



DEPARTMENT OF THE NAVY
BUREAU OF NAVAL PERSONNEL
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1401
BUPERS-00B/1074
26 Nov 25

From: Deputy Chief of Naval Personnel
To: President, FY-27 Surface Commander Command Screen Board

Subj: ORDER CONVENING THE FY-27 SURFACE COMMANDER COMMAND
SCREEN BOARD (#270)

Ref: (a) DCNP ltr 1401 BUPERS-00B of 03FEB25 (PRECEPT)
(b) COMNAVSURFPAC/COMNAVSURFLANTINST 1412.3A
(c) COMNAVSURFPAC/COMNAVSURFLANTINST 1412.2C
(d) COMNAVSURFOR MESSAGE DTG 141706ZOCT25

Encl: (1) Board Membership
(2) Administrative Support Staff

1. Date and Location

a. This administrative selection board, consisting of you as president and the members listed in enclosure (1), and the personnel listed in enclosure (2) as administrative support staff, is ordered to convene at Navy Personnel Command, Millington, TN, at 0730, 08 December 2025, or as soon as practicable thereafter.

b. The board shall 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. Review the performance of previously selected officers in the Surface Limited Duty Officer (LDO) (611X, 612X, 613X, 618X, 641X, and 649X) Commander Command bank and recommend for removal, if warranted.

b. Recommend officers in the Surface LDO Community (611X, 612X, 613X, 618X, 641X, and 649X) promoted to Commander in FY-25 and FY-26 for Commander Command Ashore.

c. Adjudicate officers in the Surface Warfare Officer (SWO) (111X) community who have petitioned the board, in writing, for a special additional look. A special additional look will be made available upon petition when the constituent can reasonably demonstrate that he/she was somehow disadvantaged, that his/her record was unfairly considered during the normal administrative screening process, or due to exceptional circumstance. Such petition is made in writing to the selection board president, via Director, Surface Warfare Officer Distribution (PERS-41), who will attach an endorsement recommending inclusion or exclusion of the petitioner's record for an additional look. Officers approved for an additional look by a majority of the board members will then be considered with those officers receiving regular consideration. Special additional look selectees will count against the second look (13 YCS)

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selection target for those not previously screened for an Executive Officer (XO) or Commanding Officer (CO) milestone or against the third look (15 YCS) selection target for those previously screened for an XO milestone. A majority vote of members will determine final adjudication.

d. Adjudicate officers in the SWO (111X) Community who have petitioned the board, in writing, for any other special requests. Such petition is made in writing to the selection board President, via Director, Surface Warfare Officer Distribution (PERS-41), who will attach an endorsement recommending approval or denial of the petitioner's request. A majority vote of members will determine final adjudication.

e. Review the performance of previously selected officers in the SWO (111X) CO bank and recommend for removal, if warranted.

f. Review the performance of previously selected officers in the SWO (111X) XO bank and recommend for removal, if warranted.

g. Recommend officers in the SWO (111X) Community, who as of the convening date of the board have 12 Years of Commissioned Service (YCS), for Commander Command Afloat.

h. Recommend officers in the SWO (111X) Community, who as of the convening date of the board have 13 YCS, for Commander Command Afloat.

i. Recommend officers in the SWO (111X) Community, who as of the convening date of the board have 13 YCS, for Executive Officer Afloat.

j. Select officers for Executive Officer and assign them to one of the following lists:

(1) Executive Officer Afloat (CRUDES, LPD 17, LCS, ESB)

(2) Executive Officer Afloat*: officers selected XO Afloat* will fill increased responsibility afloat milestone billets as determined by PERS-41 (LHA, LHD, CVN, DESRON Afloat staff, etc.).

(3) Executive Officer-Special Mission (XO-SM)

k. Recommend previously selected officers in the SWO (111X) Community, who are serving in or who have previously served as XO Afloat, XO Afloat*, or XO-SM, for third-look Commander Command Afloat (15 YCS).

l. Recommend previously selected officers in the SWO (111X) Community, who are serving in or who have previously served as XO Afloat, XO Afloat*, or XO-SM, for third-look Commander Command-Special Mission (CO-SM) (15 YCS).

m. Recommend Reserve Corps (1115) officers Maritime Expeditionary Squadron (MSRON) command (14 and 15 YCS).

n. Recommend Training and Administration of the Reserve (TAR/1117) officers for Maritime Expeditionary Squadron (MSRON) command (15 YCS).

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o. Identify SWOs (111X) selected for Commander Command as Surface Acquisition Professional Candidates (SWO AP).

3. Board Authorized Selections. The total number of candidates that may be recommended in each competitive category is listed below:

a. LDO (611X, 612X, 613X, 618X, 641X, and 649X) Commander Command

(1) Eligibility. Each Surface LDO selected for promotion to Commander will receive two looks for command provided they have completed the LDO Command Qualification (2D1 AQD) in accordance with reference (b). For this board, LDOs selected for promotion to Commander in FY-26 will receive their first look and LDOs promoted to Commander in FY-25 will receive their second look.

(2) FY-27 LDO Selection Goals. LDOs should be selected based on “best and fully” qualified. Selection of LDOs to Commander Command does not guarantee they will serve in a command billet. LDO bank officers provide PERS-41 a reserve of screened, qualified officers to fill surface command billets. The FY-27 selection goals are 34 selects combined across 1st and 2nd look. There are no limits or goals based on designators. There are no minimum selection requirements. Additionally, LDOs selected do not count against 111X year group goals.

b. Surface Warfare (1115/1117) Commander Command

(1) Eligibility. Each SELRES (1115) is fully qualified and eligible for MSRON commander command provided they have completed AQD 2D1, JPME Phase I, and selected for O5/CDR at approximately 14 YCS or 15 YCS. Each TAR SWO (1117) is fully qualified and eligible for MSRON commander command provided they have AQD 2D1, screened or served in an XO milestone billet, and are eligible for their third look for CDR CMD Afloat. The look for TAR MSRON commander command will be after officers are considered for SWO CO Afloat and CO-Special Mission milestones.

c. Surface Warfare (111X) Commander Command

(1) Eligibility. Each SWO (111X) is fully qualified and eligible for selection to Commander Command provided they have completed the qualification requirements in reference (d) and been awarded “2D1” AQD. Previous boards considered an officer to be fully qualified when they received AQDs LN7 and 2D1. This year’s screening board is the first board where completion of the command assessment is decoupled from the ability to screen for command. An officer with 2D1 is considered fully qualified and ready to be screened for command afloat. Do not discount the time and effort needed to earn LN7, however, absence of LN7 should not disadvantage an officer in their selection. Selected officers will still be required to complete the command assessment and earn AQD LN7 prior to assuming command. An officer is eligible for their first look at the first board which convenes after they have completed 12 YCS. The second look occurs the year immediately following the first look, notionally 13 YCS. The third look, when eligible, occurs two years after the second look, notionally 15 YCS. YCS timing may be offset in the event an officer is approved through PERS-41 to defer their administrative screening board(s), or via a special request approved by a majority of board members.

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As of the convening date, eligible officers for this board with 12 YCS will receive their first look and eligible officers with 13 YCS will receive their second look for command. Officers with 13 YCS (second look) who are not selected for command and officers with 13 YCS who have not completed the qualification requirements in reference (d) are eligible for XO Afloat, XO Afloat*, or XO-SM selection.

Officers who did not select for command, but did select for XO Afloat, XO Afloat*, or XO-SM will be eligible for a third and final look for CO Afloat two years after their second look (15 YCS), provided they have served or are serving in an XO Afloat, XO Afloat*, or XO-SM milestone tour and have completed the qualification requirements in reference (d). Eligible officers who do not select for CO Afloat will be considered for CO-SM at their third and final look. Officers are fully command qualified if they have completed either the command oral board or Surface Warfare Command Leadership Assessment (SWCLA) with the applicable “2D1” AQD and will be considered for CO-SM at their third and final look.

(2) FY-27 111X Selection Goals. No minimum number of selectees is required.

<u>PYG/YCS</u>	<u>LOOK</u>	<u>FY-27 TARGET</u>
YCS 12 CO Afloat	1 st	45
YCS 13 CO Afloat	2 nd	45
YCS 13 XO Afloat	2 nd	30
YCS 13 XO-Afloat*	2 nd	70
YCS 13 XO-SM	2 nd	8
YCS 15 CO Afloat	3 rd	15
YCS 15 CO-SM	3 rd	20
MSRON (1115/1117) CO	3 rd	4/4
Total		241

c. Surface Warfare Acquisition Professional (SWO AP) Candidates

(1) Eligibility. This board will approve SWOs screened for Commander Command that are suited for potential service in the SWO AP Community. Officers meeting the best and fully qualified criteria and approved by the board will be designated for engagement by SWO AP leadership and encouraged to pursue a SWO AP career track. Officers selected may have the opportunity to be detailed to acquisition assignments and/or education opportunities dependent upon promotion timing, career milestone objectives, Surface Community approval.

(2) FY-27 SWO AP Selection Goals

<u>PYG</u>	<u>LOOK</u>	<u>FY-27 TARGET</u>
YCS 12/13	1 st / 2 nd	6

4. Additional Guidance: The following information is provided to clarify Community requirements and any specific needs, but in no way should replace the best and fully qualified standard of reference (a).

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a. LDO. The LDO career path and professional development differs greatly from the traditional SWO career path. Career paths will vary for each LDO designator and may be different amongst individuals within the same designator due to constrained inventories and billet requirements.

(1) The limited number of XO billets available to LDOs precludes XO assignment from being a milestone prerequisite and should in itself not be a disqualifier for command.

(2) Sustained superior performance at sea and ashore, especially in positions of significant leadership, responsibility, and authority should be viewed favorably.

(3) The LDO Community does not require college or other advanced degrees. While a college degree is desirable, it is not a prerequisite for the LDO/CWO Procurement Program; therefore, it is not required for command, and absence of a degree should not be a disqualifier.

b. Bank Review. To ensure that standards of performance are maintained, the records of officers previously selected for milestone screening, but not yet in their milestone tour, have been reviewed two times by members of the PERS-41 team and an additional time by the Assistant Recorders. Those officers whose records, in the opinion of a 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 a milestone billet, shall be reported to the Deputy Chief of Naval Personnel. This report shall include a recommendation regarding continuation on the Surface XO or Commander Command list, as appropriate. The purpose of this review is to ensure the continuing quality of officers selected for milestone screening.

c. Leadership and Teamwork. Assignment to command places an individual in a critical position of authority and accountability, where their influence extends across teams and missions. As such, a special trust and confidence are placed in these officers. In taking on command roles, these officers are entrusted not only with leadership but with the responsibility to cultivate teamwork, unity, and collaboration within their ranks. Their ability to build and sustain cohesive teams is essential to mission success and the overall effectiveness of the organization. Therefore, when assessing an officer's readiness for Command, particular attention should be given to those who have demonstrated a proven ability to bring individuals together, fostering an environment where teamwork flourishes and results are consistently achieved. These officers exemplify the leadership and teamwork values that are the cornerstone of successful, high-performing units, and their aptitude in these areas may be highlighted by:

d. Warfighting Experience. Officers with demonstrated combat operation experience – as reflected by the LF9 (Surface Combat Experience) AQD and supporting FITREP commentary in Block 41 – provide our community a critical foundation of knowledge, experience, and readiness for future challenges. These officers should be appropriately recognized and valued when assessing performance at sea and identifying those fully qualified for Command. Conversely, officers who have not yet had the opportunity to gain combat experience should not be disadvantaged for scheduling factors beyond their control. Instead, they should continue to be recognized for sustained superior performance as Department Heads and their continued readiness to lead in combat operations when called upon.

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e. Multiple XO Afloat Milestone tours. Some officers on their third look for Commander Command were previously detailed to an additional XO Afloat milestone tour. As part of this detailing alignment, they were granted an additional opportunity to screen for Command. This additional experience has honed their skills and capabilities making them more prepared for greater responsibilities of command, therefore the board should consider and review these records favorably.

f. Early Command. Some officers are assigned to a Lieutenant or Lieutenant Commander Command tour in lieu of, or in addition to, a second Department Head (DH) tour. As such, these officers may not have the opportunity to complete a full early command tour prior to their first look for Commander Command and should not be penalized for the absence of fitness reports.

The Navy places special trust and confidence in these officers, and their assignment to early command and performance in command should be a factor for you to consider in determining which officers are best and fully qualified for selection to Commander Command.

Due to the decommissioning of Bahrain MCMs, some Early Command officers did not have the opportunity to take command. In all cases, these officers were on track to take command. There simply were not enough command billets remaining that would keep them on track for milestone screening. Do not disadvantage the officers that did not have an opportunity to take command at no fault of their own.

g. Post-DH Afloat Assignments. Assignments to Carrier Strike Group (CSG), Destroyer Squadron (DESRON), Amphibious Squadron (PHIBRON), and other afloat assignments traditionally filled by second-tour DHs, are now predominantly filled with officers in post-DH tours. This is in response to a change in the Surface Warfare Officer career path in 2018 that required all DH tours to be onboard ships. The Surface Community values these at-sea operational assignments and is committed to sending high performing, top-tier talent to these billets. The benefits afforded the Navy and the breadth of additional operational experience gained by the officers in these assignments should be given special consideration in determining which officers are best and fully qualified for selection to Commander Command.

h. New Construction Assignment. High-performing officers detailed in these positions generally face the challenge of building a ship and forming a crew, usually from two distinct locations, in a challenging and demanding assignment. DHs of these units are usually functioning as such, often before the CO has reported. When considering officers assigned in these roles against their peers (in operational commands), balance the breadth and depth of the complete record, not simply the new construction/commissioning tour of duty.

i. Community Tours. Assignments on TYCOM Staffs, OPNAV N95 and N96, Naval Surface Groups, Surface Warfare Schools Command (SWSC), Surface and Mine Warfighting Development Center (SMWDC), and at PERS-41 are valued for the contribution those officers make to Community management, Force generation, and sourcing the Fleet with the very best systems with which to fight and win. Selection for and subsequent superior performance at these organizations should be a factor for you to consider in determining which officers are best and fully qualified.

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j. Waterfront Training and Production Tours. The Surface Navy sends some of our best performing officers to waterfront training and production billets following their DH tours. Selection for and subsequent superior performance at waterfront training/production organizations should be a factor for you to consider in determining which officers are best and fully qualified. These tours prepare our Sailors for sea duty and are highly valued by the Community:

(1) Waterfront Training

(a) Afloat Training Group (ATG)

(b) Carrier Strike Group 4 / Carrier Strike Group 15

(c) Surface Combat Systems Training Command (SCSTC)

(2) Surface Warfare Schools Command (SWSC)

(3) Naval Surface and Mine Warfighting Development Center (NSMWDC) or an approved Warfare Tactics (WTI) Production Tour.

k. Limited Competitive FITREP Opportunities. A number of DH billets preclude opportunities for an officer to receive a competitive FITREP due to billet base requirements, officer timing, or duties assigned. For example, spot promote billets, single longer tours (SLT) (Weapons/Combat System fleet-up, Chief Engineers, Operations/Combat System fleet-up on LCS, DDG, etc.), and Training and Admin of Reserves (TAR) officers may lack opportunities to receive hard breakouts against their peers. In these cases, careful consideration should be given to the officer's performance against the Reporting Senior's Cumulative Average, soft breakout language contained in block 41 of the FITREPs, and the billet responsibilities and recommendations for future service.

l. War College Assignments. Navy policy has mandates that War Colleges are filled to 100% across the DOW enterprise (Naval, Air, Army, Marine Corps, Eisenhower, National, Foreign, etc.). As a result, numerous officers have been detailed to a War College outside of the traditional post-DH assignment path. For example, traditionally post-DH officers who have not yet screened for Commander Command and desire assignment to a billet which would enhance their record would be assigned to sea duty, a Community tour, or a major staff in order to earn a breakout competitive FITREP. However, due to the requirements for education fills, War College assignments are considered extremely high priority and all assigned quotas must be filled. As a result, the board should not negatively view an officer's assignment to a War College.

m. Officer Manning Plan (OMP) Restructuring. Over the course of FY-24 and FY-25, there has been a restructuring across the DOW enterprise regarding optimization of OMP assignments. Optimizing manning levels across Navy commands via the FY-25 Officer Manning Plan caused a significant shift in post-DH detailing alignment, resulting in numerous post-DH's detailed into assignments that may be outside the scope of the "traditional" SWO career path. These assignments may be at the Combatant Commander, Component Commander, or Numbered Fleet Commander positions. As a result, the board should not negatively view an officer's assignment

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to one of these positions as they were potentially detailed to support OMP requirements throughout the DOW.

n. Evaluate the Officer based on their performance, not necessarily the assignment. Officers should be considered based upon the quality of their performance at the commands to which they were assigned. In many cases, quality officers were detailed into jobs out of the traditional SWO career path due to DOW priority or “needs of the Navy.” Similarly, because of the operational cycles of ships and staffs, and the different types of each, some officers may not have had the deployment experience of other officers at a particular point in their career. Across an officer’s career, this should (ideally) balance out. Although performance in arduous sea duty and on deployments will highlight an officer’s qualities, take care that officers who were denied such opportunities through no fault of their own receive due regard for their performance.

o. Nuclear-Trained SWOs (SWO(N)). The Navy needs nuclear-trained Surface Warfare Officers with Commander Command experience to fill key leadership positions aboard nuclear-powered aircraft carriers. SWO(N) career paths vary from those of their conventional SWO counterparts in that they serve in nuclear-related sea, shore, and training billets throughout their careers in addition to filling traditional SWO assignments. The quality of performance of SWO(N)s in all nuclear-related assignments, along with their specialized background and potential for assignment to more senior SWO and SWO(N) positions, should be given weight equal to that of conventional SWOs who have followed traditional career patterns. In order to gain the necessary nuclear experience to serve as a Reactor Officer or Assistant Reactor Officer, SWO(N)s are required to complete a nuclear-related assignment tour during their post-division officer shore tour or immediately following their post-DH CVN Principal Assistant tour. These officers serve in critical fleet readiness billets and should not be disadvantaged by an inability to serve in other SWO Community priority assignments. Due to career timing and longer at-sea nuclear sea tours, SWO(N)s may be currently serving as a CVN Principal Assistant for their first CDR CMD look. This should not disadvantage the officer and board members should assess officers based on at-sea Department Head and Principal Assistant performance. The post-Principal Assistant tours are vital in supporting our CVN fleet and are highly valued by the Community:

(1) Assessments:

(a) Nuclear Propulsion Examining Board (NPEB) on Commander Fleet Forces (USFF) or Commander Pacific Fleet (CPF) staffs

(b) Mobile Training Team (MTT) on Commander Naval Air Forces Pacific (CNAP) or Atlantic (CNAL) staffs

(2) Fleet Support:

(a) Naval Reactors Headquarters (NRHQ)

(b) TYCOM Deputy ACOS (CNAP/CNAL)

(3) Personnel and Policy: PERS-41/PERS-42/OPNAV N133

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(4) Training: Naval Nuclear Power Training Command/Nuclear Power Training Unit
(Prototype)

p. TAR (1117) Officers. In screening TAR officers, it is important to remember that although their background and sea duty experience will be similar to their Regular Navy contemporaries, TAR officers also serve in critical Reserve management billets.

q. Reserve Corps (1115) Officers. In screening Reserve Corps Officers, it is important to remember that although their background and sea duty experience may be similar to their Regular Navy contemporaries, Reserve Corps Officers also serve in critical Reserve management billets.

r. Senior Service College. All Commander Command and XO-Afloat screened officers will also be considered as screened for in-residence graduate education at senior service colleges.

s. CO-Afloat Dual Screening to CO-SM. All XO/CO Fleet-up and CO-Afloat screened officers are also considered to be screened for CO-Special Mission and are maintained in the CO-Afloat bank. CO-SM officers are only screened for and maintained in the CO-SM bank.

t. Screening Policy Update. Due to the changes detailed in reference (d), eligible officers during all SWO (111X) tanks are likely to consist of a mix of those who are Command Assessment complete and have earned AQD LN7 and those who are not Command Assessment complete and do not have AQD LN7. Presence of AQD LN7 exhibits effort and dedication but should not be used to disadvantage an officer that does not have AQD LN7. The priority is screening officers based on performance in Department Head tours at SEA.

u. In accordance with Department of the Navy Actions to Implement Coronavirus Disease 2019 Vaccine Rescission, selection and screening boards will not consider any adverse information related solely to COVID-19 vaccine refusal in cases where an accommodation has been requested. If such adverse information is identified in an eligible officer's record, you must notify the board administrative support staff, who will provide direction on whether to consider the information.

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 a sufficient number of candidates determined to be fully qualified.


R. M. KENNEDY

**FY-27 SURFACE COMMANDER COMMAND
BOARD MEMBERSHIP**

FY-27 Surface Commander Command Board Membership:

RADM Derek A. Trinke, USN, 1110 (President)
RADM Christopher D Alexander, USN, 1110
RADM Thomas P. Moninger, USN, 1110
RDML Sharif H. Calfee, USN, 1110
RDML Kelly C. Ward, USN, 1115
CAPT Megan A. Thomas, USN, 1110
CAPT Joseph A. Baggett, USN, 1110
CAPT Victor B. Sheldon II, USN, 1110
CAPT Alexander S. Mamikonian, USN, 1110
CAPT James H. Hoey, USN, 1110
CAPT Timothy F. Shanley, USN, 1110
CAPT Corey D. Odom, USN, 1110
CAPT Bralyn E. Cathey, USN, 1110
CAPT Brandon Booher, USN, 1110
CAPT Phil L. Gesaman, USN, 6110
CAPT Megan M. Grubbs, USN, 1110
CAPT Samuel Hoard, USN, 1117
CAPT Jason G. JeanPierre, USN, 1110
CDR Desmond K. Walker, USN, 1110