



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

1401
BUPERS-00B
14 MAY 21

From: Deputy Chief of Naval Personnel
To: President, FY-22 Aviation Department Head Screen Board

Subj: ORDER CONVENING THE FY-22 AVIATION DEPARTMENT HEAD
SCREEN BOARD

Ref: (a) FY-22 Administrative Selection Board Precept

Encl: (1) Board Membership
(2) Administrative Support Staff
(3) FY-22 ADHSB 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, is ordered to convene at the Navy Personnel Command, Millington, TN, at 0800, 17 May 2021, or as soon as practicable thereafter.

b. The board shall proceed in accordance with all guidance in this letter and the FY-21 Administrative Selection Board Precept, reference (a).

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

a. Recommend Unrestricted Line (URL) officers for Operational (OP) and Operational Training (OP-T) Aviation Department Head.

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

3. Board Authorized Selections

a. Maximum Number of Selects. The maximum number of candidates that may be recommended in each competitive category is listed below. All officers within each competitive category have been reviewed to ensure compliance with the eligibility criteria as outlined in enclosure (3).

Subj: ORDER CONVENING THE FY-22 AVIATION DEPARTMENT HEAD
SCREEN BOARD

<u>Competitive Category</u>	<u>Maximum Number of Selects</u>
HM OP	4
HSC OP	45
HSM OP	60
VAQ 1310 OP	16
VAQ 1320 OP	12
VAW 1310 OP	10
VAW 1320 OP	12
VRC/VRM OP	7
VFA 1310 OP	65
VFA 1320 OP	13
VP/VQ(P) 1310 OP	29
VP/VQ(P) 1320 OP	29
VQ(T) 1310 OP	4
VQ(T) 1320 OP	5
OP-T 1310	21
OP-T 1320	40

(1) The board need not select to the numbers provided. The maximum 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 qualified officers exist in a particular competitive category then the finding will be included in the board report.

b. Qualified Insufficient Opportunity (QIO). In each competitive category there may be officers whose records clearly meet selection criteria but are not selected because of limited quotas. The board shall identify such officers to the recorder and those names shall be annotated in the board report. In the board report, officers selected as QIOs 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) The recommended maximum number of QIOs in each competitive category is listed below. The ultimate number of QIOs in each competitive category will be determined by the board.

Subj: ORDER CONVENING THE FY-22 AVIATION DEPARTMENT HEAD
SCREEN BOARD

<u>Competitive Category</u>	<u>Recommended Maximum Number of QIOs</u>
HM OP	0
HSC OP	8
HSM OP	12
VAQ 1310 OP	4
VAQ 1320 OP	3
VAW 1310 OP	4
VAW 1320 OP	7
VRC/VRM OP	2
VFA 1310 OP	10
VFA 1320 OP	8
VP/VQ(P) 1310 OP	10
VP/VQ(P) 1320 OP	10
VQ(T) 1310 OP	5
VQ(T) 1320 OP	5
OP-T 1310	4
OP-T 1320	8

(2) Unlike a recommendation for selection, an individual may be recommended as a QIO in multiple competitive categories (i.e., OP and OP-T).

(3) Should a need arise during the year for an additional officer to fill a command, an officer from the QIO list 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.

(4) QIOs may be on multiple QIO lists until such time as the individual is required to fill a Department Head (DH) billet. Once the QIO officer is selected to fill a DH billet, that officer will be removed from all other QIO lists.

4. **Additional Guidance.** 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

Subj: ORDER CONVENING THE FY-22 AVIATION DEPARTMENT HEAD
SCREEN BOARD

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

A handwritten signature in black ink, appearing to read 'A. Holsey', with a long horizontal flourish extending to the right.

A. HOLSEY

BOARD MEMBERSHIP
FY-22 AVIATION DEPARTMENT HEAD SCREEN BOARD

Aviation Department Head:

RDML Lance G. Scott, USN, 1320 (President)
CAPT Todd F. Camicata, USN, 1310
CAPT Christopher M. Bahner, USN, 1320
CAPT Edward D. Johnson, USN, 1310
CAPT Christopher A. Richard, USN, 1310
CAPT Cedrick L. Jessup, USN, 1310
CAPT Daniel A. Boman, USN, 1310
CAPT Dewon M. Chaney, USN, 1310
CAPT Miguel R. Martinez, USN, 1320
CAPT Christopher S. Hulitt, USN, 1320
CDR Leslie A. Mintz, USN, 1320

ADMINISTRATIVE SUPPORT STAFF
FY-22 AVIATION DEPARTMENT HEAD SCREEN BOARD

1. Aviation Department Head: LCDR Kirby Williams II, USN, will act as a recorder with the following personnel acting as assistant recorders:

CDR Christopher S. Williams
CDR Frank P. Verducci III*
LCDR Michael D. Christoph*
LCDR Nicholas S. Elliott*

CDR Stephen V. Williams*
CDR Robert M. Spann*
LCDR William G. Hardin, Jr.*

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

3. The following are designated to serve as the board sponsors:

CAPT Forrest O. Young

LCDR Kirby Williams

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

RADM Alvin Holsey
RDML Derek A. Trinque
CAPT Jose A. Arana
CAPT Michael L. Burd
CAPT David J. Casteel
CAPT Bradley D. Converse
CAPT Kathleen A. Elkins
CAPT Steven F. Friloux
CAPT Laurie R. Gibbens
CAPT James M. Kinter
CAPT Andrew T. Klosterman
CAPT John T. Pianetta
CAPT Christopher J. Wood
CDR Robert W. Anderson*
CDR Travis S. Amerine*
CDR Mason W. Berry*
CDR David A. Bizzarri
CDR Andrew E. Dumm*
CDR Martin N. Fentress
CDR Stephen E. Krum*
CDR Scott D. Lippincott*
CDR Brian M. Mowry*
CDR Michael A. Polito*
CDR Brian J. Schneider
CDR Travis L. Scott*

CDR Raymond Sudduth*
CDR Gregory M. Valdez*
CDR Thomas F. Young*
LCDR Veronica A. Anderson*
LCDR Arlen M. Connolly*
LCDR Brian R. Crosby
LCDR Lane R. Drummond*
LCDR Matthew B. Fannin*
LCDR Michael Feagans*
LCDR Marcus A. Hoogewind*
LCDR Wesley A. Johnson*
LCDR Sean M. Kinney*
LCDR Brett H. Learner*
LCDR Clifton G. Lennon*
LCDR Stewart C. Long*
LCDR Scott D. Maynes*
LCDR Tyler C. McQuiggan*
LCDR Issac Medina*
LCDR Joel C. Nogle*
LCDR Kenneth J. Petkunas*
LCDR David K. Shultz*
LCDR Xiao Sun
LCDR Kevin A. Swift*
LCDR Stephen A. Whatley
LCDR Stephen P. Williams

ADMINISTRATIVE SUPPORT STAFF
FY-22 AVIATION DEPARTMENT HEAD SCREEN BOARD

LCDR Frank D. Willis*	Mr. Christopher J. Garner
LT Jason M. Bentley	Mr. Anthony P. Gaston
LT Aaron U. Bolin	Mr. Patrick R. Harris
LT Michelle D. Downing	Mr. Michael J. Higgs
LT Patrice Hernandez	Mr. Max Hodge
LT Matthew M. Long	Mr. Jeffrey D. Jacob
LT Katharine M. Shumway	Mr. Juan J. Jimenez
FORCM(SW) Christian D. Detje	Ms. Marsea K. Lewis
YNCM(SW/AW) Roy K. Lambert	Mr. Joseph J. Lipko
LSC Christopher A. Staufer	Mr. Anthony Matthews
YN1 Matthew M. Nolan	Ms. Karon D. Matthews
ET2 Ervin F. Romero	Mr. Tommy Owens
IT2 Willie J. Allen	Mr. Stephen R. Ranne
AO3 David T. Paisano	Mr. Jay A. Rublaitus
Mr. George N. Barnes II	Ms. Edna Shannon
Mr. Julion A. Bend	Mr. Antoine Sharp
Ms. Donna M. Carpenter	Ms. Ruby D. Snowden
Mr. Bradley J. Cordts	Mr. David B. Whorton
Ms. Sonya Cox	Mr. Darrence A. Wolfe
Mr. John R. Crotts	Ms. Mindee M. Wolven
Mr. Edward Dodrill	

**Designated board support authorized to perform limited pre-board record review/markups. This authorization is required to overcome COVID mitigations limiting board membership.*

FY-22 AVIATION DEPARTMENT HEAD ELIGIBILITY CRITERIA

1. Eligibility. Overall eligibility for the FY-22 Aviation Department Head Screen Board (ADHSB) has been determined by Navy Personnel Command (PERS-43) based on officers meeting the criteria listed in the applicable sections of this document. The following outlines eligibility for the FY-22 ADHSB:

a. Definition of "Looks". Selection for Aviation Department Head (ADH) occurs in three reviews, referred to as "looks". "In-Zone" officers will receive their first "look", these officers are only considered for Operational Department Head. "Above-Zone" officers will receive their second and third "looks" (as applicable). The second "look" is for consideration as Operational Department Head while the third "look" is for consideration as Operational Training Department Head.

b. Zones. The FY-22 ADHSB consists of SG-11, SG-12 and YG-11 officers from SG-13.

(1) "In-Zone" (IZ) officers receiving their first "look" for ADH on the FY-22 ADHSB come from SG-12 and YG-11 officers from SG-13: All officers from YG-11 are considered "In-Zone", including those officers from YG-11 eligible for the FY-22 Active-Duty Navy Lieutenant Commander Line Promotion Selection Board.

(2) "Above-Zone" (AZ) officers receiving their second and third "looks" for ADH on the FY-22 ADHSB come from SG-11.

2. Eligibility Determination

a. Definition of Eligibility Criteria. To meet the criteria for eligibility for the FY-22 ADHSB, an officer must:

(1) Be designated a URL Naval Aviation Officer (1300/1310/1320 designators). Officers who were previously assigned a designator of 1310 or 1320 and have been re-designated to 1300 as a result of medical disqualification from flight status are considered eligible if they are expected to be found medically qualified for flight and re-designated to 1310/1320 prior to the conclusion of FY-22. This determination must be validated by a flight surgeon.

(2) Meet IZ/AZ criteria and have not been previously selected for Aviation Department Head.

FY-22 AVIATION DEPARTMENT HEAD ELIGIBILITY CRITERIA

(a) All officers who entered naval service in FY-20 via inter-service transfer at the rank of Lieutenant Commander are considered eligible for selection as part of SG-11.

(b) All officers selected for ADH who have not yet selected for LCDR will not receive orders to a DH billet until selected for promotion.

(c) All officers who are approved for the Career Intermission Program (CIP) who are beginning CIP separation after the convening of the ADHSB are considered eligible for selection.

b. Disqualifying Events

(1) Resignation and Retirement. All officers with released resignation or retirement orders with a Date-Time-Group (DTG) prior to 17 May 2021 are ineligible for the FY-22 ADHSB.

(2) Those officers who have been selected for and accepted lateral transfer outside of the 13X0 designated community, to include the Junior Permanent Military Professor Program, the Aviation Engineering Duty Officer community, and the Full Time Support community, are ineligible for the FY-22 ADHSB.

(3) Officers who were previously assigned a designator of 1310 or 1320 who have been re-designated to 1300 due to a Voluntary Termination of flight status are ineligible for the FY-22 ADHSB.

(4) Officers who were previously assigned a designator of 1310 or 1320 who have been re-designated to 1300 due to the outcome of a Field Naval Aviator Evaluation Board proceeding are ineligible for the FY-22 ADHSB.

(5) Officers who submitted a "Don't Pick Me" letter to request non-selection on any previous Aviation Department Head Screen Board are ineligible for the FY-22 ADHSB. Any officer who previously submitted a "Don't Pick Me" letter for the ADHSB may request consideration by submitting an exception to policy to PERS-43. These requests will be adjudicated on a case-by-case basis. Officers who were selected for and subsequently declined FY-21 Aviation Department Head are ineligible for the

FY-22 AVIATION DEPARTMENT HEAD ELIGIBILITY CRITERIA

FY-22 ADHSB but may request consideration by submitting an exception to policy to PERS-43. These requests will be adjudicated on a case-by-case basis.

c. Definition of Competitive Categories. To be eligible for a specific competitive category, officers must qualify for overall eligibility criteria and meet the following:

(1) Helicopter Mine Countermeasures Operational (HM OP). IZ/AZ eligible officers who come from the Helicopter Mine Countermeasures (HM) and Helicopter Sea Combat (HSC).

(2) Helicopter Sea Combat Operational (HSC OP). IZ/AZ eligible officers who come from the Helicopter Anti-Submarine (HS) and Helicopter Sea Combat (HSC) communities.

(3) Helicopter Maritime Strike Operational (HSM OP). IZ/AZ eligible officers who come from the Helicopter Maritime Strike (HSM) and Helicopter Anti-Submarine Light (HSL).

(4) Airborne Electronic Attack VAQ 1310 Operational (VAQ 1310 OP). IZ/AZ eligible officers who come from the VAQ community with a designator of 1310.

(5) Airborne Electronic Attack VAQ 1320 Operational (VAQ 1320 OP). IZ/AZ eligible officers who come from the VAQ community with a designator of 1320.

(6) Carrier Airborne Early Warning VAW 1310 Operational (VAW 1310 OP). IZ/AZ eligible officers who come from the VAW community with a designator of 1310.

(7) Carrier Airborne Early Warning VAW 1320 Operational (VAW 1320 OP). IZ/AZ eligible officers who come from the VAW community with a designator of 1320.

(8) Fleet Logistics Support VRC Operational (VRC OP). IZ/AZ eligible officers who come from the VRC and VAW communities.

(9) Fleet Logistics Multi-Mission Squadron VRM (VRM OP). IZ/AZ eligible officers who come from the VRM, VAW and HSC communities.

FY-22 AVIATION DEPARTMENT HEAD ELIGIBILITY CRITERIA

(10) Strike Fighter VFA 1310 Operational (VFA 1310 OP). IZ/AZ eligible officers who come from the VFA community with a designator of 1310.

(11) Strike Fighter VFA 1320 Operational (VFA 1320 OP). IZ/AZ eligible officers who come from the VFA community with a designator of 1320.

(12) Maritime Patrol and Reconnaissance VP/VQ(P) 1310 Operational (VP/VQ(P) 1310 OP). IZ/AZ eligible officers who come from the VP and VQ(P) communities with a designator of 1310.

(13) Maritime Patrol and Reconnaissance VP/VQ(P) 1320 Operational (VP/VQ(P) 1320 OP). IZ/AZ eligible officers who come from the VP and VQ(P) with a designator of 1320.

(14) Fleet Air Reconnaissance VQ(T) 1310 Operational (VQ(T) 1310 OP). IZ/AZ eligible officers who come from the VQ(T) community with a designator of 1310.

(15) Fleet Air Reconnaissance VQ(T) 1320 Operational (VQ(T) 1320 OP). IZ/AZ eligible officers who come from the VQ(T) community with a designator of 1320.

d. Operational Training Department Head for Two-Time Operational Department Head Non-Selects. Due to limited Operational Department Head seats, there will be competitive officers who fail to select for Operational Department Head on their second look. In order to provide continued career opportunity and to capitalize on Naval Aviation's investment in these officers, every AZ officer not selected for Operational Department Head will be screened for Operational Training Department Head (i.e., VT, HT, FRS, Weapons School, VX, TACRON, TOCRON, CG AWO, CNATT Det OIC). To be eligible, officers must qualify for overall eligibility criteria, be an AZ eligible and not have been selected for Operational Department Head.