



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

1401
BUPERS-00B/924
23 Oct 25

From: Deputy Chief of Naval Personnel
To: President, FY-27 Surface Major Command Screen Board
Subj: ORDER CONVENING THE FY-27 SURFACE MAJOR COMMAND SCREEN BOARD
Ref: (a) DEP CHNAVPERS Ltr 1401 BUPERS 00B of 3 Feb 25
(b) OPNAVINST 1412.14
(c) NAVPERSCOMINST 1401.1A
(d) COMNAVSURFORINST 1412.7B
(e) COMNAVSURFOR 041457Z Aug 25
Encl: (1) Board Membership
(2) Administrative Support Staff

1. **Date and Location**

a. This administrative selection board, consisting of you as president, the members listed in enclosure (1), and the personnel listed in enclosure (2) as administrative support staff, is ordered to convene at the Navy Personnel Command, Millington, TN at 0800, 3 November 2025, or as soon as practicable thereafter.

b. The board will proceed in accordance with all guidance in this letter and the FY-26 Administrative Selection Board Precept, reference (a).

2. **Function.** The function of the board is to:

- a. Select eligible officers in the Surface Warfare (111X) community for Major Command.
- b. Select officers in the Explosive Ordnance Disposal (EOD) (114X) community for Major Command.
- c. Select officers in the Limited Duty Officer (LDO) (61XX/641X/649X) community for Major Command.
- d. Recommend officers in the Surface Warfare (111X) community who have petitioned the board, in writing, for a "Special Additional Look." A "Special Additional Look" will be available upon petition when the constituent can show that he/she was somehow uniquely disadvantaged, that his/her record would be unfairly considered during the normal screening

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process, or when justified by exceptional circumstances. Petition is made in writing to the selection board president, via NAVPERSCOM (PERS-41), who will attach an endorsement recommending inclusion or exclusion of the petitioner's record for the current board.

e. Adjudicate officers in the Surface Warfare (111X) community who have petitioned the board, in writing, for a delayed look. A delayed look will be available upon petition when the officer can show that he/she was somehow uniquely disadvantaged or that his/her record was unfairly considered during the normal administrative screening process. Such petitions must be made in writing to the selection board president via PERS-41. PERS-41 has the authority to approve delayed looks, but a denial of a delayed look will be adjudicated by the board. A majority vote of members will determine final adjudication.

f. Recommend officers in the Surface Warfare (111X) community who have petitioned the board, in writing, for an "Early Look."

(1) Officers, who have been selected for promotion to Captain by a statutory board, prior to their projected promotion year group, may submit a letter to the board requesting an "Early Look." Petition is made in writing to the selection board president, via NAVPERSCOM (PERS-41), who will attach an endorsement recommending inclusion or exclusion of the petitioner's record for the current board. Officers approved for an "Early Look" by majority of the board members will then be considered as a first look eligible with those officers receiving regular first look eligible consideration.

(2) Officers, who have not been selected for promotion to Captain by a statutory board and are one promotion year group junior to the first look eligible at the FY-27 Major Command Screen Board, may apply for a Major Command "Early Look" for personal situations which may be mitigated by early Major Command screening. Requesting officers must be complete with their CDR CMD tour by 01 October 2025 and have a competitive record. Petition is made in writing to the selection board president, via NAVPERSCOM (PERS-41), who will attach an endorsement recommending inclusion or exclusion of the petitioner's record for the current board. Officers approved for an "Early Look" by majority of the board members will then be considered as a first look eligible with those officers receiving regular first look eligible consideration.

g. Apportion officers recommended for Major Command to one of the following lists:

(1) Surface Major Command (AFLOAT)

(2) Surface Major Command (ASHORE)

(3) Acquisition Corps (AP)

(4) EOD

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h. Screen the records of 111X and 114X Captains serving in Major Command as of 1 October 2025 and those who have served in Major Command who have not previously screened for Sequential Major Command, for potential assignment to Sequential Major Command.

i. Officers previously selected for milestone screening, but not yet in their milestone tour, have been reviewed three times by members of the PERS-41 team and an additional time by the assistant recorders. Those officers whose records, in the opinion of the majority of the board members, indicate significant decline in performance, or which contain material subsequent to the last board which casts doubt upon their qualifications to serve in the milestone billet, shall be reported to the Deputy Chief of Naval Personnel. This report shall include a recommendation for removal from the Major Command Bank, by majority vote of the board members, if applicable.

3. **Board Authorized Selections.** Major Command selection and screening goals are derived from projected fill requirements and are allocated to provide equitable command opportunity to each promotion year group (PYG). The total number of candidates that may be recommended in each competitive category is listed below:

a. Surface Warfare (111X)

(1) Eligibility is based on two criteria: Previous screening for Commander Command by the Surface Commander Command administrative selection board and date of rank of Commander promotion. Training and Administration of the Reserve (TAR) officers who are not selected for retention by the TAR Captain Selective Retention Board will not be considered for Major Command.

(2) Board members will determine by vote which eligible records will be selected for Major Command. Screening goals are outlined below.

<u>Screening Goals - Major Command</u>				
<u>PYG</u>	<u>20</u>	<u>19</u>	<u>18</u>	<u>Total</u>
FY-27 GOALS	39	28	3	70

(3) All 1st, 2nd and 3rd look eligible records selected for Major Command will be assigned to the Major Command lists.

(4) All 1st and 2nd look eligibles not selected for Major Command will have their records removed from further consideration until the FY-28 Major Command Screen Board.

(5) All 3rd look eligibles not selected for Major Command will have failed to select for Major Command.

(6) If an officer is removed from the bank, an additional pick may be added to the 3rd look eligibles.

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(7) All apportionment recommendations for both AFLOAT and ASHORE are considered TENTATIVE pending final TYCOM approval. Similarly, any apportionment shifts that arise during the subsequent slating process will be approved by the TYCOM.

(8) Training and Administration of the Reserve (TAR) Officers. The board may select TAR officers (1117) for assignment to Major Command if the eligible officer meets the standards for selection listed in reference (a). TAR officers will count against 111X year group goals in subparagraph 3(a)(2). TAR officers who were not retained by the TAR Captain Selection Retention Board will not be considered for Major Command.

(9) Competitive Category Eligibility. In addition to the tanks selecting 1st, 2nd, and 3rd Look eligibles, the FY-27 Major Command Board will have separate tanks to select eligibles for Surface Major Command billets at Commander Task Force 64 (CTF 64), Recruiting Region Commodore, and Naval Beach Group Commodore. These billets should be filled by candidates who have specific and unique career experiences. Eligibility and selection goals for those competitive categories are listed below.

(a) CTF 64

Eligibility for the CTF 64 competitive category is based on these criteria: Previous screening for Commander Command by the Surface Commander Command administrative selection board, and either served in command of AEGIS Ashore or having the senior level BMD AQD (BM2) in their record. Eligible officers will be included in the CTF 64 competitive category even if selected in their normal year group tank. The board will select two officers in the CTF 64 competitive category.

<u>Selection Goals – CTF 64</u>				
<u>PYG</u>	<u>20</u>	<u>19</u>	<u>18</u>	<u>Total</u>
FY-27 Goals	*	*	*	2

* No specific goal for each PYG.

(b) Recruiting Region Commodore

Eligibility for the Recruiting Region Commodore competitive category is based on these criteria: Previous screening for Commander Command by the Surface Commander Command administrative selection board, and having previously served as Navy Talent Acquisition Group (NTAG) Commanding Officer in O-5 command. Eligible officers will be included in the Recruiting Region Commodore tank even if selected in their normal year group tank. The board will select two officers in the Recruiting Region Commodore competitive category.

<u>Selection Goals – Recruiting Region Commodore</u>				
<u>PYG</u>	<u>20</u>	<u>19</u>	<u>18</u>	<u>Total</u>
FY-27 Goals	*	*	*	2

* No specific goal for each PYG.

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(c) Naval Beach Group Commodore

Eligibility for the Naval Beach Group ONE and TWO Commodore competitive category is based on these criteria: Previous screening for Commander Command by the Surface Commander Command administrative selection board, and having previously served as BMU or ACU Commanding Officer in O-5 command. Eligible officers will be included in the Naval Beach Group tank even if selected in their normal year group tank. The board will select two officers in the Naval Beach Group competitive category.

Selection Goals – Naval Beach Group

PYG	20	19	18	Total
FY-27 Goals	*	*	*	2

* No specific goal for each PYG.

b. SWO AP. Officers selected for Major AP Command/Major Acquisition Program Manager by this board become eligible for consideration for slating by the NAVSEA/NAVWAR slating panels. SWO APs selected for AP Major Command/Major Acquisition Program Manager are not guaranteed Major Command assignment in the acquisition field. Eligibility is determined by administrative screening for commander command, date of rank of commander promotion, and by either submitting a request to NAVPERSCOM (PERS-41) for inclusion in the AP Major Command screening group or having been designated an Acquisition member at a previous AP selection board. Eligible officers designated as an Acquisition member at a previous AP selection board and request inclusion in the AP Major Command Screening group will not be considered for Major Command (AFLOAT) or (ASHORE).

Selection Goals – SWO AP

PYG	20	19	18	Total
FY-27 Goals	*	*	*	6

* No specific goals for each PYG.

c. EOD (114X)

(1) Eligibility is based on two criteria: previous screening for Commander Command by administrative selection board and selection for promotion to the rank of Captain. Officers previously considered will be eligible until selected or their three opportunities are exhausted.

EOD Selection Goals (114X)

PYG	25	24	23	Total
FY-27 GOALS	*	*	*	5

* No specific goal for each PYG.

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d. LDO (61XX/641X/649X). LDOs will be considered for Major Command. Surface LDOs do not have funded Major Command requirements; therefore, officers selected will not count against the 111X or 114X year group goals. LDOs previously screened for Major Command and retained in the bank by two successive boards will be removed from bank screening but are not considered to be de-screened.

(1) Eligibility is based on two criteria: Previous screening for Commander Command by administrative selection board and selection for promotion to the rank of Captain.

(2) There are no selection goals set for the following designators: 61XX/641X/649X for each PYG nor overall.

e. Surface Warfare and EOD Sequential (111X and 114X). There are no selection goals for Surface Warfare and EOD Sequential Major Command.

4. **Additional Guidance**. The below information is provided to facilitate this board and clarify community needs and requirements to assist you in determining the best and fully qualified in accordance with reference (a).

a. Nuclear Qualified Officers. Surface Warfare Officers (SWO) with nuclear propulsion qualifications (SWO(N)) will be considered with their SWO contemporaries within their respective year groups. SWO(N) career patterns often vary from the majority of the SWO community in that they serve in nuclear-related assignments throughout their careers in addition to traditional SWO assignments. As a result, they may arrive in major SWO career milestones later than their SWO contemporaries. The quality of performance of SWO(N)s in all of their nuclear-related assignments along with their specialized background should be given equal weight to that of conventional SWOs who have followed traditional career patterns.

b. Sea Duty and Forward-Deployed Naval Force Assignments. Many officers seek the added challenges of more senior grade sea duty billets to further hone their operational skill level, experience new areas of intra-community specialty, and sharpen their competitive edge. These billets include those on numbered fleet staffs, strike group staffs, destroyer and amphibious squadron staffs, and large deck amphibious ships (LHDs/LHAs). In pursuing these post-department head and post-command sea duty billets, these officers willingly forfeit time ashore and do so with the goal of improving and broadening their professional background and experience serving in these unique environments. Many officers recognize the increased operational tempo and demands imposed in forward-deployed naval force assignments and willingly accept world-wide moves and other exceptional requirements associated with these assignments to take advantage of these opportunities. The benefit afforded the Navy through the service of experienced and motivated officers in these operational billets is substantial. You should consider these factors when determining the best and fully qualified.

c. Education and Professional Development. The board shall give favorable consideration to those officers with relevant graduate education, experience in specialized areas, and professional military education (PME), including in-residence War College. The Navy values officers who

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seek opportunities to broaden their cultural awareness through experiences and education and to enable better communication in a global operating environment.

d. CO Special Mission Consideration.

(1) Officers screened for Commander Command who served in Special Mission billets, should be viewed positively, provided the officer has progressed in professional development and leadership responsibility.

(2) In many cases, officers who have experience and well-developed skill sets while in Special Mission command (i.e. installation management, ballistic missile defense, amphibious operations, and recruiting) can best serve the Navy in positions of greater responsibility in Major Command.

e. ADCON and OPCODE FITREP Consideration. Due to the evolving structure of ADCON/OPCON roles, records may contain both OPCON and ADCON FITREPs. The board should value operational reports for Officers and not disadvantage those Officers who due to operational requirements were unable to break out under their ADCON structure.

f. Unmanned Experience. SWOs with unmanned experience will be considered with their SWO contemporaries within their respective year groups. Officers with unmanned experience may have career patterns that vary from the majority of the SWO community in that they serve in unmanned assignments throughout their careers in addition to or in place of traditional SWO assignments. The quality of performance of SWOs in their unmanned-related assignments is valued by the community and should be considered by the board.

5. Authorized Number to Select. The board need not select to the numbers provided. The authorized number to select should only be attained if there are enough candidates determined to be fully qualified.


K. M. KENNEDY

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BOARD MEMBERSHIP

RADM Joseph F. Cahill III, USN, 1110 (President)
RADM Derek A. Trinique, USN, 1110
RADM Bradley J. Andros, USN, 1140
RDML Thomas J. Zerr, USN, 1110
RDML Justin A. Kubu, USN, 1110
RDML Karrey D. Sanders, USN, 1110
CAPT Nakia M. Cooper USN, 1110
CAPT Craig M. Trent, USN, 1110
CAPT Emily A. Cathey, USN, 1110
CAPT Joel B. Lang, USN, 1110
CAPT Joshua M. Menzel, USN, 1110
CAPT Garrett H. Miller, USN, 1110
CAPT Christopher A. Brown, USN, 1110
CAPT Antonio L. Hyde, USN, 1110
CAPT Patrick R. Murphy, USN, 1110
CAPT Russell J. Caldwell, USN, 1110
CAPT David S. Coles, USN, 1110
CAPT Matthew T. Erdner (AP), USN, 1110
CAPT Joseph M. Droll (TAR), USN, 1117
CAPT Ross M. Anderson (LDO), USN, 6180