



DEPARTMENT OF THE NAVY  
BUREAU OF NAVAL PERSONNEL  
5720 INTEGRITY DRIVE  
MILLINGTON TN 38055-0000

1210  
BUPERS-00B/080  
18 Feb 25

From: Deputy Chief of Naval Personnel  
To: President, FY-25 Navy Active-Duty Officer Lateral Transfer and Redesignation Selection Board

Subj: FEBRUARY 2025 NAVY ACTIVE-DUTY OFFICER LATERAL TRANSFER AND REDESIGNATION SELECTION BOARD PRECEPT AND CONVENING ORDER

Encl: (1) Board Membership  
(2) Administrative Support Staff  
(3) Selection Board Guidance  
(4) Selection Board Requirements

1. **Membership, Date, Location, and Function**

a. This selection board, consisting of you as president, the officers listed in enclosure (1) as members, and the personnel listed in enclosure (2) as administrative support staff, is ordered to convene at Naval Support Activity Mid-South, Ray Hall, Millington, Tennessee, at 0800 on 25-26 February 2025 or as soon as practicable thereafter.

b. The function of the Navy Active-Duty Officer Lateral Transfer and Redesignation Selection Board is to consider officers for Lateral Transfer and/or Redesignation in the Regular Navy. The selection board will consider carefully, without prejudice or partiality, the record of every eligible officer. The records and names of all eligible officers, determined as of the date the board convenes, will be furnished to the board.

c. I have personally appointed the members of this Lateral Transfer and Redesignation Selection Board. During the board process, the officers assigned as board members work directly for me, under oath. Board members are entrusted with selecting the future leadership of the Navy. The performance of these duties will have a greater effect on the future of the Navy than any other duty they perform. During the board process all other duties of an assigned member are secondary to the board process and the utmost care will be given to ensure the process is not compromised or rushed to accommodate outside concerns. Each record reviewed represents years of service by the individual officer. It is essential that your evaluation afford each eligible officer fair and equitable consideration.

d. The board will proceed in accordance with any guidance contained in this letter and the guidance contained in enclosures (3) and (4).

2. **Authorized Selections.** The number of officers that may be selected in each category is provided in enclosure (4).



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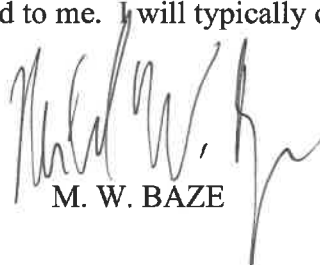
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Subj: FEBRUARY 2025 NAVY ACTIVE-DUTY OFFICER LATERAL TRANSFER AND  
REDESIGNATION SELECTION BOARD PRECEPT AND CONVENING ORDER

3. **Confidentiality**. Unless expressly authorized or required by me or higher authority, no board member, recorder, assistant recorder, administrative support staff, or observer may disclose the proceedings, deliberations or recommendations of this Lateral Transfer and Redesignation Selection Board. However, I may provide the recommendations of the selection board to the senior flag officer responsible for recommending community assignments and senior community detailers to the extent necessary to facilitate community assignments. All board members, the recorder, assistant recorders, administrative support staff, and observers must comply fully with these requirements, and I expect each board president to emphasize the need for strict confidentiality.

4. **Process Improvements**. To continually improve the selection board process, you will report to me via written feedback immediately after the board. You should indicate whether all written guidance to the board (for example, the precept and convening order) was sufficiently direct, clear and concise to assist board members in performing their duties. The report should also assess board support and the administration of the board. Further, an office call and debrief regarding the board process should be offered to me. I will typically choose to accept the office call based on the written feedback.



M. W. BAZE

## **ACTION MEMO**

February 06, 2025

FOR: DEPUTY CHIEF OF NAVAL PERSONNEL

FROM: CAPT David G. Whitehead, Director, Military Community Management (BUPERS-3) DW

SUBJECT: February 2025 Active Duty Officer Lateral Transfer and Redesignation  
Selection Board Precept and Convening Order

- Admiral, request you approve TAB A, February 2025 Active Duty Officer Lateral Transfer and Redesignation Selection Board Precept and Convening Order.

RECOMMENDATION: Sign TAB A

COORDINATION: TAB B

Attachments:

TAB A - February 2025 Active Duty Officer Lateral Transfer and Redesignation  
Selection Board Precept and Convening Order

TAB B - Coordination Page

Prepared By: LCDR Ryan Peter, BUPERS-319C, (901) 874-2236

**FEBRUARY 2025 NAVY ACTIVE-DUTY OFFICER  
LATERAL TRANSFER AND REDESIGNATION SELECTION BOARD**

**BOARD MEMBERSHIP**

1. Lateral Transfer and Redesignation:

CAPT David Whitehead	(PRESIDENT)
CDR Eric Winn	(SWO)
CDR Thomas Doran	(PILOT/NFO)
CDR Brian Salter	(CW)
CDR Christopher Wallace	(FAO)
CDR Willard Ball	(CWE/MCWO)
CDR Sandeep Kumar	(MSC)
CDR Adam Hilliard	(SUPPLY)
CDR Erik Moss	(HR)
CDR Michael Brock	(MSO)
CDR Carl Chase	(CEC)
CDR Jessica Jett	(EDO)
CDR Sean Brophy	(PAO)
LCDR Sharef Talbert	(IP)
LCDR Ryan Clark	(INTEL)
LCDR David Price	(OCEANO)
LCDR Anthony Wich	(AEDO/AMDO)

**FEBRUARY 2025 NAVY ACTIVE-DUTY OFFICER  
LATERAL TRANSFER AND REDESIGNATION SELECTION BOARD**

**ADMINISTRATIVE SUPPORT STAFF**

1. LT Nathan Mix will be the recorder with the following personnel as assistant recorders:

LCDR Miguel Cosme  
LT Nina Gradom

2. The recorder and assistant recorders will be present during all deliberations.

3. LCDR Ryan Clark is designated to serve as the board administrator.

4. The following personnel are designated to serve as administrative support staff to the board:

LCDR Ryan Peter  
Mr. Alan Bonifer  
Mr. Hector Sandoval  
Mrs. Debra Carradine

5. The following personnel are designated as observers:

CAPT Tricia Cronau  
CDR Brian Breshears  
CDR Simon Kwak  
CDR Jada Lightning  
CDR Phil Wicker  
LCDR Mark Green  
LCDR Tricia Ghunney  
Mr. Parker Dinwiddie  
Mr. John Mobius  
Mr. Jeffrey Bellew  
Ms. Jana Rittman

February 2025 Board  
Administrative Support Staff

(RANK/RATE/MR. OR MS.) NAME
RADM MICHAEL W. BAZE
CAPT DANA CHAPIN
CAPT STEVEN F. FRILLOUX
CDR NICHOLAS B. STAMPFLI
LCDR ROBERT R. ALLEN
LCDR OLIVIA JONES
LCDR RYAN PETER
LT AARON M. CONNOLLY NUTTING
LT JAMES R. MIHALCO
LT QUINN A. KAHSAY
FORCM(SW/AW) WILLIAM P. HOULIHAN
YNC(SW/AW/EXW) AARON J. BUSS
FC1 ADAM J. BABICA
LN2 TRAMAINA A. HUNDEN
MR. ALAN BONIFER
MRS. DEBRA CARRADINE
MR. BRADLEY J. CORDTS
MR. HECTOR SANDOVAL
MR. JOHN PUCCIARELLI

**FEBRUARY 2025 NAVY ACTIVE-DUTY OFFICER  
LATERAL TRANSFER AND REDESIGNATION SELECTION BOARD**

**SELECTION BOARD GUIDANCE**

**Appendix   Subject**

<b>A</b>	<b>General Guidance</b>	<ul style="list-style-type: none"><li>- Duties of the Board President</li><li>- Board Proceedings</li><li>- Organizational Leadership</li><li>- Area Tours</li><li>- Indo-Pacific Area Expertise</li><li>- Adverse Information</li></ul>
<b>B</b>	<b>Best and Fully Qualified Selection Standard</b>	<ul style="list-style-type: none"><li>- Fully Qualified</li><li>- Best Qualified</li></ul>
<b>C</b>	<b>Equal Opportunity</b>	<ul style="list-style-type: none"><li>- Addresses Fair Consideration for All Officers</li></ul>
<b>D</b>	<b>Board Report</b>	<ul style="list-style-type: none"><li>- Addresses Content and Routing of Selection Board Report</li></ul>
<b>E</b>	<b>Oaths</b>	<ul style="list-style-type: none"><li>- Provides Oaths for Board Members, Recorder, Assistant Recorders, Administrative Support Staff, and Observers</li></ul>



## APPENDIX – A

### GENERAL GUIDANCE

1. **Duties of the Board President.** The president of the board is appointed by me and will perform prescribed administrative duties. The board president has no authority to constrain the board from recommending for selection those fully qualified officers whom the majority finds best qualified to meet the needs of the Navy.

2. **Board Proceedings.** The following directions apply to all board proceedings:

a. Each of you (president, members, recorder, assistant recorders, administrative support staff, and observers) are responsible for maintaining the integrity and independence of this Lateral Transfer and Redesignation Selection Board and for fostering careful consideration, without prejudice or partiality, of all eligible officers.

b. You must pay particularly close attention to the rules governing communication with and among other board members, the information authorized to be provided to you, and the procedures you should follow if you believe that the integrity of this selection board has been improperly affected.

c. You may not receive, initiate or participate in communications or discussions involving information prohibited for consideration by a Lateral Transfer and Redesignation Selection Board. You are to base your recommendations on the material in each officer's military record, any information I have provided to the board, and any information about his or her own record communicated to you by individual eligible officers in accordance with regulation I have issued.

d. In your deliberations, you may discuss your own personal knowledge and evaluation of the professional qualifications of eligible officers to the extent that such matters are not precluded by law or Navy regulations from consideration by a Lateral Transfer and Redesignation Selection Board or inclusion in an officer's military personal record. You may not discuss or disclose the opinion of any person not a member of the board concerning an officer being considered unless that opinion is contained in material provided to the board.

e. When discussing your own personal knowledge concerning the professional qualification of eligible officers, the board is reminded that, if such personal remarks could be considered adverse, the member cannot discuss that personal knowledge or evaluation unless such matters are contained in the officer's official record or other material placed before the board in compliance with the law and Navy regulation. In addition, should an officer's record reveal the removal of a fitness report, the member may not discuss any personal knowledge regarding the circumstances, which resulted in the removal of the report, nor should any member conjecture or draw any inference as to the underlying circumstances involved.

f. I am the only person who may appear in person to address you on other than administrative matters. All communications with this board, other than those that are clearly administrative,

must be in writing, given to each of you, and made part of the board's record. I have designated in writing those persons authorized to provide routine administrative information to you.

g. As a general rule, communications of any kind or method with outside parties (i.e., persons other than board members, the recorder, assistant recorders, board sponsors, administrative support staff, and observers) before, during or after the board relating in any way to the selection board or its proceeding are prohibited. Questions concerning the propriety of any communications prior to the board should be addressed to the board sponsors. The proceedings, discussions, deliberations or recommendations of the Lateral Transfer and Redesignation Selection Board will not be disclosed, nor will any written or documented record of such proceedings, discussions, deliberations or recommendations be used for any purpose, unless expressly authorized or required by me or higher authority, or as outlined in paragraphs 2i or 2j below.

h. To ensure the integrity of the board process, it is imperative that you advise the board sponsors of any relationship with any eligible officer that may affect the perceived integrity of the board. Such relationships include, but are not limited to, spousal, immediate relative by blood, marriage, adoption, or blended family up to the fourth degree of kinship (i.e., first cousin), fiancée, significant other or other intimate partner, ex-family member, business relationship, or an accuser/accused in legal proceedings. If you have any doubts or reservations, err on the side of disclosing the relationship. This is a continuing obligation throughout the board proceedings. If necessary, take such action as will protect the integrity of the board process as outlined in paragraph 2j below.

i. Before the report of the Lateral Transfer and Redesignation Selection Board is signed, the recommendation and proceedings may be disclosed only to members of the board, the recorder, assistant recorders and those administrative support staff I have designated in writing. After you sign the board report and the public release has been made, only the recommendations of the board may be disclosed. Procedures and processes of the board may be discussed only in general terms. However, prior to the public release, I may provide the recommendations of the selection board to the senior flag officer responsible for recommending community assignments and to senior community detailers to the extent necessary to facilitate community assignments. The disclosure of recommendations and proceedings of the board are governed by Navy regulations. The proceedings of the board may not be disclosed to any person not a board member, recorder or assistant recorder, except to request relief from board duties in accordance with policy and Navy regulations.

j. If at any time you believe that you cannot in good conscience perform your duties as a member of the board without prejudice or partiality, you have a duty to request relief by me from this duty. I will honor any such request. If you believe that the integrity of the board's proceedings has been affected by improper influence of military or civilian authority, misconduct by the board president or a member, or any other reason, you have a duty to request from me or higher authority relief from your obligation not to disclose board proceedings and, upon receiving it, to report the basis for this belief.

### **3. Organizational Leadership**

a. Our Navy's leaders must be able to powerfully lead every person, regardless of an individual's background, race, religion, color, sex (including pregnancy), or national origin. To maximize our combat potential, every member of every team must feel respected, connected to mission, and valued in contribution.

b. To win against any potential adversary, we must develop innovative and creative leaders who show a mindset of continuous self-improvement and a desire to "Get Real, Get Better" every day. In doing so, they must show boldness and the ability to think creatively, challenge assumptions, and take well-calculated risks to better prepare our Navy to win combat.

4. **Area Tours.** If any officer's record contains multiple or consecutive tours in a particular geographic location, it should not be viewed negatively, provided the officer has progressed in billet complexity, professional development and leadership responsibility.

### **5. Indo-Pacific Area Expertise**

a. As indicated in the National Defense Strategy, China is leveraging military modernization and predatory economics to coerce neighboring countries to reorder the Indo- Pacific region to their advantage. As the PRC continues to seek economic and military dominance, it will continue to pursue a military modernization program that tries to displace the United States to achieve global preeminence in the future.

b. Recognizing this challenge to U.S. national security interests, special consideration shall be given to officers who have excelled in their knowledge of the political- military affairs and U.S. strategic interests in the Indo- Pacific region, and operational contingency planning for Indo- Pacific war plans.

### **6. Adverse Information**

a. Just as you must consider positive performance, you must consider incidents of misconduct and substandard performance documented in an officer's official service record when determining those officers who are best qualified for Lateral Transfer and/or Redesignation. Adverse information may reflect on an officer's suitability for Lateral Transfer and/or Redesignation and future service in positions of greater responsibilities and trust. Members must give careful consideration to each incident. For those eligible officers who are recommended for Lateral Transfer and/or Redesignation and who have received disciplinary action, or whose privileged information record (Electronic Military Personal Records System Code 17) contains matters relating to conduct or performance of duty, every board member will review the information contained therein personally prior to the final board decision.

b. While the Navy is, and will remain, a Service of the highest standards and strict accountability, we do not embrace blind adherence to a zero-defect mentality. All of us have made mistakes in the past; the test is of the character and resilience of the individual and his or her ability to learn and grow from that experience. In selecting the best and fully qualified

officers to meet the future needs our Navy, you should not automatically discount any officer who, except for a single incident, would otherwise be considered to be among the best qualified from those you consider fully qualified. Careful scrutiny of the adverse information at issue and the officer's overall record is necessary to ensure the board recommends the officers best and fully qualified for Lateral Transfer and/or Redesignation.

## APPENDIX – B

### BEST AND FULLY QUALIFIED SELECTION BOARD

1. **Fully Qualified.** All officers recommended for Lateral Transfer and Redesignation must be fully qualified; that is, each officer recommended must be capable of performing the duties of their current pay grade in their new community. Officers who do not meet that standard will not be recommended for Lateral Transfer and Redesignation. In this era of strategic competition, the Navy needs officers and leaders who are both skilled operators and skilled thinkers who have been exposed to an increasingly complex web of networks, people, and concepts. Our leaders must be evaluated for development of increasing talents in [support of] operational employment of naval capabilities, understanding of strategic competition, and exposure to the people, concepts, and educational experiences (including technology) to become transformational in the organization.

a. Officers fully qualified for Lateral Transfer and Redesignation demonstrate an appropriate level of both **competence**, as evidenced by a commitment to operational excellence and continual performance improvement, and **character**, as evidenced by the presence of the four core attributes of integrity, accountability, initiative, and toughness. Additionally, officers fully qualified for Lateral Transfer and Redesignation adhere to Navy and Department of Defense (DoD) ethical standards, are physically fit, and demonstrate loyalty to the Navy Core Values.

b. The Navy is composed of men and women representing dozens of different ethnic groups and hundreds of cultural heritages. Fully qualified officers must be capable of leading personnel from widely varying backgrounds. The Navy's ability to meet this leadership challenge depends, in part, on having leaders who reflect our very best, including performance, professional experience, and education. This capability is demonstrated by an officer's willingness and ability to be open to the experiences and backgrounds of others. Conversely, factors which demonstrate a lack of this ability include, but are not limited to, substantiated equal opportunity/equal employment opportunity complaints and/or any substantiated finding of hazing, hostile work environment, or maltreatment.

c. Officers fully qualified for Lateral Transfer and/or Redesignation should show a readiness for leading and solving problems at larger and larger scales.

2. **Best Qualified.** Among the fully qualified officers, you must recommend for Lateral Transfer and Redesignation the best qualified officers within their respective competitive category. Proven and sustained superior performance in command or other leadership positions in difficult and challenging assignments is a definitive measure of fitness for Lateral Transfer and Redesignation. Furthermore, successful performance and leadership in combat conditions demonstrate exceptional Lateral Transfer and Redesignation potential and should be given special consideration. Each board member will apply this guidance when deliberating and voting. Additionally, members will use the consideration below to guide their determination of the best qualified officers.

a. Command, whether at sea or ashore, is fundamentally about preparing for and leading in combat. You should select those officers who seize absolute ownership of their assigned mission and all that goes into its accomplishment. A command's mission is essential to the Navy's ability to fight and win. Look for those officers that imbue this belief in their team. Look for those that take fierce pride in this obligation. Select the officers that are the example their team reflects and those that embody humility, selflessness, and complete transparency.

b. You must seek those officers that have been relentless in building a culture of the highest character and a tough, resilient team that wins. Our nation needs and expects their Navy to remain above reproach, as a force they admire and rely upon.

c. Seek those officers that acknowledge the value of every Sailor and civilian. Consider those that take care of themselves and their teammates, and foster inclusion and connectedness. Seek those that always do the right thing, especially when it is hard. Consider those that keep close watch on their own mental, physical, and emotional health, and the health of those they lead.

## APPENDIX – C

### EQUAL OPPORTUNITY

1. The Department of the Navy is dedicated to equality of treatment and opportunity for all personnel without regard to race, religion, color, sex (including pregnancy), or national origin. The Navy strives to maintain a professional working environment in which any of these bases will not limit a Sailor's professional opportunities. Discrimination on any of these bases is contrary to the Department's Core Values of honor, courage, and commitment. Accordingly, within this board's charter to determine the officers who are "best and fully qualified," or "fully qualified," as applicable, you must ensure that officers of every race, religion, color, sex (including pregnancy), and national origin are given fair consideration.
2. Selection boards will not consider any adverse information related solely to COVID-19 vaccine refusal in cases in which an accommodation was requested. Additionally, you shall not consider any other adverse information related solely to COVID-19 vaccine refusal. If adverse information related solely to COVID-19 vaccine refusal is identified in an eligible candidate's record, you will notify the board administrative staff.
3. Lateral Transfer and Redesignation selection boards are also prohibited from considering the following:
  - a. The marital status, civilian employment, religion, or volunteer service of an officer;
  - b. Any information regarding an officer's spouse, including, but not limited to, civilian or military employment, education, race, religion, color, sex (including pregnancy), national origin, and volunteer service;
  - c. An officer's previous decision to opt out of a promotion selection board; and
  - d. An officer's previous participation in the Career Intermission Program.
4. You should be particularly vigilant in your evaluation of records to take care that no officer's opportunity is disadvantaged by service utilization policies or practices. You should evaluate each officer's potential to assume the responsibilities of the next higher grade, with the overriding factor being performance of assigned duties. The Navy has assigned some officers outside of traditional career development patterns (e.g., institutional instructors, recruiting, and equal opportunity billets). These assignments, though greatly beneficial to the Navy, may have foreclosed to the officers so assigned opportunities available to other officers. In addition, other utilization policies or practices, such as those based on statutory restrictions, may have influenced career opportunities. Such assignment practices should not prejudice the selection of these officers for Lateral Transfer and/or Redesignation; to do so may deny the Navy the talent, background, and experience we should seek, and which is necessary for sustained success in our changing world. Successful performance of duties assigned is the key in measuring an officer's potential for Lateral Transfer and/or Redesignation; duty performed well by officers affected by

such utilization policies or practices should be given weight equal to duty performed well by an officer not affected by such policies or practices.

5. This guidance shall not be interpreted as requiring or permitting preferential treatment of any officer or group of officers on the grounds of race, religion, color, sex (including pregnancy), or national origin.



## **APPENDIX – D**

### **BOARD REPORT**

1. The record of the board's proceedings will be compiled by the recorder, assistant recorders and administrative support staff. The written report of the board will be signed by the board president, members, recorder and assistant recorders. It will contain the names of the officers recommended for Lateral Transfer and the names of the officers recommended for Redesignation, as well as the following items:

a. All instructions, information, and guidance that were provided to the board, except information concerning particular officers, which must be returned and transferred to the Deputy Chief of Naval Personnel.

b. Certification that:

(1) To the best of your knowledge, the board complied with all instructions contained in the precept and convening order, as appropriate, other letters of guidance or instruction provided by me.

(2) You were not subject to or aware of any censure, reprimand or admonishment about the recommendations of the board or the exercise of any lawful function within the authorized discretion of the board.

(3) You were not subject to or aware of any attempt to coerce or influence improperly any action in the formulation of the board's recommendations.

(4) You were not party to or aware of any attempt at unauthorized communications.

(5) To the best of your knowledge, the board carefully considered the record of each officer whose name was furnished to the board.

(6) The officers recommended for Lateral Transfer and/or Redesignation are, in the opinion of the majority of the members of the board, fully qualified and best qualified to meet the needs of the Navy among those officers whose names were furnished to the board.

(7) The officers recommended for Lateral Transfer and/or Redesignation, including those who had adverse information provided to the board, are, in the opinion of the majority of the members of the board, fully qualified and among the best qualified to meet the needs of the Navy among those officers whose names were provided to the board, consistent with the exemplary conduct requirements of section 5947 of title 10, U.S. Code, which states:

“All commanding officers and others in authority in the naval service are required to show in themselves a good example of virtue, honor, patriotism and subordination; be vigilant in inspecting the conduct of all persons who are placed under their command; to guard against and suppress all dissolute and immoral practices, and to correct, according to the laws and

regulations of the Navy, all persons who are guilty of them; and to take all necessary and proper measures, under the laws, regulations, and customs of the naval service, to promote and safeguard the morale, the physical well-being, and the general welfare of the officers and enlisted persons under their command or charge.”

(8) You are aware that the names of the selectees will be released to the public after the board report is approved, and you know that you may not disclose recommended selectees until the names are released to the public.

(9) You understand that, except as authorized by me or higher authority, you may never disclose the proceedings, discussions, deliberations or recommendations of the board to any person who is not a board member, recorder or assistant recorder.

c. A list of all officers eligible for consideration.

d. This precept and convening order.

2. The report will be forwarded to me for approval.

## **APPENDIX – E**

### **OATHS**

1. The board administrator will administer the following oath or affirmation to the president, board members, and senior recorder:

“Do you, and each of you, solemnly swear (or affirm) that you will keep a true record of the proceedings of this board, and you will not divulge the proceedings of this board except as authorized or required by the Deputy Chief of Naval Personnel or higher authority, so help you God?”

2. The senior recorder will then administer the following oath or affirmation to the assistant recorders, administrative support staff, and observers:

“Do you, and each of you, solemnly swear (or affirm) that you will not divulge the proceedings of this board except as authorized or required by the Deputy Chief of Naval Personnel or higher authority, so help you God?”

**FEBRUARY 2025 NAVY ACTIVE-DUTY OFFICER  
LATERAL TRANSFER AND REDESIGNATION SELECTION BOARD**

**BOARD REQUIREMENTS**

1. **Officer Choice.** Officers who desire consideration for Lateral Transfer into more than one designator and are qualified for Lateral Transfer and/or Redesignation in those designators will first receive consideration from the community of their first choice. If not selected by that community, they may be considered subsequently by the second and third choices and/or other communities. During the board, first choice is considered in round one. Second choice is considered in round two. Third choice is considered in round three.

2. **Selection Order.** Year Group Priority (YGP) selection order is promulgated to assist the promotion of community health within identified Year Group Bands (YGB). Due to a shortage of outgoing inventory from the officers' current communities within the specified YGB, a YGP was generated to assist the communities in most need of personnel within that YGB. YGP (Table A) was set based on communities with the lowest percent of inventory per programmed community requirements overall, by rank, Year Group (YG) and adjusted to reflect impact on community (dependence on the lateral transfer process).

a. Each priority community, starting with the first priority community listed (Table A), will choose one officer in rotation until each priority community has made an initial selection. At that time, the selection process will restart with the first community listed and they will choose one officer in rotation until quotas are depleted or all participating communities have no remaining selections in that round.

b. If there are out quotas remaining after each community makes their initial selection, the same order will be used for the second and third rounds, starting with the first community listed. YGP order only applies to the initial selections in the first round.

c. Table C contains a list of the requested designators and openings for lateral transfers into their respective communities. The board will not exceed the authorized quotas and there is no requirement to fill all quotas. Board members should select the best qualified officers within the constraints listed in Table C.

3. **Free Agents.** Lateral Transfer Board candidates who were not selected for their requested preferences after all Tanks and Rounds are complete and had requested to be reviewed by other communities if they were not selected by any of their community preferences can then be reviewed by any community that have remaining quotas for the board. Only communities that have remaining quotas will be allowed to review and participate in this additional round. If selected by another community not on their preference list, the officer will be contacted to determine if they will accept the lateral transfer.

**Table A. Year Group Priority (In bold below)**

**Note 1.** Priority picks determined by community need and indicated with bold text.

**Note 2.** Communities with priority picks will make initial selections in the order listed. Once complete, selections will restart with the highest ranked community.

**Note 3.** All quotas pending approval by OPNAV N13 IAW OPNAVINST 1210.5B.

Year Group 2023 Out Quotas - 1 Priority Allocations - 1			Year Group 2022 Out Quotas - 11 Priority Allocations - 2		
Community	Community	Community	Community	Community	Community
<b>1) MCWO</b>			<b>1) EDO</b>	5) SUPPLY	9) CW
			<b>2) MCWO</b>	6) INTEL	10) IP
			3) HR	7) AVIATION	11) PAO
			4) CEC	8) AMDO	
Year Group 2021 Out Quotas - 12 Priority Allocations - 3			Year Groups 2020-2019 Out Quotas - 23 Priority Allocations - 5		
Community	Community	Community	Community	Community	Community
<b>1) FAO</b>	6) INTEL		<b>1) AEDO</b>	6) PAO	11) AMDO
<b>2) EDO</b>	7) CEC		<b>2) FAO</b>	7) CEC	12) IP
<b>3) HR</b>	8) SUPPLY		<b>3) MCWO</b>	8) MSC	13) MSO
4) MSC	9) AVIATION		<b>4) EDO</b>	9) CW	
5) MCWO	10) IP		<b>5) HR</b>	10) INTEL	
Year Groups 2018-2017 Out Quotas - 39 Priority Allocations - 6			Year Groups 2016-2015 Out Quotas - 34 Priority Allocations - 5		
Community	Community	Community	Community	Community	Community
<b>1) AEDO</b>	<b>6) PAO</b>	11) SUPPLY	<b>1) AEDO</b>	6) OCEANO	
<b>2) FAO</b>	7) MSC	12) AVIATION	<b>2) MCWO</b>	7) IP	
<b>3) MCWO</b>	8) INTEL	13) MSO	<b>3) FAO</b>		
<b>4) EDO</b>	9) CW		<b>4) MSO</b>		
<b>5) HR</b>	10) CWE		<b>5) HR</b>		
Year Groups 2014-2013 Out Quotas - 46 Priority Allocations - 7			Year Groups 2012-2011 Out Quotas - 18 Priority Allocations - 5		
Community	Community	Community	Community	Community	Community
<b>1) AEDO</b>	<b>6) HR</b>		<b>1) MSO</b>		
<b>2) MSO</b>	<b>7) OCEANO</b>		<b>2) MCWO</b>		
<b>3) FAO</b>	8) INTEL		<b>3) AEDO</b>		
<b>4) MCWO</b>	9) MSC		<b>4) CW</b>		
<b>5) EDO</b>	10) CW		<b>5) OCEANO</b>		
Year Groups 2010-2008 Out Quotas - 11 Priority Allocations - 4			Year Groups 2007-2000 Out Quotas - 22 Priority Allocations - 1		
Community	Community	Community	Community	Community	Community
<b>1) MSO</b>	<b>3) AEDO</b>		<b>1) EDO</b>		
<b>2) MCWO</b>	<b>4) HR</b>		2) AVIATION		

Table B, below, is a list of the number of out quota limitations by YG authorized for transfer out of the listed designator (Community).

**TABLE B-Active Component (AC) OCM YG Limitations Matrix**  
**Maximum number of quotas allowed for transfer "OUT" of each community**

All applications received are reviewed by the applicable Officer Community Manager (OCM) before being considered by the Redesignation Board. The AC OCM restrictions listed below apply to USN officers on the active-duty list. Each YG restriction has been vetted through each AC OCM. These numbers represent the maximum out quota from AC communities (or lower number of applications received) by YG, **not** a quota to be redesignated.

**13XX (AVN) / 151X (AEDO).** The board may select up to two 13XXs from USN Test Pilot School (TPS) Class 163/164 to **AEDO** that do not meet ADSO requirements, subject to T/M/S/D and YG restrictions (two 13xx total, not two per class). Desired selections above T/M/S/D and YG restrictions will be subject to approval by the Aviation Officer Community Manager.

OUT-QUOTAS BY COMMUNITY AND YEAR GROUPS																											
COMMUNITIES	25	24	23	22	21	20	19	18	17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	00 +	
1110 (SWO)				10	6	7	6	5	3		4	10	1			3			1								
1110 (SWO (N))							2		1																		
1120 (SUBS)										1			1	2													
1300 (GENAV)							4	6	4	1	2					1											
Unlimited Outs																											
1310 VFA										1	1	1	1	1	1	1	1	2		2	2						
1310 VAQ																											
1310 VAW / VRC											1	1	1														
1310 VP											2	1	1	1	1	1	1	2		2							
1310 VQ(P)																											
1310 VQ(T)										1	1	1															
1310 HSL / HSM										1	1		1	1	1	1	1	2		2							
1310 HS / HSC										1	1																
1310 HM										1		1															
1320 VFA								1	1		1		1	1	1	1	1	2		2							
1320 VAQ								1	1		1		1														
1320 VAW								1	2	2	2	2	2	1	1	1	1	2		2							
1320 VP								1	2	2	2	2	2														1
1320 VQ(T)									1		1	1	1	1	1	1	1	2		2							
1320 VQ(P)								1	2	1	1	1	1	1													
1210 (NR INST)					1	1																					
1800 (OCEANO)									1																		
1810 (CW)			1	1	2	3		1		1		4		1	1	1											
1820 (IP)					3			1	1		1	2	1		2												
1830 (INTEL)									1																		
2100 (MC)																				1							
3100 (SUPPLY)								1																			
5100 (CEC)										1		1															
6XXX (LDO)								1			1						1										

Table C, below, is a list of the number of in quota limitations authorized for transfer into the listed designator (Community).

**TABLE C-Active Component (AC) OCM Matrix**  
**Maximum number of quotas allowed for transfer “IN” to each community**

All applicants received are reviewed by the applicable Officer Community Manager (OCM) before being considered by the Redesignation Board. The AC OCM restrictions listed below apply only to USN officers on the active-duty list (ADL).

These numbers represent the maximum remaining in quotas to AC communities for Lateral Transfer, as approved by Director, Military Personnel Plans and Policy (OPNAV N13).

<b>Community</b>	<b>In-Quotas Remaining</b>
AEDO	38
AMDO	2
AVIATION	3
CEC	23
CW	15
CWE	3
EDO	54
FAO	30
HR	39
INTEL	30
IP	5
MCWO	65
MSC	10
MSO	12
OCEANO	8
PAO	6
SUPPLY	54
SWO	6