR/GSA function.

FY24 Board Schedule

Board # (24XXX)	Board Title	Sponsor	Convening Date
105	Active O-8 Staff	PERS 8	19 Sep 22
200	Active O-7 Staff	PERS 8	20 Sep 22
071	Strategist and National Security Fellowships and Graduate Education Programs	PERS 44	2 Nov 22
035	TAR Transfer/Redesignation #1	PERS 92	14 Nov 22
025	Reserve O-8 Staff	PERS 8	15 Nov 22
060	Reserve O-7 Staff	PERS 8	16 Nov 22
170	Active O-6 Staff	PERS 8	7 Feb 23
245	Reserve O-6 Staff	PERS 8	28 Feb 23
246	TAR O-6 Staff	PERS 8	28 Feb 23
250	Reserve O-5 Staff	PERS 8	28 Feb 23
251	TAR O-5 Staff	PERS 8	28 Feb 23
205	Reserve E-8/9	PERS 8	6 Mar 23
206	TAR E-8/9	PERS 8	6 Mar 23
210	Active E-9	PERS 8	27 Mar 23
235	Active E-8	PERS 8	27 Mar 23
302	Supply Corps Postgraduate Education Screen	PERS 4412	5 Apr 23
325	TAR Transfer/Redesignation #2 (Date Change from Original)	PERS 92	24 Apr 23
265	Active O-5 Staff	PERS 8	1 May 23
300	Active O-4 Staff	PERS 8	1 May 23
340	Reserve O-4 Staff	PERS 8	22 May 23
341	TAR O-4 Staff	PERS 8	22 May 23
335	Reserve E-7	PERS 8	5 Jun 23
336	TAR E-7	PERS 8	5 Jun 23
329/330/332	Active Chief Warrant Officer 3/4/5	PERS 8	12 Jun 23
055	Supply Corps Commander Milestone	PERS 4412	20 Jun 23
056	Supply Corps Major Command Ashore	PERS 4412	22 Jun 23
360	Active E-7	PERS 8	26 Jun 23

*Board schedules can be found at: <https://www.mynavyhr.navy.mil/Career-Management/Boards/Selection-Board-Support/>