



OP Monthly Status Report

May 2023



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The Chief's Corner

Thank you, again, for giving me the opportunity to address your concerns as a community. The final topics for our candid survey discussion are points of contention for many within the Supply Corps. In light of this, I would like to spend a bit more time to make sure I can fully address your concerns. Rest assured that the Survey Response Team is hard at work developing and implementing a number of solutions to strengthen our community. We will revisit surveys for a final time in the June OP Monthly.

Last month, we discussed community management and career progression. We also talked how the nexus between the two is the detailing process, and how forces, sometimes in contention with one another, interact to achieve the ultimate aims of our Navy's lethality and combat readiness. This month, I want to continue our discussion on career progression;

however, I want to specifically focus on community perceptions of the selection board process.



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

It's Your Board

To better understand the selection board process, I encourage you to become familiar with the Supply Corps [“It's Your Board” playbook](#) and the MyNavy HR website. The playbook explains governing documents, precepts, convening order, community values, selection criteria, and the mechanics of how boards work. It is important to understand the mechanics for several reasons: (1) it helps you align community values and lines of operation to your performance across time and rank gates; (2) it helps you to understand the breadth and depth of information board members must review, grade, and brief in order to “vote their level of confidence;” and (3) it helps you apply critical thinking to your career options, the choices you make, the qualifications and learnings you pursue, and level of effort and sacrifice required as you navigate through YOUR CAREER for the outcomes YOU aspire to achieve.

The Board Itself

Selection boards, by their nature and design, are created to be diverse, inclusive, and equitable (fair and impartial). The objective of the board is to hunt for and illuminate an officer's record for sustained superior performance. I want to assure you board members spend a significant amount of time reviewing records. Each member is required to comb through the entirety of an officer's record – awards, Fitness Reports (FITREP), and documents in the Official Military Personnel File (OMPF), excluding your official military photo. Each record is thoroughly reviewed by two or more members. Performance Summary Reports (PSR) and Officer Summary Reports (OSR) are annotated with mark ups and notes to illuminate performance and alignment with the Convening Order and Community Values. Once records are thoroughly reviewed, the board moves to “The Tank,” where each record is briefed by a randomly assigned board

member. After briefing and discussion, the record is anonymously voted upon with a confidence factor (0, 25, 50, 75, or 100). Each board member “votes their confidence” on the potential of the officer record presented. The rigor of the process is deliberate and demands intense concentration. The entire board process, including “The Tank,” is proctored by a Supply Corps Flag and monitored by NPC administrative selection board support staff to ensure fairness and impartiality. The margin of difference between records is narrow and can become razor thin in the “crunch,” where the smallest details and differences count. It’s a weighty responsibility for board members – it’s challenging, demanding, and can be a gut-wrenching experience. Ask any board member, and they’ll likely tell you – it is a fair process, and it is a humbling experience. Recorders often say “it’s an eye-opening experience” – meaning they see good records, not so good records, and records with missing information, which is unfortunate. Be sure to review your record three to four months before the board to ensure it is complete. Remember, it’s your record and your career.

Community Perceptions of Board Member Performance and Results

The 2021 community survey highlighted a significant number of LT, LCDR, and CDR respondents believed “Boards” do not always make the best selections. When the survey data was dissected in greater detail, the following trends were revealed:

- For those who believed the Boards **do not pick** the best candidates, the data revealed dissatisfaction was reasonably stable among respondents (35% for LTs and LCDRs, and 38% for CDRs).
- For those who believed the Boards **do pick** the best candidates, data revealed an upward trend relative to the seniority of respondents (35% for LT, 40% for LCDRs and 46% for CDRs).

This suggests as an officer gains rank and experience, there is an increased understanding of the board process, community values, and the importance of performance. Survey results indicated a natural progression of understanding of what is required for favorable consideration and selection to the next level. This is good.

Perceptions on Board Results

Survey results also highlighted the following perceptions pertaining to board results:

1. There are beliefs that selections are largely based on “who you know,” rather than sustained superior performance.
 - Respondent: “Promotions and selection to PG or other programs is all about who knows you. A lot of great talent has left the Supply Corps because of this problem.”
 - Both promotion and administrative boards are conducted in the same manner. I do not recall a board having less than one hundred records – in fact most have had more than two hundred records. That’s a lot of records to review, mark up, brief, and vote on. Having sat many boards, I personally find it impossible for any one member to control the outcome or track “who’s who” throughout the process. The best records prevail.

- Respondent: “A few numbers on a piece of paper (RSCA comparison) do not tell the full story of an Officer's career. Board members should take the time to READ an individual's FITREPs and not base promotion on a trend. Why do we waste our time writing FITREPs if the only thing that matters is a number and an opening / closing statement?”
 - Yes, reporting senior cumulative average (RSCA) is a “commander-centric” data point that is measurable and comparable. It reflects the trust and confidence Navy places in Commanding Officer perspectives. Never lose sight of this reality. RSCA reflects the viewpoint of a single “commander.” RSCA trends reflect the viewpoint of many “commanders.” Sustained superior performance and professional reputations are built and revealed over time.
- 2. Mentor messaging does not match with the results of boards.
 - If you find yourself in this situation, I highly recommend you talk with more coaches and hunt for a new mentor.
- 3. There is a desire for more transparency in the board selection criteria, citing deviations from published community values and actual selection results.
 - Respondent: “There is a growing disparity in messaging between what the community states it values in officers screening for promotion and the actual outcome of promotion boards. The most glaring example of this is a lack of specific screening criteria for “best qualified” officers on the board precepts over two years.”
 - There has never been a singular career path nor is there a specific “value” criteria checklist. Why? Because our staff corps is small, and we serve across the whole-of-Navy and in all echelons of commands. We can earn up to 5 warfare pins and pursue more than 20 competency areas used to effectuate end-to-end supply chains. In short, we fill myriad, diverse roles and have to be careful not to pigeon-hole ourselves with a checklist.
 - Regarding perceived disparities between community values and board outcomes – all constituents and board members have equal access to the “Supply Corps Officer Leader Development Path,” Community Values, Lines of Operation, my Chief’s Guidance, and a host of other useful professional documents. Study and use these to enhance your understanding, apply critical thinking, self-assess career progression and performance, and self-correct how your record will present to the board (i.e., OSR, PSR and FITREPs). Careers are built on performance, not from checklists.

Neither Community Values nor the Lines of Operation have changed significantly. In fact, they are described clearer than ever before, and convening orders have been modified to emphasize sustained superior performance over collecting “competency badges” (SSPs and AQDs) which are more academic than they are performance / leadership based.

Even though the board process is deliberate, thorough, fair, and members are duty bound to vote only on information contained in the record – critics are still free to express their opinions openly without fear of reprisal; however, keep in mind that unless you are a board member, the records briefed and deliberations that take place in “The Tank” are completely outside your field of view. So, I caution those who criticize about a board they were not on. My comments are not to disparage and are only meant to encourage critics to have empathy for non-selects and the board members charged with the heavy responsibility of differentiating razor thin margins.

Perceptions on Board Member Knowledge

Board member lack of knowledge was another theme of concern highlighted in the community surveys. For example:

1. CDR and below respondents believed board members will not keep pace with, understand, or consider how career opportunities are rapidly changing (e.g., O4 Operational tours, overseas billets, PG opportunities, etc.), which is perceived as disrupting legacy career progression pathways.
 - After being sworn in, board members receive a detailed community brief and discuss career progression trends to provide context and awareness of current dynamics.
2. There were also concerns board members may not have knowledge of certain tours and skillsets, which inadvertently may undervalue an officer’s experience throughout the board process.
 - Every promotion board includes an Unrestricted Line Officer, and composition ensures diversity (Race, Gender, Warfare Qualification, and Acquisition Experience).
3. Several respondents commented there are too many qualifications for any one board member to completely understand.
 - Respondent: “With respect to AQDs and SSPs, the missions we support are so broad in scope and diverse in mission sets that I would be very surprised if the average board member could accurately describe the skills / responsibilities associated with all the qualifications afforded to Supply Corps officers.”
 - Respondent: “...I do worry that there will always be knowledge gaps in any given board where members may never have had experience in a particular area and as a result will not weigh the relative "importance" of the billets we're asked to fill.”
 - Respondent: “Our senior officers struggle to understand changes to our AQDs and sub-specialties, I have no confidence they will remember the various career path changes / impacts each YG up for selection transition through while making selections.”

To address these concerns, the NAVSUP OP team has developed a “Board Best Practices” brief. The aim is to help future board members prepare for records mark-up and review sessions. It also serves to supplement our community Career Progression slide as a reference for additional qualification designators (AQDs) and subspecialties (SSPs) and has been provided to O6 leadership for feedback. The advanced outreach and lessons learned is intended to better prepare board members.

Community Values

This past year, I modified the Community Values and precepts to emphasize sustained superior performance more so than collecting competency badges, which are more academic and time-phased rather than performance / leadership based. The reason for doing this is simple. The DAWIA certification standards were dramatically altered on February 1, 2022, changing the legacy certification model and experience requirements and moving them to a life-long learning paradigm. Until the new approach is better understood, stable, and better aligned with SSPs and AQDs it makes sense to refocus on what matters most – your performance; however, I encourage all to earn SSPs and AQDs when you have the opportunity because they will make you a more knowledgeable, capable, well-rounded officer and they will open detailing doors to billets that may interest you. Earning an SSP or AQD alone does not assure promotion or billet fulfillment; however, it is an indicator of your career progression. Most of our billets are not SSP or AQD coded (DAWIA or other), nor do they need to be. Remember, your “commander” and reporting senior who sign your FITREP care more about how you perform on the job.

We are all charged to develop officers who understand the big picture and are hard hitting, high impact players in making Navy’s end-to-end supply chains more effective and affordable. Recall, it’s your career and your progression 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 our Supply Corps’ mission. Keep in mind rank gates and promotions span several years which affords you plenty of time for personal and professional growth along your path. Take advantage of the treasure trove of available resources to accelerate your learning and expand your field of view. Use our community values and lines of operation – Ready for Sea / Operational Logistics / Supply Chain Management / Acquisition & Life Cycle Sustainment to serve as your guidon. When combined with your creative talent, these form the warfighting advantage only the Navy Supply Corps team can provide.

Competency in the Spotlight: Operations Research

Overview: Operations Research (OR) is the science of going “from data to decision” that originated during World War II. OR was a response to tactical problems relating to the optimal employment of weapon systems and issues relating to the deployment and employment of military forces. OR has since evolved into a full-scale scientific discipline widely practiced by analysts in industry, government, and the military.

Analysts apply the latest tools in data analysis, computation, optimization, machine learning, modeling, and simulation to conduct independent analytical studies of military problems and advise senior leaders. Civilian OR analysts also utilize these tools to tackle complex business problems, notably supply chain impacts and financial risk management. The field combines mathematical models, statistical analyses, simulations, analytical reasoning, and common sense to understand and improve real-world operations. Improvement is measured by minimizing cost, maximizing efficiency, or optimizing other relevant measures of effectiveness.

OR analysts break down a problem into basic components and utilize mathematical analysis to help define and inform a solution. OR officers rely heavily on quantitative skills in probability and statistics, modeling and simulation, optimization, and warfare analysis. OR skills are highly desired across the spectrum of Department of Defense (DoD) activities and throughout the

strategic, operational, and tactical levels of warfare. OR skills are relevant where limited resources are needed to meet unlimited requirements. For Supply Corps officers, applications include force structure composition, inventory control, manpower management, program management, finance, and other similar functions. OR analysts serve as the Supply Corps' organic means of solving business problems, providing data insights to better understand what has happened in the past, what is likely to occur in the future, and identifying the best course of action to enable success in that predicted future.

As the world continues to gather mountains of data, additional OR analysts are required. As of December 2021, the U.S. Bureau of Labor Statistics expected U.S. employers to need an additional 25,000 OR analysts by 2030, making it one of the top 20 fastest-growing jobs this decade. The trifecta of a successful OR analyst is knowledge and experience in their subject field, application of advanced mathematical techniques, and translating that analysis meaningfully to decision-makers. For a Supply Corps officer, this means taking advantage of operational experience, leveraging a first-class education at Naval Postgraduate School (NPS), and developing meaningful briefing skills.

Becoming an OR: OR analysts are developed via the Master of Science in Operations Research at NPS (361 Curriculum), which requires an Academic Profile Code (APC) of 325 or lower. Post NPS, tours as an OR include:

CAPT: JCS WASH DC, MSDDC FOA TWCF, COMUSFLTFORCOM, BUMED WASH DC

CDR: TRANSCOM HD, DLA DWCF, JCS WASH DC, JS J7 HAMPTON RD, MSDDC 599TH GRP, OPNAV, COMUSFLTFORCOM, NAVSUP WSS, CNSSC OP SUP FLD, CNSSC FLD COM MG, PG SCH MONTEREY, CNRF WASH DC, NCHB-1, COMPACFLT MOC

LCDR: USFK FWD, OPNAV, CNSSC OP SUP FLD, DLA DWCF, DLA LAND MARITM, SOF AT&L, COMUSWFORPAC, NAVSUP WSS, CNSSC FLD NWCF, TRANSCOM HD, MSDDC TEA TWCF, COMSUBLANT, CNAF WEST TTSHOR, DLA J6 RICH VA

For more information, contact CDR Adam Hilliard, NAVSUP Weapon Systems Support (WSS) Philadelphia, N984 Integrated Logistics Support at adam.g.hilliard4.mil@us.navy.mil or LCDR Jeff Good, NAVSUP WSS Mechanicsburg, Operations Research Analyst at jeffrey.e.good.mil@us.navy.mil.

Command in the Spotlight: The Office of the Chief of Naval Operations

Mission: The Office of the Chief of Naval Operations (OPNAV) establishes policies, provides resources, and ensures combat-ready naval forces to enhance U.S. maritime capabilities through all-domain access, forward presence, power projection, deterrence, sea control, maritime security, humanitarian assistance, and disaster response. As the Navy's Echelon I corporate headquarters, it provides a comprehensive spectrum of support to the Secretary, the Under Secretary, the Assistant Secretaries of the Navy, and the Chief of Naval Operations in fielding a lethal and complete maritime force ready to compete now and in the future.

Located in the Pentagon, across the Potomac River from the heart of Washington, D.C., OPNAV stands at the epicenter of the nation's political system and defense enterprise. Supply Corps officers assigned to OPNAV are immersed in a dynamic and enlightening ecosystem of innovation, learning, and military heritage that provides regular interactions with strategic and operational-level leaders and organizations across the Department of Defense. There are many opportunities to develop and employ acquisition, operations research, and requirements management skillsets throughout an OPNAV tour. Officers detailed to OPNAV will oversee projects and portfolios directly impacting naval readiness with real-world implications.

Organization: Opportunities at OPNAV for officers at paygrades of O4 and above reside in three directorates: OPNAV N4, N8, and N9. Each has unique characteristics and prospects for professional development and strategic engagement. Action officers routinely split time across multiple OPNAV directorates during their tours.

- **OPNAV N4 (Fleet Readiness and Logistics)** provides strategic policy, governance, and resourcing of maritime sustainment programs (afloat and ashore) to advance national interests and achieve distributed maritime operations. N4 focuses on the five "R"s of logistics (refuel, rearm, resupply, repair, and revive) required for naval forces in a contested environment. The majority of Supply Corps officers billeted to this directorate are assigned to the OPNAV Logistics Division (N4L, aka "the Engine Room"), where they oversee an array of portfolios associated with naval audit, ordnance, supply chain operations, naval distribution, spares policy and programming, fleet support, transportation, and logistics technology development. Additional opportunities are available in the OPNAV Installations and Logistics Integration Division (N4Z), focusing on readiness and sustainment research, development, and analysis efforts.
- **OPNAV N8 (Integration of Capabilities and Resources)** ensures proper resource allocation to meet the required capabilities of the naval force by supervising warfare requirements funding and overseeing Program Objective Memorandum (POM) management. Supply Corps officers assigned to this directorate work within the OPNAV Programming Branch (N801, aka "the Bullpen") and the Contracts and Financial Management Branch (N803). Here, officers construct and integrate the Navy POM, support legislative engagement, serve as the Navy's interface to the Office of the Secretary of Defense – Cost Assessment and Program Evaluation (OSD-CAPE), manage the Naval Capabilities Board, administer execution expectations and reprogramming, and perform joint capability integration and development gatekeeper functions. Additional opportunities are available in the OPNAV Assessment Division (N81), leading the Navy's analytic efforts and engagements supporting POM development, and the OPNAV Fleet Readiness Division (N83), responsible for the analysis and assessment of fleet readiness by platform type, training requirements, and maintenance reporting categories.
- **OPNAV N83 (Warfighting Requirements and Capabilities)** champions warfighter needs, balancing the associated force structure, state of modernization, readiness, and sustainability of respective warfare areas to overcome capability gaps and capacity shortfalls. Supply Corps officers detailed to OPNAV N9 are assigned to a Domain Lead (N96 – Surface Warfare, N97 – Undersea Warfare, N98 – Air Warfare, N9I – Integrated

Warfare; aka “the High 9s”) to provide vital logistics and sustainment insight supporting various platforms and systems and ensuring successful program life cycles. Officers with demonstrated expertise and meaningful experience within a respective warfare area (e.g., NASO qualification for an N98 assignment) are preferred for assignment to a Domain Lead.

Logistics Support to OPNAV Lines of Operation: Supply Corps officers detailed to OPNAV have a demonstrated history as upstanding versatile professionals with effective communication skills, staff officer experience, and proven leadership. Officers are expected to be capable of delivering results in a fast-paced, complex, and multi-faceted environment, driving the U.S. Navy and the Joint Forces forward. Their duties and responsibilities align with Navy Supply Corps lines of operation to permit effective acquisition, consistent lifecycle sustainment, resilient supply chains, capable operational logistics, and combat-ready maritime forces. Officers assigned to OPNAV have the opportunity to gain experience in Life Cycle Logistics, Business Financial Management, Petroleum Management, Operations Research, Requirements Management, and Transportation Management.

For more information about OPNAV, contact LCDR Sam MacAvoy, OPNAV N4L5, Fleet Support Officer at samuel.e.macavoy.mil@us.navy.mil.

Location in the Spotlight: United States Forces Korea - Pyeongtaek, South Korea

Location:

South Korea is a vibrant and rapidly developing country known for its bustling cities, beautiful landscapes, rich cultural heritage, and delicious cuisine. The country offers a unique blend of ancient traditions and modern technology; there is always something to discover, from ancient temples to traditional markets. South Korea is also known for its love of music, film, and fashion, with many festivals and events throughout the year that celebrate these art forms. With low crime levels and a strong emphasis on community, South Korea is a safe and secure country.



For many people living in South Korea, their experience begins in one of the country's busiest cities, such as Seoul, Busan, or Daegu. These cities, known for their vibrant nightlife, shopping districts, and cutting-edge technology, are home to some of the country's best universities, hospitals, and research institutions. However, living in South Korea can be an adjustment for those unfamiliar with the culture. The language can be challenging to learn, and social customs can differ from what people are used to – but most South Koreans are welcoming and eager to help foreigners adjust to their new surroundings.

Command:

An assignment at United States Forces Korea (USFK) is a challenging and rewarding experience where an officer works alongside service members from different branches of the military and other countries. The common goal is to ensure the safety and security of the Korean Peninsula.

A Supply Corps officer assigned to USFK has a unique and vital role in supporting the mission while embracing the Navy's roles and responsibilities.

USFK is a sub-unified command of Indo-Pacific Command (USINDOPACOM). USFK is responsible for defending the Republic of Korea (ROK) and maintaining stability in the Korean Peninsula. Established in 1957 and headquartered in Pyeongtaek, South Korea, USFK comprises over 28,000 personnel from all U.S. military branches. USFK elements include Eighth United States Army (EUSA), Seventh Air Force (7th AF), Commander Naval Forces Korea (CNFK), Marine Forces Korea (MARFORK), Special Operations Command Korea (SOCKOR), and United States Space Forces Korea (USSPACEFORKOR). USFK's mission is to deter aggression from North Korea and maintain a robust military presence within the region to ensure peace and stability.

USFK works closely with the South Korean military and other government agencies as well as United Nations Command (UNC) to support the defense of South Korea, conducting numerous exercises throughout the year to maintain readiness and improve interoperability. USFK is led by a four-star general who serves as the Commander of United States Forces Korea (COMUSFK) and the Combined Forces Command (CFC). The CFC is a combined command with U.S. and ROK forces responsible for the operational control of all U.S. and South Korean military forces in the event of a conflict on the Korean Peninsula.



One key benefit to a tour at USFK is the opportunity to gain experience in coordinating and integrating capabilities from different military branches and nations to achieve a common objective. It also offers the chance to work with our regional allies, building relationships and fostering cooperation between our two countries. The ROK military is a critical partner in maintaining security on the Korean Peninsula. Service members can learn from their ROK counterparts and better understand the culture and history of South Korea.

For more information about USFK FWD or serving in South Korea, contact CDR Jeffrey Eom, Sea Operations Officer (USFK J44) at jeffrey.j.eom.mil@army.mil.

Personnel Exchange Program Spotlight: Portsmouth, United Kingdom

The U.S. Navy Personnel Exchange Program (PEP) between the United States and the United Kingdom has existed since the conclusion of World War II. The program is committed to enhancing inter-service relationships and professional engagement with the U.S. Navy's mission partners. The shared objective aligns with the Chief of Naval Operations' (CNO) vision of "setting the bar higher" for interoperability and interchangeability across NATO partners and allies. Integrating U.S. Navy Supply Corps officers into Royal Navy logistics provides a unique understanding of global logistics operations at strategic and tactical levels, benefiting both navies. Currently, two PEP billets are available to junior Supply Corps officers at Navy Command Headquarters in Portsmouth and Worthy Down Camp in Winchester.



Navy Command Headquarters (NCHQ) - Portsmouth

The Naval Headquarters in Portsmouth, based at Whale Island, comprises the Maritime Operations Centre in Northwood and the command staff at Portsmouth Naval Base. The PEP billet falls under the office of the Force Generation (F-Gen) Deputy Director Logistics, who reports to the Director of Force Generation (DFG) and Fleet Air Arm (FAA). The DFG / FAA is a two-star directorate that oversees ship activities, littoral strike operations, bordering naval bases, naval aviation, royal fleet auxiliaries (RFA), and Royal Navy aircraft. The directorate reports directly to the Fleet Commander, who commands the Surface Flotilla, Submarine Flotilla, FAA, Royal Marines (RM), and RFA.

The PEP tour at NCHQ is a challenging, but rewarding experience. Officers gain exposure to the high-visibility roles that correlate with the NAVSUP Commander's Guidance, such as:

- **F-35 Lightning II Supply Chain Management Lead**

The UK's F-35B Lightning II aircraft is a fifth-generation multi-role aircraft operated by the Royal Air Force (RAF) and Royal Navy workforce, deployed onboard Queen Elizabeth Class Carriers (QECC). Currently, the UK has 30 F-35Bs in three squadrons at RAF base in Marham and scheduled to have 48 aircraft by 2025. The program crosses government and private industries, with the U.S. DoD F-35 Joint Program Office managing the sustainment of assets. It is unique in several key areas, including global spares ownership, reverse supply chain, and retrograde process. Supply Chain Management Leads optimize the supply chain while managing over 3,600 line items for the Afloat Spares Packs (ASP) and the Deployed Spares Packs (DSP). The ASP items are located onboard the carrier while the DSP items are held in readiness at RAF Marham for land-based deployments.

- **Royal Navy Logistics and Maintenance Working Group Member**

The Joint Executive Committee co-chair regularly discusses the existing implementation arrangement between the U.S. / UK Statement of Intent on Carrier Strike operation and power projection. Navy F-Gen Logistics branch representation in the Joint Executive Committee working group discussions informs planning for the planned deployments involving logistics, aviation reverse supply chain and retrogrades, shore supports, resupply at sea, and intra-theatre lift capability. The goal is to align the shared vision of enhanced interoperability and interchangeability through combined carrier strike operations and interoperable maritime power projection while fostering cohesive sustainment and agile logistics. The PEP officer's knowledge of logistics and readiness is valuable during the carrier's operations and sustainment process in an extended deployment and during communications-denied or contested environments.

- **Host Nation Support (HNS) / Combined Planning Group (CPG) Representative**

The Office of the Secretary of Defense and Ministry of Defence run U.S. / UK Host Nation Support and Combined Planning Group meetings with representation from the Navy Command Headquarters (NCHQ). The role of the NCHQ is to assist Fleet Logistics Center (FLC) Sigonella and NAVEUR N4 when coordinating U.S. site visits, site surveys, and port visits in the region. The NATO Support and Procurement Agreement (NSPA) and Acquisition and Cross-Servicing Agreement (ACSA)

Memorandum of Understanding are critical to HNS as both programs promote a common goal of interoperability and multinational logistics solutions to the NATO alliance. The most recent HNS operation facilitated by NCHQ was the port visits of two U.S. Navy ships (USS FORD and USS HUDNER) to Portsmouth. The effective coordination between NCHQ and FLC Sigonella resulted in the timely onload of high-priority materials, retrograde movement, and receipt of provisions – resulting in a 95% fill rate. Similarly, NAVFAC, NAVSEA, DLA-Energy Germany, MSC, and NAVEUR conducted site surveys in Scotland, Plymouth, and the Gosport Oil Fuel Depot to validate the opportunities for and challenges of expanding the logistics hub, refueling capability, ACSA and NSPA arrangements, and maintenance support as the Navy continues to operate in the High North and Baltic Sea.



Worthy Down Camp - Winchester

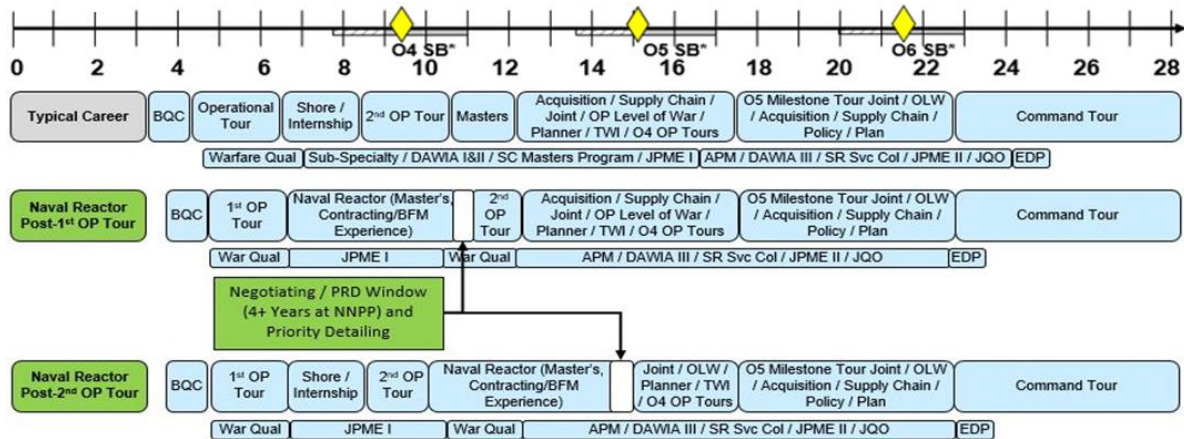
Located near NCHQ Portsmouth, Worthy Down Camp houses the Defence School of Logistics and Administration (DSL A). DSL A is a tri-service training support center for the Royal Navy, the British Army, and the Royal Air Force. The schoolhouse provides logistics and leadership training, and personnel administration for up to 2,000 students and staff, including international allies. The presence of the U.S. Navy Supply Corps officer as one of the instructors in DSL A is beneficial to Royal Navy Logistics Officers who are training for future operational assignments. As one of six military officers at the Maritime Command Training Squadron, the PEP officer is directly involved in optimizing training for RN Logistics Officers – based on NATO and British defense military tactics and doctrine. The PEP officer also assists with detailing the logistics officers, and supports four Joint and International logistics courses multiple times each year. The tour at Defence College of Logistics, Policing, and Administration (DCLPA) provides the opportunity to build professional relationships, understand and synchronize capabilities, share expertise, and develop leaders through collective efforts as the Navy continues to enhance interoperability with our partner nations.

For more information about the PEP Tours in the United Kingdom, contact LCDR Ed Jimenez, U.S. Navy Exchange Officer, NCHQ F-GEN Aviation Logistics and F-35 SCM Lead, at edwin.jimenez100@mod.gov.uk.

Naval Nuclear Propulsion Program (NNPP) Internship

Applications are being accepted for the Naval Nuclear Propulsion Program. Eligible officers who are looking to accelerate their careers are encouraged to apply. Benefits of these internships include:

- Gain experience in Business Financial Management or Acquisition Contract Management, each of which is a valued Supply Corps competency
- The opportunity to earn credit towards Defense Acquisition Workforce Improvement Act (DAWIA) certification
- The opportunity to earn a Navy-funded Master's Degree at Georgetown University
- FITREPs signed by a four-star admiral
- Work within the Naval Reactors organization in Washington, DC



From the Active Component (AC) Career Counselor's Desk

I have a degree and / or certificate – how does it go into my record?

Unfortunately, NAVSUP OP does not have the authorization to enter education to an officer's record. The proper process is listed below.

For Navy-funded education or certificates:

- The awarding institution or program office sends the transcript and / or certificate to PERS-451
- After review and Subject Matter Expert (SME) concurrence, the OSR / ODC will be updated by PERS-451 within two to three weeks
- PERS-313 will update the OMPF within 30 to 90 days

For non-Navy-funded education:

- If the degree is self-funded or supplemented by either G.I. Bill or Tuition Assistance (TA) funds, the awarding institution or program office sends transcripts to MyNavy Career Center (MNCC) at askmncc@navy.mil
- Upon review, the OSR / ODC will be updated within two to three weeks
- PERS-313 will update the OMPF within 30 to 90 days

Note, members cannot directly submit transcripts to MNCC or PERS-451 for record entry. They must come from the awarding institution or program office. For more information from both MNCC and PERS-451, review MyNavy HR's [Education and Subspecialty](#) page.

From the Reserve Component (RC) Career Counselor's Desk

Looking for the status of a submitted FITREP?

[BUPERS Online \(BOL\)](#) offers an automated FITREP continuity report. Upon logging into BOL, select "CCA / FITREP / Eval Reports." Then, under Individual Continuity, select "Performance Evaluation Continuity Report" to display any gaps in reporting continuity along with the status of submitted FITREPs. Possible status entries include:

- Validated: FITREP pending acceptance to the PSR and officer's record

- Complete: FITREP has been processed and entered into the officer's record
- Purged: FITREP has been removed from the officer's record
- Rejected: FITREP has been rejected due to an error. PERS-32 sends letters detailing the reason for rejection to the submitting command administration. Reporting Seniors can log into the BOL "CCA / FITREP / Eval Reports" section for details. Contact the command administration first, Reporting Senior second, and PERS-32 last with questions.
- Separated and Classified: FITREP has been received, separated from the Summary Letter, and classified as a FITREP (vice an EVAL) for future processing.

PERS-32 can be contacted through askmncc@navy.mil. Common reasons for rejected reports can be found at [Rejected Reports & Trends](#) on MyNavy HR. If none of the above are listed, the FITREP has not been received by PERS-32. Contact your command administration to check status.

Missing documents can be sent to PERS-32 through the Supply Corps Career Counselor via encrypted email or DoD Safe. **The report must include all SSNs** for the RSCA to populate. If in competition, the submission must include the Summary Letter and all FITREPs for officers reviewed.

Submarine Duty and SQ1 Shore Tours

OP has submarine billets available for second operational tours. This is your chance to join the elite submarine service!

Sub Duty Benefits: In addition to completing a Department Head (DH) Tour, those who successfully complete a tour on a submarine earn an additional warfare pin, earn submarine pay (\$500+ per month over LT base pay), and work alongside some of the highest caliber officers and Sailors in today's Navy!

Additionally, there are competitive billets that can only be filled by submarine qualified Supply Corps officers (SQ1), such as the Submarine Tender Supply Officer and Submarine TYCOM / ISIC staff. Contact your detailer for more information.

Blended Retirement System Continuation Pay

The Blended Retirement System's (BRS) Continuation Pay (CP) is designed as a mid-career retention incentive. It is payable between the completion of 8 and 12 years of service. Continuation pay will vary by individual, but will generally range between \$21,000 (eight years of commissioned service, eight total years of service) and \$23,000 (12 years of commissioned service, 20 years of total service) for Supply Corps officers. Service members opting to take continuation pay incur an additional obligation of four years of service.

Eligibility:

- Active and TAR members covered under the BRS who have less than 12 years of service, as computed from the member's pay entry base date (PEBD)

- Reserve members who have less than 12 years of service, as computed from the member's PEBD, and is a member of the Selected Reserves (SELRES) or in the Individual Ready Reserves (IRR) in which the member is eligible to receive basic pay or inactive duty pay for four years

Note: Members with separation orders, a submitted request to separate, have over 12 years of service, or have previously received Continuation Pay are not eligible

Opting in to BRS CP incurs a payback obligation of four years, which runs concurrently with any other service obligations. For additional information or for eligibility specifics, review [MILPERSMAN 1810-081](#) and the DOD [2023 BRS CP Rates](#) chart.

NAVSUP OP Personnel Shift



Over the summer, there will be multiple personnel changes within NAVSUP OP. As our personnel shift, the contact numbers for the detailers' desks will remain the same. To contact a particular desk, please review the [Contact Us](#) link on the MyNavy HR site and on the eSUPPO app under "Connect > Contact OP."

Previous Mentions...

April OP Monthly

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

Topics:

- The Chief's Corner: Career Progression and Detailing
- Competency in the Spotlight: Business Financial Management
- Command in the Spotlight: NAVSUP WSS
- Business Financial Management Internship
- Training With Industry Spotlight: The Home Depot
- When Am I In-Zone for Promotion?
- From the RC Career Counselor's Desk
 - Updating Formal Education on the OSR
 - 2023 Navy Reserve Supply Corps Readiness Symposium
- Commander Milestone and Major Command Ashore Oral Boards
- 2023 Supply Corps Directory
- 'Tis the Season for PCS (NP2 MyPCS App)

Contact Us

Position	Name	E-mail
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Director, Detailing Division	CAPT Vince Erno	vincent.v.erno.mil@us.navy.mil
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OP1 Assistant / LT Operational / PG School	LCDR Dustin Martindale	dustin.r.martindale.mil@us.navy.mil
Reserve / TAR Manager	CAPT Dave Davis	david.w.davis10.mil@us.navy.mil
“Pit Boss” / LCDR Detailer	CDR Travis Miller	travis.m.miller24.mil@us.navy.mil
CWO / ENS / SUB Detailer	CWO5 Benny Brockington	benny.brockington.mil@us.navy.mil
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SELRES Career Counselor	LT Bethany Satterwhite	bethany.c.satterwhite.mil@us.navy.mil
Director, Supply OCM	CDR Leanne Riley	leanne.r.riley.mil@us.navy.mil
Deputy, Supply OCM	Ms. Beth Schudel	beth.r.schudel.civ@us.navy.mil
Director, Reserve OCM	CDR Eric Gardner	eric.a.gardner5.mil@us.navy.mil

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	175	5	5	0	0
O-5	353	333	-20	7	1	-28
O-4	517	480	-37	7	1	-45
O-3	693	633	-60	11	2	-73
O-2	268	267	-1	8	1	-10
O-1	264	268	4	6	0	-2
Totals	2265	2156	-109	44	5	-158

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 Administration of the Reserves (TAR)

Paygrade	Authorized	Inventory	Delta
O-6	8	9	1
O-5	25	21	-4
O-4	30	38	8
O-3	26	21	-5
O-2	0	2	2
O-1	1	0	-1
Totals	90	91	1

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

Paygrade	Authorized	Inventory	Delta
O-6	52	48	-4
O-5	171	167	-4
O-4	312	278	-34
O-3	195	182	-13
O-2	84	43	-41
O-1	25	63	38
Totals	839	781	-58

3165 RC In-Training

Paygrade	Authorized	Inventory
O-3	0	0
O-2	0	22
O-1	0	64
Totals	0	86

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	15	-18	0	-18
O-2	9	14	5	0	5
O-1	15	12	-3	0	-3
Totals	57	41	-16	0	-16

7520 Food Service Warrant

Paygrade	Authorized	Inventory	Gross Over / Under	Non- Distributable Inventory	Total Delta
CWO-5	3	6	3	1	2
CWO-4	10	10	0	0	0
CWO-3	25	23	-2	1	-3
CWO-2	19	26	7	4	3
Totals	57	65	8	6	2

BQC Status**Second Battalion 2023**

Class Dates: 11 Jan 23 - 9 Jun 23
Students: 36 students currently in training

Third Battalion 2023

Class Dates: 26 Apr 23 - 22 Sep 23
Students: 34 students currently in 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: 9 Jun 23

104th Company

Current Phase: 4 Jul 23 - 17 Nov 23 (Distance Learning Phase 2)
Next Residence Phase: 27 Nov 23 - 8 Dec 23 (Phase 3)
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.	28	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 - [ALNAV 039/23](#); 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		28 Feb 23	17 Feb 23
	25837000	PALMER, E. J.				
CDR	326260000	YOUNGBLOOD, J. L.	TBD		28 Feb 23	17 Feb 23
	36656000	CLAY, A. L.				
LCDR	43162500	RICHARDS, C. A.	TBD		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	HENGGER, T. P.	TBD		28 Feb 23	17 Feb 23
	26001100	MOSS, J. K.				
CDR	36627300	DICKERSON, S. E.	TBD		28 Feb 23	17 Feb 23
	36885400	DICKERSON, J. M.				
LCDR	42835200	RIPLEY, C. A.	TBD		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 **49** filled Supply Corps OCO requirements*:

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

Rank	Djibouti	Bahrain	Iraq	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): **37**

Rank	Iraq	UAE	HOA	Bahrain	Kuwait	Germany	Korea	Hawaii	Guam	CONUS	Total
ENS											
LTJG			2						1		3
LT			6	2			1		3	2	14
LCDR	2	1	5	1	4	3					16
CDR			1	1	1			1			4
CAPT											
Total	2	1	14	4	5	3	1	1	4	2	37

*Data pulled 26 April 2023 and represents count of Boots on Ground (BOG).

Note: Mobilizations, IAs, and GSAs range in duration from 6 to 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 CWO-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/>