



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

1401  
BUPERS-00B/

From: Deputy Chief of Naval Personnel  
To: President, FY-25 Surface Major Command Screen Board  
Subj: ORDER CONVENING THE FY-25 SURFACE MAJOR COMMAND SCREEN BOARD  
Ref: (a) FY-25 Administrative Selection Board Precept  
(b) OPNAVINST 1412.14  
(c) NAVPERSCOMINST 1401.1A  
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) as members, and the personnel listed in enclosure (2) as administrative support staff, is ordered to convene at the Navy Personnel Command, Millington, TN at 0800, 1 November 2023, or as soon as practicable thereafter.

b. The board shall proceed in accordance with all guidance in this letter and the FY-25 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 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.

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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." 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.

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 (AC)

(4) EOD

h. Screen the records of 111X and 114X Captains serving in Major Command as of 1 October 2023 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. Review the performance of previously selected officers who are not yet in Major Command as of 1 October and recommend for removal from the Major Command Bank, by majority vote of the board members, if applicable.

3. **Board Authorized Selections and Apportionment.** 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)

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(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>18</u>	<u>17</u>	<u>16</u>	<u>Total</u>
FY-25 GOALS	29	21	4	54

(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-26 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.

(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-25 Major Command Board will have separate tanks to select eligibles for Surface Major Command billets at Commander Task Force 64 (CTF 64) and Recruiting Region 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

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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>18</u>	<u>17</u>	<u>16</u>	<u>Total</u>
FY-25 Goals	*	*	*	2

\* No specific goal for each PYG.

(b) Recruiting Region Commodore. Eligibility for the Recruiting Region Commodore competitive category is based on three 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>18</u>	<u>17</u>	<u>16</u>	<u>Total</u>
FY-25 Goals	*	*	*	2

\* No specific goal for each PYG.

b. SWO AC. Surface Warfare acquisition professionals are tracked by the “APM” additional qualification designator (AQD), which is assigned once an officer meets all career field certification requirements. Officers selected for Major AC Command/Major Acquisition Program by this board become eligible for consideration for slating by the NAVSEA slating panels. SWO ACs selected for AC Major Command/Major Acquisition Program 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 AC Major Command screening group or having been designated an Acquisition member at a previous AC selection board. Eligible officers designated as an Acquisition member at a previous AC selection board and request inclusion in the AP Major Command Screening group will not be considered for Major Command (AFLOAT) or (ASHORE).

<u>Selection Goals – SWO AC</u>				
<u>PYG</u>	<u>18</u>	<u>17</u>	<u>16</u>	<u>Total</u>
FY-25 Goals	*	*	*	*

\* No specific goals for each PYG nor overall.

c. EOD (114X)

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(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.

<u>EOD Selection Goals (114X)</u>				
<u>PYG</u>	<u>24</u>	<u>23</u>	<u>22</u>	<u>Total</u>
FY-25 GOALS	*	*	*	5

\* No specific goal for each PYG.

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.

(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**. Below information is provided to facilitate this board and clarify community requirements to assist 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

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

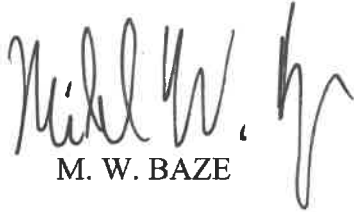
d. CO Special Mission Consideration

(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.

5. **Selection Goals**. The board need not select to the numbers provided. The authorized number to select should only be attained if there are a sufficient number of candidates determined fully qualified.

6. **Official Navy Record Markup Program (ONRMP)**. The Official Navy Record Markup Program (ONRMP) will be utilized to “pre-markup” records with fitness report trend lines, individual trait averages above reporting senior’s cumulative average, rank changes, and tour lines. The board member assigned is responsible to ensure ONRMP’s accuracy during record reviews.



M. W. BAZE

**ADMINISTRATIVE SUPPORT STAFF**  
**FY-25 SURFACE MAJOR COMMAND SCREEN BOARD**

Surface Major Command Screen Board Members:

RADM Yvette M. Davids, USN, 1110 (President)  
RADM Paul J. Schlise, USN, 1110  
RADM James A. Aiken, USN, 1110  
RDML Bradley J. Andros, USN, 1140  
RDML Alexis T. Walker, USN, 1110  
RDML Benjamin R. Nicholson, USN, 1110  
CAPT Henry S. Kim, USN, 1110  
CAPT Michael R. Jarrett, Jr., USN, 1110  
CAPT Robert C. Francis, Jr., USN, 1110  
CAPT Kelly T. Fletcher, USN, 1110  
CAPT Karrey D. Sanders, USN, 1110  
CAPT Timothy C. Moore, USN, 1110  
CAPT Megan A. Thomas, USN, 1110  
CAPT Christopher A. Brown, USN, 1110  
CAPT Christina L. Dalmau, USN, 1110  
CAPT Donald F. Crumpacker, USN, 6490  
CAPT Thomas M. Ogden, USN, 1110  
CAPT Todd D. Peters, USN, 1117

**ADMINISTRATIVE SUPPORT STAFF  
FY-25 SURFACE WARFARE OFFICER MAJOR COMMAND  
SCREEN BOARD**

1. Surface Major Command: CAPT DonAnn M. Gilmore, USN, will act as head recorder with the following personnel acting as assistant recorders:

CAPT Keith Foster	LCDR Joseph Palchak
CDR Bobby Rowden	LCDR Craig Stocker
CDR Michael Welgan	LT Myisha Bryan
CDR Roosevelt White	
LCDR Marley Cassels	
LCDR Tyree Barnes	
LCDR Kristen Fekete	

2. The head recorder or an assistant recorder will be present during all deliberations.

3. The following person is designated to serve as the board sponsor:

CAPT Jeffrey L. Heames

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

RDML Michael W. Baze	CDR Donald S. Northrup
RDML Kevin M. Kennedy	CDR Katherine Vester
RDML Michael J. Schwerin	CDR Eric Winn
CAPT Dana Chaplin	LCDR Robert R. Allen
CAPT Steven F. Friloux	LCDR Robert H. Battle
CAPT Jared Geller	LCDR Matthew W. Blanton
CAPT Ryan R. Kendall	LCDR Mark L. Bote
CAPT Michael B. O'Driscoll	LCDR Jonathon D. Cassel
CAPT Robert P. Schulhof, Jr.	LCDR Quinn Challinor
CAPT Colin Thompson	LCDR Timothy M. Clemens
CDR Ryan P. Appleman	LCDR Simon S. Davies
CDR William M. Bencini	LCDR Rahsan A. Deavers
CDR Jeffrey K. Brown, Jr.	LCDR David K. Edwards
CDR Veronica A. Camiolo	LCDR Kimberly M. Fowler
CDR John D. Damon	LCDR Edgar A. Friedrichs
CDR Gabrielle M. Francisco	LCDR Katherine T. Gorski
CDR Jeffrey A. Gerring	LCDR Clark Hartley
CDR Brandon W. Gill	LCDR Matthew B. Hein
CDR Matthew J. Guido	LCDR Aaron A. Jean
CDR Eric A. Kaijankoski	LCDR Aaron A. Jochimsen
CDR Mary F. Link	LCDR Jamie L. Jordan
CDR Audrey L. Munji	LCDR Eric M. Kemp
CDR Jacob N. Norris	LCDR Matthew M. Long



LCDR Zachary B. Martens  
LCDR Wade D. Mockel  
LCDR Carissa D. Moore  
LCDR Elizabeth C. Moten  
LCDR Marina M. Novakovich  
LCDR Kristel D. Ramsay  
LCDR Chris M. Roberts  
LCDR Jaclyn M. Salvatini  
LCDR Raymond A. Sanders  
LCDR Gerald C. Sellars  
LCDR Darren V. Settle  
LCDR Emilie F. Torielli  
LCDR Jacob A. Uptegrove  
LCDR Carolyne Vu  
LCDR Cory Zebian  
LT Michael D. Alsbrook  
LT Jill M. Bolden  
LT Peter G. Buskill  
LT Aaron M. Connolly  
LT Michelle D. Downing  
LT James B. Henson  
LT Benjamine A. Miller  
LT Tatihana V. Moreno  
LT Taylor J. Peterson  
LT Jeffrey A. Pichardo  
LT Douglas P. Swezey  
LT Joshua S. Williams  
LT Jessica B. Yang  
LT Morgan R. Young  
CWO4 Tameka J. Reid  
CWO4 Xavier D. Ware  
CWO3 Robert F. Loss  
FORCM(SW/AW) William Houlihan  
AVCM(AW) Daniel L. Dregely  
PSCM(AW) Patrick A. Abiera  
NCCM(SW/AW/FMF) Derek M. Messer  
YNCM(AW) Dana M. Axson  
YNC(SW/AW/EXW) Aaron J. Buss  
YNC(SCW/EXW/AW) Kevin L. Capelety  
YNC(SCW/EXW/SW/AW) Helana Ross  
LSC Christopher A. Stauffer  
YN1(SW) Kingston Allen  
ET2 Ervin F. Romero  
IT2 Willie J. Allen  
AO3 David T. Paisano

Mr. Julion A. Bend  
Ms. Pamela D. Bennett  
Ms. Sonya D. Bradley  
Ms. Donna M. Carpenter  
Mr. Bradley J. Cordts  
Mr. John R. Crotts  
Mr. Edward Dodrill  
Mr. Bernie Dunn  
Mr. Reginald L. Fulton  
Mr. Christopher J. Garner  
Mr. Anthony P. Gaston  
Mr. Patrick R. Harris  
Mr. Juan J. Jimenez  
Ms. Priscilla L. Jones  
Ms. Marsea K. Lewis  
Mr. Joseph J. Lipko  
Ms. Oberia A. Malone  
Mr. Michael A. McNab  
Ms. Michael L. Nusselt  
Mr. Tommy Owens  
Ms. Leslie J. Pitts  
Mr. Martin L. Pompeo  
Mr. John Pucciarelli  
Mr. Stephen R. Ranne  
Ms. Amy Ray  
Ms. Roberta J. Richard  
Ms. Karen Rublaitus  
Mr. Jay A. Rublaitus  
Ms. Candis L. Robinson  
Ms. Kara Sartain  
Ms. Edna Shannon  
Mr. Antoine Sharp  
Mr. Steven J. Skretkowicz  
Ms. Ruby D. Snowden  
Ms. Verleada S. Tarver-Pruitt  
Mr. David B. Whorton  
Mr. Joshua S. Williams  
Ms. Mindee M. Wolve