



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

1401  
BUPERS-00B  
16 Oct 23

**From:** Deputy Chief of Naval Personnel  
**To:** President, FY-25 Training and Administration of the Reserve Aviation Major Command Screen Board

**Subj:** ORDER CONVENING THE FY-25 TRAINING AND ADMINISTRATION OF THE RESERVE AVIATION MAJOR COMMAND SCREEN BOARD

**Ref:** (a) FY-25 Administrative Selection Board Precept  
(b) OPNAVINST 1412.14  
(c) NAVPERSCOMINST 1401.1A  
(d) OPNAVNOTE 5450

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

1. **Date and Location**

a. This administrative 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, are ordered to convene at the Navy Personnel Command, Millington, TN, at 0800 CST, 23 October 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. Recommend Training and Administration of the Reserve (TAR) Aviation Officers for TAR Aviation Major Command and TAR Aviation Major Shore Command.

b. Recommend eligible officers as Qualified but Insufficient Opportunity (QIO).

c. Conduct Bank Review (Re-screen).

3. **Board Authorized Selections.** The maximum number of candidates that may be recommended for selection in each competitive category is listed below. All officers within each competitive category have been screened to ensure compliance with the eligibility criteria outlined in paragraph 4.b. Individuals may be recommended for selection in only one competitive category. (Selection for QIO is addressed in paragraph 3.b.)

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Competative Category	Maximum Selects	Recommended Number of QIOs
Aviation Major Command (Maritime Support Wing)	1	1
Aviation Major Command (Fleet Logistics Support Wing)	1	1
Aviation Major Command (Tactical Support Wing)	1	1
Aviation Major Shore Command (Naval Air Facility, Washington D.C.)	1	3

a. 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. Should the board deem that an insufficient number of officers of Major Command caliber exist in a particular competitive category, this finding will be included in the board report.

b. Qualified but Insufficient Opportunity (QIO). In each competitive category there may be officers whose records clearly meet selection criteria but miss selection because of limited quotas. The board should identify such officers to the recorder and those names will be annotated in the recorder’s ledger. In the board report, officers selected for QIO will be ranked in order of merit within each competitive category. However, the QIOs will not be published to the Navy or the public.

(1) Unlike a recommendation for selection, an individual may be recommended as a QIO in multiple competitive categories.

(2) Should a need arise during the year for an additional officer to fill a major command, an officer so identified in the board report shall be considered qualified and additional administrative screen procedures need not be pursued. Officers shall be selected from the board report according to order of merit and subject to assignability.

(3) QIOs may be on multiple QIO lists until such time as the individual is required to fill a major command billet. Once the QIO officer has been notified of the intent to employ him/her in a specific major command billet, he/she is considered a major command select and is no longer eligible as a QIO on any other major command list.

4. **Additional Guidance.** The below 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).

a. Proven and sustained superior performance in command or other leadership positions in difficult and challenging in-service assignments, joint and/or major staff assignments, in-residence graduate education, Individual Augmentation (IA) assignments, and Global War on

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Terrorism support assignments (GSA) is the definitive measure of fitness for selection. Furthermore, successful performance and leadership in combat conditions demonstrate exceptional selection potential and should be given special consideration. Each board member shall apply this guidance when deliberating and voting.

b. Competitive Categories and Eligibility. All officers under consideration for Aviation Major Command and Aviation Major Shore Command have been screened to ensure compliance with the eligibility criteria outlined below:

(1) Officers must have held squadron command or Navy Talent Acquisition Group Command and been selected for captain by the FY-23 or FY-24 Reserve O-6 Line Promotion Selection Board.

(2) Officers shall have a designator of 1317 or 1327.

(3) Officers who have held squadron command are eligible for both Aviation Major Command and Aviation Major Shore Command. Officers who have held Navy Talent Acquisition Group Command are eligible for Aviation Major Shore Command.

c. Tank Waterfall Flow. Each Aviation Major Command and Aviation Major Shore Command competitive category will be screened in a separate tank.

(1) Officers not picked in their respective community's Aviation Major Command tank to include those picked as QIO, will "waterfall" into the Aviation Major Shore Command tank.

d. Bank Review (re-screen). To ensure that standards of performance are maintained, the records of those officers previously selected to major command, who have not yet assumed command for non-fleet-up units or assumed the duties of the deputy commander position for fleet-up units, shall be re-screened. Board members should review these records for indications of a significant decline in performance or for material submitted subsequent to the last board which casts doubt upon their qualifications for Aviation Major Command.

(1) Those officers whose records, in the opinion of a simple majority of the board members, contain indications of declining performance shall be reported to the Deputy Chief of Naval Personnel. This report shall include a recommendation regarding their continuance on the Aviation Major Command list.

(2) The re-screen selectees under review are not to be considered for a change in competitive category. They are only reviewed for continuance in the previously selected major command category.

d. Disqualifying Events

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(1) Previously selected/slotted officers. Those officers who have been previously selected for and slated to Aviation Major Command are ineligible for subsequent Aviation Major Command selection.

(2) Declining Command. Any officer who previously declined Aviation Major Command or Aviation Major Shore Command is ineligible.

(3) "Don't Pick Me" Letter Submission. Any Officer who submits a "Don't Pick Me" letter to the board is ineligible for subsequent year's boards unless an Exception to Policy (ETP) is approved by the Chief of Naval Air Force Reserve (CNAFR).

(4) Resignation, retirement and lateral transfer. Effective at 0800 on October 23rd, 2023, all officers with an approved resignation or retirement or who have been selected for lateral transfer to another community are ineligible.

c. The Official Navy Record Markup Program (ONRMP) will be utilized to "mark up" records with fitness report trend lines, individual trait averages above reporting senior cumulative average, rank changes, and tour lines in advance of board member review. The board member assigned is responsible to ensure ONRMP's accuracy during record review.



M. W. BAZE

**BOARD MEMBERSHIP**  
**FY-25 TRAINING AND ADMINISTRATION OF**  
**THE RESERVE AVIATION MAJOR COMMAND SCREEN BOARD**

Training and Administration of the Reserve Aviation Major Command:

RADM Daniel L. Cheever, USN, 1310 (President)  
RADM Michael J. Steffen, USNR, 1315  
RDML Wesley R. McCall, USN, 1310  
RDML Bradley D. Dunham, USNR, 1315  
CAPT Erin P. Osborne, USN, 1310  
CAPT Joseph P. Thompson III, USN, 1310  
CAPT Tony Chavez, USN, 1310  
CAPT Daniel J. Pugh, USNR, 1317  
CAPT David H. Bankart, USN, 1310  
CAPT Alex L. Hampton, USN, 1310  
CAPT David A. Ganci, USN, 1320  
CAPT Page M. Felini, USNR, 1317  
CAPT Peter M. Lauder, USNR, 1317

**ADMINISTRATIVE SUPPORT STAFF  
FY-25 TRAINING AND ADMINISTRATION OF  
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1. Training and Administration of the Reserve Aviation Major Command: CDR Kyle J. Johnson, USNR, will act as a recorder with the following personnel acting as assistant recorders:

LCDR Matthew J. Heaster

LCDR Johanna T. Torgesen

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

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

CAPT Benjamin J. Heinemeier

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

RDML Michael W. Baze  
RDML Kevin M. Kennedy  
RDML Michael J. Schwerin  
CAPT Michael O'Driscoll  
CAPT Cassius A. Farrell  
CAPT Steven F. Friloux  
CAPT Matthew K. Lewis  
CAPT Karen J. Muntean  
CAPT Robert Schulhof, Jr.  
CAPT Colin Thompson  
CDR Aaron M. Anderson  
CDR Daniel R. Arsenault  
CDR Paige M. Blok  
CDR Timothy L. Boston  
CDR Michael D. Boyle  
CDR Derrick R. Bruce  
CDR David M. Christenson  
CDR Timothy M. Clemens  
CDR Matthew E. Curnen  
CDR Thomas J. Doran  
CDR Gabriel V. Edwards  
CDR Michael A. Freas  
CDR Jeffery A Gerring  
CDR Robert A. Gordon  
CDR William G. Hardin  
CDR Marc W. Hines  
CDR John D. Inman  
CDR Adam H. Jackson  
CDR Kyle J. Johnson  
CDR Mary F. Link

CDR Tracy A. Maddox  
CDR Ryan D. McFeely  
CDR Jill E. Moore  
CDR Jacob N. Norris  
CDR Donald S. Northrup  
CDR Benjamin L. Reust  
CDR Douglas P. Stahl  
CDR Andrew C. Stoner  
CDR Ernesto R. Villalba  
LCDR Mark C. Baker  
LCDR Branden B. Behne  
LCDR Jason J. Brown  
LCDR Lisa A. Brown  
LCDR John P. Butler  
LCDR Timothy G. Boyce  
LCDR Tabitha M. Calloway  
LCDR Jonathon D. Cassel  
LCDR Quinn Challinor  
LCDR Scott R. Chuda  
LCDR Michael C. Conrad  
LCDR Timothy M. Clemens  
LCDR Simon S. Davies  
LCDR Kira L. Devers-Jones  
LCDR Paul D. Dixon  
LCDR Joshua A. Dufore  
LCDR Nicholas S. Elliott  
LCDR Kimberly M. Fowler  
LCDR Katherine T. Gorski  
LCDR Jonathan L. Harris  
LCDR Clark Hartley

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LCDR Lance R. Herndon	YNC(SW/AW/SCW) Christopher B. Kalb
LCDR Adam C. Howe	YNC(SCW/EXW/SW/AW) Helana Ross
LCDR Paul F. Ingram	PSC(SW/AW/IW) Dean D. Hughes
LCDR Eric M. Kemp	LSC Christopher A. Stauffer
LCDR Douglas A. Kesterson	NCC(AW/SW) Shanita Williams
LCDR Andrew P. Kirchert	YN1(SW) Kingston Allen
LCDR Matthew M. Long	YN1 Richardanthony I. Palmieri
LCDR Kyle P. Matson	ET2 Ervin F. Romero
LCDR Stephen C. Mattingly	IT2 Willie J. Allen
LCDR Lindsay R. McCammond	AO3 David T. Paisano
LCDR Andrew M. Menocal	Ms. Stephanie Armstrong
LCDR Kristel D. Ramsay	Mr. Julion A. Bend
LCDR William A. Revell	Ms. Lucretia Benson
LCDR Chris M. Roberts	Ms. Pamela D. Bennett
LCDR Calvin A. Stark	Mr. Paul Boundy
LCDR Lawrence W. Stoulig II	Ms. Tanya D. Campbell
LCDR Emilie F. Torielli	Ms. Donna M. Carpenter
LCDR Mark R. Trask	Mr. Bradley J. Cordts
LCDR Michael W. Vaughn	Mr. Edward Dodrill
LCDR William S. Vidmar	Mr. Bernie Dunn
LCDR Nathan J. Willard	Mr. Reginald L. Fulton
LT Michael D. Alsbrook	Mr. Donald Gaines
LT Aaron M. Connolly	Mr. Christopher J. Garner
LT Maelin R. Harris	Ms. Patrice Y. Hall
LT James B. Henson	Mr. Patrick R. Harris
LT Joseph D. Meier	Mr. Juan J. Jimenez
LT Keyaira C. Seales	Mr. Carl E. Johnson
LT Paul W. Wilson	Ms. Melissa D. Jones-McNealy
LT Morgan R. Young	Ms. Priscilla L. Jones
CWO4 Tameka J. Reid	Ms. Marsea K. Lewis
CWO4 Xavier D. Ware	Mr. Joseph J. Lipko
FORCM(SW/AW) William Houlihan	Ms. Oberia A. Malone
AVCM(AW) Daniel L. Dregely	Mr. Anthony Matthews
PSCM(AW) Patrick A. Abiera	Ms. Karon D. Matthews
YNCM(AW) Dana M. Axson	Mr. Michael A. McNab
HMCM(SW/FMF) Tameeka Washington	Mr. Tommy Owens
MCCS(SW/AW) John Osborne	Ms. Leslie J. Pitts
NCCM(SW/AW/FMF) Derek M. Messer	Mr. Martin L. Pompeo
YNC(SW/AW/EXW) Aaron J. Buss	Mr. John Pucciarelli
YNC(SCW/EXW/AW) Kevin L. Capelety	Mr. Stephen R. Ranne
YNC(SW/AW) Lenora A. M. Deloatch	Mr. Jay A. Rublaitus
YNC Trista Karnes	Ms Candis L. Robinson

**ADMINISTRATIVE SUPPORT STAFF  
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Mr. Antoine Sharp  
Ms. Edna Shannon  
Mr. Steven J. Skretkowitz  
Ms. Ruby D. Snowden  
Ms. Verleada S. Tarver-Pruitt  
Ms. Elizabeth A. Vaughn  
Mr. David B. Whorton  
Mr. Joshua S. Williams  
Ms. Mindee M. Wolven