



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

1401
BUPERS-00B
14 Mar 25

From: Deputy Chief of Naval Personnel
To: President, FY-26 Training and Administration of the Reserve/Selected Reserve Aviation Commander Command Screen Board

Subj: ORDER CONVENING THE FY-26 TRAINING AND ADMINISTRATION OF THE RESERVE/SELECTED RESERVE AVIATION COMMANDER COMMAND SCREEN BOARD

Ref: (a) DCNP ltr 1401 BUPERS-00B of 3 Feb 25

Encl: (1) Board Membership
(2) Administrative Support Staff
(3) FY-26 TAR/SELRES ACCSB Eligibility Criteria

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 Navy Personnel Command, Millington, TN, at 0800, 17 March 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) and the eligibility criteria as defined in enclosure (3).

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

a. Recommend Training and Administration of the Reserve (TAR) and Selected Reserve (SELRES) officers for Navy Reserve Aviation Commander Command.

b. Recommend TAR officers for Navy Talent Acquisition Group (NTAG) and Reserve Talent Acquisition Group (RTAG) Command.

c. Recommend eligible officers as Qualified Insufficient Opportunity (QIO).

d. Conduct a Bank Review (re-screen).

3. **Board Authorized Selections**. The maximum number of candidates that may be recommended for selection in each competitive category are projections at the time of the Convening Order submission and are subject to change. All officers under consideration for Aviation Commander Command have been screened to ensure compliance with the eligibility criteria outlined in enclosure (3). Individuals may be recommended for selection in only one competitive category.

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a. Command Opportunity

(1) TAR command opportunities are listed by community below. TAR officers that meet the eligibility requirements in enclosure (3) will automatically be considered.

Community	Maximum Selects	Recommended Number of QIOs
VR	6	3
VFC	2	2
VAQ	1	2
HT	1	2
NTAG/RTAG	1	5

(2) SELRES command opportunities are listed by community below. SELRES officers that meet the eligibility requirements in enclosure (3) must submit an application requesting consideration for SELRES command.

Community	Maximum Selects	Recommended Number of QIOs
VR (PROP)	2	1
VR (JET)	2	1
VFC	1	1
HSM	1	1
VP	1	1

b. Bank Review (re-screen). To ensure that standards of performance are maintained, the records of those officers previously selected to command, who have not yet assumed command for non-fleet-up units or assumed the duties of the Executive Officer 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 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 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 command category.

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(3) Officers eligible for re-screen are authorized to administratively participate in the board in accordance with reference (a).

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

(1) Officers not picked in their respective community's Aviation Commander Command tank to include those picked as QIO, will "waterfall" into the NTAG/RTAG tank if it is their 3rd and final look and if there is no squadron command opportunity.

(2) The SELRES command tanks will be conducted before the TAR command tanks. Due to the low numbers of SELRES applicants applying for command of a specific squadron, if the board determines the merits of those records do not meet the best and fully qualified standard in accordance with reference (a), that squadron will waterfall and be selected during the TAR command tanks.

d. Qualified Insufficient Opportunity. 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 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 command billet. Once the QIO officer has been notified of the intent to employ him/her in a specific command billet, he/she is considered a command select and is no longer eligible as a QIO on any other 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. Naval Aviation. Naval Aviation is first and foremost an aerial combat force and values the attainment of warfare qualifications and leadership both in the air and on the ground. The Naval Aviation Enterprise continues to value the war fighting ability and tactical excellence required for operational commanders to excel in combat. Therefore, as an aviation officer

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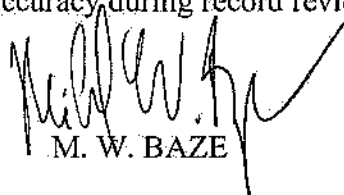
progresses in his/her career, achievement of community specific warfare qualifications should be documented in the officer's official record. The ultimate measure of leadership within the aviation community is sustained superior performance in operational and combat environments.

b. IA/GSA Assignments. Proven and sustained superior performance in 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 Terrorism support assignments (GSA) is the definitive measure of fitness for selection. Each board member shall apply this guidance when deliberating and voting.

c. Joint Professional Military Education (JPME). Per NAVADMIN 247/19, all URL officers must complete JPME Phase I prior to assuming O-5 command for which the command-at-sea insignia is authorized.

5. The board need not select to the numbers of squadron command opportunities projected. The authorized number to select should only be attained if there are a sufficient number of candidates determined best and fully qualified.

a. 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-26 TRAINING AND ADMINISTRATION OF THE RESERVE/SELECTED
RESERVE AVIATION COMMANDER COMMAND SCREEN BOARD

Training and Administration of the Reserve/Selected Reserve Aviation Commander Command Screen Board:

RADM Douglas C. Verissimo, USN, 1310 (President)
RADM Michael J. Steffen, USNR, 1315
RDML Marcus J. Lockard, Jr., USNR, 1315
RDML Brett W. Mietus, USN, 1320
CAPT Alexander P. Armatas, USN, 1310
CAPT Boyra I. Celentano, USNR, 1317
CAPT Page M. Felini, USNR 1317
CAPT Peter M. Lauder, USNR, 1317
CAPT Eric W. McQueen, USN, 1320
CAPT Annie J. Otten, USNR 1317
CAPT Chad K. Upright, USN, 1310
CAPT Santico J. Valenzuela, USN, 1310
CAPT James T. Ward, USNR 1317

Enclosure (1)

ADMINISTRATIVE SUPPORT STAFF
FY-26 TRAINING AND ADMINISTRATION OF THE RESERVE/SELECTED
RESERVE AVIATION COMMANDER COMMAND SCREEN BOARD

1. FY-26 Training and Administration of the Reserve/Selected Reserve Aviation Commander Command Screen Board: CAPT Kyle J. Johnson, USNR, will act as a recorder with the following people acting as assistant recorders:

LCDR Zachary S. Goodrich

LCDR William A. Morse

The recorder, assistant recorder or administrative assistant will be present during all deliberations.

2. The following administrative support staff is designated to serve as the board sponsors:

CAPT Benjamin J. Heinemeier

CAPT Kyle J. Johnson

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

RADM Michael W. Baze
RADM Michael J. Steffen
RDML Benjamin E. Baran
RDML Jeffrey L. Heames
RDML Marcus J. Lockard, Jr.
CAPT Borya I. Celentano
CAPT Dewon M. Chaney
CAPT Dana Chapin
CAPT Cassius A. Farrell
CAPT Michael A. Freas
CAPT Steven F. Friloux
CAPT Eric A. Gardner
CAPT Ronel C. Reyes
CAPT Karen Richman
CAPT Colin Thompson
CDR Eric L. Alexander
CDR Lisa A. Brown
CDR Brett A. Butterfield
CDR William J. Caldwell
CDR Matthew E. Chang
CDR Adam Cohen
CDR Michael C. Conrad
CDR Jason S. Coons
CDR Megan M. Donnelly
CDR Lucas R. Edwards
CDR Nicholas S. Elliott
CDR Michael J. Feldhues
CDR Treven S. Feleciano
CDR Katherine R. Gardner
CDR Jeffrey A. Gerring

CDR Steven Gonzalez
CDR Crystal L. Gradom
CDR Joseph T. Griffo
CDR Matthew J. Heaster
CDR Joseph M. Heredia
CDR Michelle V. Higingbotham
CDR Marc W. Hines
CDR Ryan P. January
CDR Courtney A. Johnson
CDR Andrew P. Kirchert
CDR Theodore M. Kyriopoulos
CDR Zachary J. Laden
CDR Thomas O. Mennerich
CDR Andrew M. Menocal
CDR Jill E. Moore
CDR John T. O'Hagan
CDR Kristel D. Ramsay
CDR James M. Reeves
CDR Clark B. Ross
CDR Scott B. Robertson
CDR Andrew J. Ruisi
CDR Robert W. Ryan
CDR Nicholas B. Stampfli
CDR Neil J. Toohey
CDR Ernesto R. Villalba
CDR Richard S. Westerfield
LCDR Wesley J. Althaus
LCDR Mark C. Baker
LCDR Chad A. Brown
LCDR Rebecca J. Buczkowski

ADMINISTRATIVE SUPPORT STAFF
FY-26 TRAINING AND ADMINISTRATION OF THE RESERVE/SELECTED
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LCDR Jonathan L. Harris	YNC(SW/AW) Waylon S. Rainey
LCDR Jonah A. Hein	YNC(SW/AW) Giovanni J. Van Niel
LCDR Olivia J. Jones	PSC(SW/AW/IW) Karmen M. Rouser
LCDR Anthony M. Joseph	NCC(AW/SW) Shanita Williams
LCDR Eric M. Kemp	LNC(SW/AW) Courtney W. Wilson
LCDR Nidia A. Ortizmadrigal	LSC (SW/AW) Andrew G. Wright, III
LCDR Natasha M. Reyes	YN1(SW) Derek G. Tinker
LCDR Calvin A. Stark	YN1 Seth T. Cauthan
LCDR Lawrence W. Stoulig II	YN1(AW/EXW/SCW) Jorge L. Sosa, Jr.
LCDR Michael W. Vaughn	YN2 Mercedes C. Becerra
LCDR Alec J. Verone	PS1(SW) Dillon R. Stone
LCDR Parker A. Whitworth	Mr. Julion A. Bend
LCDR Nathan J. Willard	Ms. Lucretia Benson
LCDR Ebonee I. Williams	Ms. Alda J. Boster
LT Michael D. Alsbrook	Ms. Jenny A. Bynum
LT John M. Bailey	Ms. Tanya D. Campbell
LT Annessa D. Clark	Ms. Donna M. Carpenter
LT Aaron M. Connolly Nutting	Mr. Robert P. Carr
LT Marvin C. Fry	Mr. Bradley J. Cordts
LT Sean I. Hawley	Ms. Kaitlin T. Dembicky
LT Quinn A. Kahsay	Mr. Brent M. Dennis
LT Azariah D. Lindsey	Mr. Edward A. Dodrill
LT James R. Mihalco	Mr. Bernie D. Dunn
LT Tiffany L. Reynoso	Ms. Christie L. Elam
LT William H. Rudiger	Mr. Christopher J. Garner
LT Trevor J. Smith	Ms. Patrice Y. Hall
LT Dustin L. White	Mr. Patrick R. Harris
LT Paul W. Wilson	Ms. Jameika M. Hines
CWO5 Tameka J. Reid	Mr. Juan J. Jimenez
CWO4 Xavier D. Ware	Mr. Carl E. Johnson
CWO4 Shawnette L. Williams	Ms. Lorraine A. Johnson
FORCM(SW/AW) William P. Houlihan	Ms. Melissa D. Jones-McNealy
FORCM Tracy L. Hunt	Ms. Priscilla L. Jones
CMDCM(SW/AW/EXW) Amanda L. Davis	Ms. Marsea K. Lewis
PSCM(AW) Molly M. Bergeronconway	Mr. Joseph J. Lipko
YNCM(AW) Angela R. Fiorucci	Ms. Nancy P. Lubiani
HMCM(SW/FMF) Tameeka L. Washington	Ms. Oberia A. Malone
YNC Trista L. Panni	Mr. Paul D. Martin
YNC Ricardo A. Ruiz	Mr. Anthony Matthews
YNCS(SW/AW/EXW) Aaron J. Buss	Ms. Karon D. Matthews
YNC(SW/AW/SCW) Christopher B. Kalb	Ms. Sharon D. Moore
YNC(SCW/EXW/SW/AW) Helana Ross	Ms. Shaunna R. Murray

ADMINISTRATIVE SUPPORT STAFF
FY-26 TRAINING AND ADMINISTRATION OF THE RESERVE/SELECTED
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Ms. Brenda J. Norwood
Mr. Tommy Owens
Ms. Keisha R. Parker
Ms. Leslie J. Pitts
Mr. Martin L. Pompeo
Mr. John Pucciarelli
Mr. Stephen R. Ranne
Mr. Jay A. Rublaitus
Ms. Candis L. Robinson
Mr. Stanley D. Robinson
Mr. Kenneth Roach
Ms. Edna Shannon
Mr. Antoine Sharp
Mr. Steven J. Skretkiewicz
Ms. Ruby D. Snowden
Ms. Christina A. Sullins
Ms. Monica Sweat
Ms. Faith P. Taylor
Ms. Elizabeth A. Vaughn
Ms. Megan M. Welch
Mr. David B. Whorton
Mr. Jerome D. Wilder
Ms. Keri S. Williams
Mr. Joshua S. Williams

ELIGIBILITY CRITERIA
FY-26 TRAINING AND ADMINISTRATION OF THE RESERVE/SELECTED
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1. FY-26 Training and Administration of the Reserve/Selected Reserve Aviation Commander Command Screen Board (ACCSB) Eligibility. Eligibility for the FY-26 ACCSB has been determined by Navy Personnel Command (PERS-46) personnel based on officers meeting the criteria listed in the applicable sections of this document.

2. Bank Review (Re-screen). Officers previously selected to command who have not yet reported to their ultimate command shall be reviewed. The re-screened selectees under review are not to be considered for a change in competitive category. They are only reviewed for continuance in the previously selected command category.

3. Disqualifying Events

a. Previously Selected/Slated Officers. Those officers who have been previously selected for and/or slated to Aviation Commander Command are ineligible for subsequent command selection.

b. Declining Command. Unrestricted Line (URL) Officers who previously declined Aviation Commander Command are ineligible for the FY-26 ACCSB as well as future command and major command boards.

c. Resignation and Retirement. All officers with pending or released resignation or retirement orders with a Date-Time-Group (DTG) on or prior to 7 March 2025 are ineligible for the FY-26 ACCSB.

d. Failure-of-Selection (FOS). Officers who have failed to select to the rank of Commander three times are ineligible for the FY-26 ACCSB unless an previous ACSB deferral was granted by PERS-46.

e. Command Qualification. Officers who have not earned the Command Eligible ("2D1") Additional Qualification Designation prior to 7 March 2025 are ineligible for the FY-26 ACCSB.

f. "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 endorsed by PERS-46 and approved by the Chief of Naval Air Force Reserve (CNAFR).

4. Community Specific Screen Groups

a. Command Eligible Selected Reserve (SELRES) URL Officers. SELRES Aviation Officers are provided three years of eligibility or looks for command selection but shall submit an application requesting consideration for command to be eligible.

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(1) The group of SELRES URL Officers receiving their first look consists of officers considered in-zone for the first year and eligible for consideration for promotion on the FY-26 Reserve Commander Line Board.

(2) The group of SELRES URL Officers receiving their second look consists of officers previously eligible for the FY-25 ACCSB as first look candidates, but not selected.

(3) The group of SELRES URL Officers receiving their third look consists of officers previously eligible for the FY-25 ACCSB as second look candidates, but not selected.

(4) In years of diminished SELRES eligibility or stated intent for eligibility, an ETP may be requested of PERS-46 for eligibility outside of the prescribed eligibility zones. PERS-46 will coordinate with CNAFR for final adjudication on approval of the ETP.

b. Command Eligible Training and Administration of the Reserve (TAR) URL Officers.
TAR Aviation Officers are provided three years of eligibility for command selection.

(1) The group of TAR URL Officers receiving their first look consists of officers considered in-zone for the first year and eligible for consideration for promotion on the FY-26 Reserve Commander Line Board provided there is a command opportunity in their respective community.

(2) The group of TAR URL Officers receiving their second look consists of officers previously eligible for the FY-25 ACCSB as first look candidates, but not selected, provided there is a command opportunity in their respective community.

(3) The group of TAR URL Officers receiving their third look consists of officers previously eligible for the FY-25 ACCSB as second look candidates, but not selected.

5. Competitive Category Eligibility

a. For all communities, officers who have completed a SELRES or TAR Department Head tour or are currently serving in a Department Head tour with at least one observed Department Head Fitness Report are eligible.

b. Aviation Command Community Specific Criteria

(1) VR Command. TAR and SELRES VR Officers are eligible for selection to any VR platform.

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(2) HT Command. Officers who are members of the HT community and Officers who are members of the HSC or HM community with an approved PERS-46 Exception to Policy (ETP) are eligible.

c. Navy and Reserve Talent Acquisition Group (NTAG/RTAG) Command. TAR Officers eligible for their third look that fail to select for Aviation Command or have no command opportunity in their respective community are eligible.