



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

1401
BUPERS-00B
2 May 23

From: Deputy Chief of Naval Personnel
To: President, FY-24 Aviation Department Head Screen Board
Subj: ORDER CONVENING THE FY-24 AVIATION DEPARTMENT HEAD
SCREEN BOARD
Ref: (a) DCNP ltr 1401 BUPERS-00B of 19 Oct 22
Encl: (1) Board Membership
(2) Administrative Support Staff
(3) FY-24 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 Central Standard Time (CST), 15 May 2023, or as soon as practicable thereafter.
- b. The board shall proceed in accordance with all guidance in this letter and the FY-24 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).

(1) The board need not select to the maximum number of selects outlined in the table above. The maximum number of selects 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, this finding will be included in the board report.

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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 will be annotated in the Recorder's ledger. In the board report, officers selected as QIO will be ranked in order of merit within each competitive category. However, the QIO list will not be published to the Navy or the public.

(1) The recommended number of QIOs in each competitive category is listed below. By majority vote, the board may deviate from this if it so deems based on quality. Any deviation will be included in the board report.

(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 an Aviation Department Head (ADH) billet. Once the QIO officer is selected to fill an ADH billet, that officer will be removed from all other QIO lists.

<u>Competitive Category</u>	<u>Maximum Number of Selects</u>	<u>Recommended Maximum Number of QIOs</u>
HM OP	5	1
HSC OP	46	5
HSM OP	62	12
VAQ 1310 OP	16	10
VAQ 1320 OP	9	5
VAW 1310 OP	9	6
VAW 1320 OP	10	7
VRC OP	3	4
VRM OP	4	0
VFA 1310 OP	69	0
VFA 1320 OP	13	5
MPRF 1310 OP	28	16
MPRF 1320 OP	27	15
VQ(T) 1310 OP	4	2
VQ(T) 1320 OP	4	0
VAW 1320 OP-T	3	1
OP-T	36	8

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4. **Best and Fully Qualified Selection Standard**

a. **Fully Qualified.** All candidates must be fully qualified; that is, each candidate must be capable of performing the duties of an ADH. To be fully qualified, a candidate must have demonstrated an appropriate level of leadership and have attained the minimum aircraft qualifications required for their specific platform and designator.

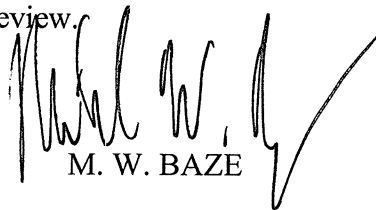
b. **Best Qualified.** Among the fully qualified candidates, the board will select the best qualified for ADH. These are candidates who have attained advanced aircraft qualifications and have demonstrated sustained superior performance in leadership, production, and test roles in difficult and challenging assignments.

5. **Additional Guidance**

a. 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 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.

b. Officers selected from the FY-24 ADHSB will be considered eligible and competitive for any in-residence graduate education opportunity, including War College.

c. 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 cumulative average, rank changes, and tour lines. The board member assigned is responsible to ensure ONRMP's accuracy during record review.


M. W. BAZE

BOARD MEMBERSHIP
FY-24 AVIATION DEPARTMENT HEAD SCREEN BOARD

Aviation Department Head:

RDML Christopher A. Kijek, USN, 1310 (President)
CAPT Edward D. Johnson, USN, 1310
CAPT Miguel R. Martinez, USN, 1320
CAPT Elizabeth A. Regoli, USN, 1310
CAPT Bryan P. Hager, USN, 1310
CAPT Britton D. Windeler, USN, 1320
CAPT Alex L. Hampton, USN, 1310
CAPT David A. Ganci, USN, 1320
CAPT Barrett J. Smith, USN, 1310
CAPT Justin T. Mccaffree, USN, 1310
CAPT Christopher S. Dentzer, USN, 1310
CAPT Kenneth R. Colman, USN, 1310
CAPT Chad K. Upright, USN, 1310
CAPT Daniel S. Bense, USN, 1320
CAPT Robert R. Littman, USN, 1310
CAPT David A. Bizzarri, USN, 1310
CDR Erin E. Flint, USN, 1310
CDR Jeremiah N. Ragadio, USN, 1310
CDR Kristen N. Laroux, USN, 1320
CDR Melanie K. Ahle, USN, 1320
CDR Brian Truong, USN, 1310

ADMINISTRATIVE SUPPORT STAFF
FY-24 AVIATION DEPARTMENT HEAD SCREEN BOARD

1. Active Aviation Department Head: CDR Brandon S. Rodgers will act as a recorder with the following personnel acting as assistant recorders:

CDR Coe R. Hoffman
LCDR Amanda M. Buck
LCDR Kevin D. Cottingham
LCDR Michael J. Massel

LCDR Kristen M. Mckim
LCDR Sean J. Noronha
LCDR Calvin A. Stark

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

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

CAPT Dewon M. Chaney

CDR Brandon S. Rodgers

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

RDML Michael W. Baze
RDML Kevin M. Kennedy
RDML Michael J. Schwerin
CAPT Steven F. Friloux
CAPT Jared A. Geller
CAPT Laurie R. Gibbens
CAPT Andrew T. Klosterman
CAPT Shaletha Moran
CAPT Forrest O. Young
CDR Eric L. Alexander
CDR Taylor C. Barrow
CDR David M. Christenson
CDR Michael D. Christoph
CDR Thomas J. Doran
CDR Brett E. Elko
CDR Christopher M. Fletcher
CDR Michael A. Freas
CDR Alex S. Haupt
CDR Ryan D. Heykens
CDR Todd M. Keith
CDR Peter J. Keuss
CDR Mary F. Link
CDR Ruben A. Medalla
CDR Samuel P. Morrison
CDR Jacob N. Norris
CDR Shawn T. Rumbley
CDR Ronald H. Rumfelt
CDR Frank C. Sanchez

CDR Omar C. Sanusi
CDR Christopher N. Seeley
CDR Colin Thompson
CDR Thomas H. Vanhoozer
CDR Ernesto R. Villalba
CDR Bradley S. Williams
CDR Matthew A. Wright
CDR Fredrick R. Yonkman
LCDR John A. Bice
LCDR Timothy G. Boyce
LCDR Lisa A. Brown
LCDR Derrick R. Bruce
LCDR John P. Butler
LCDR Christopher R. Cedros
LCDR Scott R. Chuda
LCDR Timothy M. Clemens
LCDR Christina R. Crowe
LCDR Simon S. Davies
LCDR Kira L. Deversjones
LCDR Paul D. Dixon
LCDR Joshua A. Dufore
LCDR Nicholas S. Elliot
LCDR Matthew S. Foster
LCDR Kimberly M. Fowler
LCDR Katherine T. Gorski
LCDR William G. Hardin
LCDR Clark Hartley
LCDR Adam H. Jackson

ADMINISTRATIVE SUPPORT STAFF
FY-24 AVIATION DEPARTMENT HEAD SCREEN BOARD

LCDR Nathan E. Kelly
LCDR Eric M. Kemp
LCDR Douglas A. Kesterson
LCDR Matthew M. Long
LCDR Tracy A. Maddox
LCDR Stephen C. Mattingly
LCDR Lindsay R. McCammond
LCDR Anthony C. Montes
LCDR Donald S. Northrup
LCDR Kristel D. Ramsay
LCDR Chrs M. Roberts
LCDR Daniel J. Russell
LCDR Benjamin L. Sanders
LCDR Douglas P. Stahl
LCDR Lawrence W. Stoulig
LCDR Emilie F. Torielli
LCDR Michael W. Vaughn
LT Michael D. Alsbrook
LT Mark C. Baker
LT Jill M. Bolden
LT Tabitha M. Calloway
LT Quinn Challinor
LT Aaron M. Connolly
LT James B. Henson
LT Joseph D. Meier
LT Morgan R. Young
CWO4 Tameka J. Reid
CWO4 Xavier D. Ware
FORCM(SW) Christian D. Detje
CMDPCM(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
MCCS(SW/AW) John Osborne
YNC(SW/AW/EXW) Aaron J. Buss
YNC(SCW/EXW/AW) Kevin L. Capelety
YNC(SW/AW) Lenora A. M. Deloatch
YNC(SCW/EXW/SW/AW) Helana Ross
LSC Christopher A. Stauffer
NCC(AW/SW) Shanita Williams
YN1(SW) Kingston Allen
YN1 Tremaine M. Gordon

YN1 Trista Karnes
ET2 Ervin F. Romero
IT2 Willie J. Allen
AO3 David T. Paisano
Ms. Stephanie Armstrong
Mr. Julion A. Bend
Ms. Pamela D. Bennett
Mr. Paul Boundy
Ms. Donna M. Carpenter
Mr. Bradley J. Cordts
Mr. Edward Dodrill
Mr. Bernie Dunn
Mr. Reginald L. Fulton
Mr. Christopher J. Garner
Mr. Patrick R. Harris
Mr. Juan J. Jimenez
Ms. Priscilla L. Jones
Mr. Carl E. Johnson
Ms. Marsea K. Lewis
Mr. Joseph J. Lipko
Ms. Oberia A. Malone
Mr. Anthony Matthews
Ms. Karon D. Matthews
Mr. Michael A. McNab
Mr. Tommy Owens
Ms. Leslie J. Pitts
Mr. Martin L. Pompeo
Mr. John Pucciarelli
Mr. Stephen R. Ranne
Mr. Jay A. Rublaitus
Ms Candis L. Robinson
Mr. Antoine Sharp
Ms. Edna Shannon
Mr. Steven J. Skretkowicz
Ms. Ruby D. Snowden
Ms. Verleada S. Tarver-Pruitt
Ms. Qunita M. Triplett
Mr. David B. Whorton
Mr. Joshua S. Williams
Ms. Mindee M. Wolven

FY-24 AVIATION DEPARTMENT HEAD ELIGIBILITY CRITERIA

1. **Eligibility.** Overall eligibility for the FY-24 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-24 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-24 ADHSB consists of YG-12 and YG-13 officers, as well as officers in YG-14 who have already selected for O-4.

(1) "In-Zone" (IZ) officers receiving their first "look" for ADH on the FY-24 ADHSB come from YG-13, as well as YG-14 officers who have selected for O-4.

(a) All officers from YG-13 are considered "In-Zone", including those officers from YG-13 eligible for the FY-24 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-24 ADHSB come from YG-12 and senior. Any officers from YG-13 who were eligible and failed to select during the FY-23 ADHSB are considered AZ for the FY-24 ADHSB.

2. Eligibility Determination

a. Definition of Eligibility Criteria. To meet the criteria for eligibility for the FY-24 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-24. This determination must be validated by a flight surgeon.

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

(a) All officers who entered naval service in FY-22 via inter-service transfer at the rank of Lieutenant Commander are considered eligible for selection as part of YG-13.

(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.

Enclosure (3)

FY-24 AVIATION DEPARTMENT HEAD ELIGIBILITY CRITERIA

(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.

(d) All officers who have completed CIP and will be back on active duty by 17 April 2023 are considered eligible for selection. Their eligibility is determined by their adjusted precedence number indicated on their respective community's "Bubba's List".

b. Disqualifying Events

(1) Resignation and Retirement. All officers with released resignation or retirement orders with a Date-Time-Group (DTG) prior to 15 May 2023 are ineligible for the FY-24 ADHSB.

(2) Those officers who have been selected for and accepted lateral transfer outside of the 13X0 designated community, to include the Aviation Engineering Duty Officer community and the Training and Administration of the Reserve community, are ineligible for the FY-24 ADHSB.

(3) Officers who have accepted selection to a specialized program such as Permanent Flight Instructor or Permanent Military Instructor are ineligible for the FY-24 ADHSB.

(4) 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-24 ADHSB.

(5) 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-24 ADHSB.

(6) 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-24 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-23 Aviation Department Head are ineligible for the FY-24 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.

(7) Officers who have twice failed to select for ADH or Active-Duty Navy Lieutenant Commander Line Promotion Selection Board (O-4), or who have declined promotion to O-4, are ineligible for the FY-24 ADHSB.

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

Enclosure (3)

FY-24 AVIATION DEPARTMENT HEAD ELIGIBILITY CRITERIA

(1) Helicopter Mine Countermeasures Operational (HM OP). IZ/AZ eligible officers who come from the HM community.

(2) Helicopter Sea Combat Operational (HSC OP). IZ/AZ eligible officers who come from the HSC community.

(3) Helicopter Maritime Strike Operational (HSM OP). IZ/AZ eligible officers who come from the HSM community.

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

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

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

(9) Fleet Logistics Multi-Mission Squadron (VRM OP). IZ/AZ eligible officers who come from the VRM community.

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

(11) Strike Fighter 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 1310 Operational (MPRF 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 1320 Operational (MPRF 1320 OP). IZ/AZ eligible officers who come from the VP and VQ(P) communities with a designator of 1320.

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

Enclosure (3)

FY-24 AVIATION DEPARTMENT HEAD ELIGIBILITY CRITERIA

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, 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.

(1) Carrier Airborne Early Warning 1320 Operational Training (VAW 1320 OP-T). AZ eligible officers who come from the VAW community with a designator of 1320. Selects will be fulfilling DH roles as CG AWO, VUQ, and USAF Nellis LNO.

(2) Operational Training (OP-T). AZ eligible officers who come from all aviation communities with designators of 1310 and 1320.