



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

1401
BUPERS-00B

From: Deputy Chief of Naval Personnel
To: President, FY-24 Aviation Commander Command Screen Board

Subj: ORDER CONVENING THE FY-24 ACTIVE-DUTY AVIATION COMMANDER
COMMAND SCREEN BOARD

Ref: (a) DCNP ltr 1401 BUPERS-00B of 19 Oct 22
(b) OPNAVINST 1412.14
(c) COMNAVAIRFORINST 1412 series
(d) BUPERSINST 1401.5C
(e) MILPERSMAN 1301-804

Encl: (1) Board Membership
(2) Administrative Support Staff
(3) FY-24 ACSB 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, 13 March 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 respective initial Aviation Commander Command.

b. Recommend Aerospace Engineering Duty Officers (AEDO) and URL officers for Aviation Commander Command (Test and Evaluation).

c. Recommend Aerospace Maintenance Duty Officers (AMDO) for respective Command and Command Equivalent tours.

d. Recommend Aviation Limited Duty Officers (LDO) for respective initial Aviation Commander Command.

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- e. Recommend URL and LDO officers for Special Mission Command.
- f. Recommend eligible officers as Qualified/Insufficient Opportunity (QIO).
- g. Conduct a bank review (Re-screen).

3. **Board Authorized Selections**

- a. Eligibility and selection order for each competitive category is outlined in enclosure (3).
- b. The maximum number of candidates that may be recommended in each competitive category is listed in paragraph 3.d(4). Individuals may be recommended for selection in only one competitive category.
- c. There is no mandate to select the maximum number of selects. Should the board determine that an insufficient number of officers exist in a particular competitive category, this finding will be included in the board report.
- d. Qualified/Insufficient Opportunity (QIO). In each competitive category there may be fully qualified officers who fail to select due to limited command opportunity. 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. The QIO list will not be published to the Navy or the public.
 - (1) The selection of QIOs is authorized for all competitive categories listed in paragraph 3.d(4). By a majority vote, the board may deviate from the recommended number of QIOs. Any deviation will be included in the board report.
 - (2) An individual may be recommended as a QIO in multiple competitive categories.
 - (3) Should a need arise for an additional commander command fill, 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 their availability for assignment.
 - (4) QIOs may be on multiple QIO lists until such time as the officer is required to fill a commander command billet. Once the QIO officer has been notified of the opportunity to fill a commander command assignment, that QIO officer will be considered a commander command select.

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Competitive Category	Maximum Selects	Recommended Number of QIOs
HM OP	1	2
HSC OP SG-09	5	3
HSC OP SG-10	6	3
HSM OP SG-09	2	2
HSM OP SG-10	11	4
MPRF OP SG-09	5	3
MPRF OP SG-10	10	5
VQ(T) OP	2	2
VAW 1310 OP SG-09	1	1
VAW 1320 OP SG 09	2	2
VAW 1310 OP SG-10	2	1
VAW 1320 OP SG-10	6	3
VRC OP	1	2
VRM OP	3	3
VAQ OP SG-09	4	2
VAQ OP SG-10	9	5
VFA 1310 OP SG-09	2	3
VFA 1310 OP SG-10	22	5
VFA 1320 OP	6	4
HM/HSC OP-T	7	5
HSM OP-T	5	4
MPRF OP-T	5	5
VQ(T) OP-T	2	2
VAW OP-T	2	3
VAQ OP-T	1	1
VFA OP-T	1	2
VAW/VRC/VAQ/VFA 1310 OP-T	2	2
VAQ/VFA 1320 OP-T	1	2
Special Mission Command (URL)	5	9
Test & Eval (USNTPS)	1	2
Test & Eval (VX-23)	1	2
Test & Eval (VX-30)	1	3
AMDO (1520) Command/Equivalent	9	6
LDO (63XX) Command	5	3
Special Mission Command (LDO)	1	3

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4. **Best and Fully Qualified Selection Standard.** The following provides aviation specific community requirements, but in no way replaces the best and fully qualified standard discussed in reference (a).

a. **Fully Qualified.** All candidates must be fully qualified and able to perform the duties described in the competitive category for which selected. To be fully qualified, a candidate must have demonstrated the appropriate level of leadership and attained the required T/M/S qualifications.

(1) **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 progresses in their 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 superior performance in operational environments.

(2) **Aviation Command (Test and Evaluation).** Selectees must have demonstrated aptitude in developmental test and the leadership traits to lead a large and diverse aviation organization. Additional acquisition career field experience (e.g. PM/ENG) is highly desirable.

(3) **AMDO (1520) Command and Command Equivalent.** AMDO Command consists of CVN Maintenance Officer and Fleet Readiness Center (FRC) Officer in Charge. Due consideration should be given to candidates with diverse experience at-sea and ashore in various squadron and aviation component repair facilities.

(4) **LDO (63XX) Command**

(a) All eligible officers will compete for command quotas in Center for Naval Aviation Technical Training Units (CNATTU). Above-Zone (AZ) eligible officers not selected for CNATTU will compete for Special Mission Command.

(b) To best afford officers the opportunity to serve the Naval Aviation Enterprise beyond the O-5 paygrade, the board should give due consideration to the selection of officers who will not reach statutory retirement (35 years and one month of active service) prior to In-Zone (IZ) consideration for promotion to O-6. There is no absolute predictive standard by which to identify those who will statutorily retire prior to being IZ for promotion to O-6. As a general rule, officers commissioned with more than 14 years of enlisted service stand a higher likelihood of statutorily retiring before being considered IZ for O-6. This guidance in no way replaces the fundamental tenet of selecting the best and most fully qualified candidates.

b. **Best Qualified:** Among the fully qualified candidates, the board will select the best qualified as Commanding Officers. These are the officers who have demonstrated sustained superior performance in operational environments while attaining a breadth of experience to

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include major staff, requirements, personnel/manpower, financial management, or operations analysis assignments. Performance and leadership in combat conditions should be given special consideration. Additionally, best qualified candidates should have:

- (1) Attained advanced T/M/S qualifications required to lead combat operations.
- (2) Competitively performed in a department head tour.

5. Additional Guidance

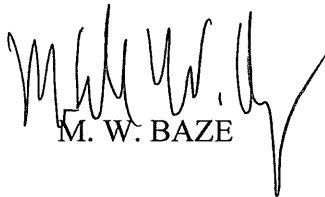
a. Joint Professional Military Education (JPME). NAVADMIN 247/19 directs all URL officers who screen for O-5 command for which the command-at-sea insignia is authorized to complete JPME Phase 1 prior to assuming command.

b. Bank Review (Re-screen). To ensure that standards of performance are maintained, the records of those officers previously selected to commander command (or equivalent), who have not yet reported to their ultimate command, shall be reviewed. Board members should review these records for indications of a significant decline in performance or for non-medical material submitted subsequent to the last board which casts doubt upon their qualifications for 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) Officers eligible for re-screen are authorized to administratively participate in the board in accordance with reference (d).

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 ACTIVE-DUTY AVIATION COMMANDER COMMAND SCREEN BOARD

Active-Duty Aviation Commander Command:

RADM Douglas C. Verissimo, USN, 1310 (President)
RDML Richard T. Brophy, Jr., USN, 1310
RDML Randall W. Peck, USN, 1320
RDML Gregory D. Newkirk, USN, 1310
CAPT Frank A. Rhodes IV, USN, 1310
CAPT Michael C. Langbehn, USN, 1310
CAPT David Loo, USN, 1310
CAPT Edward M. Weiler, USN, 1310
CAPT Christopher A. Richard, USN, 1310
CAPT David F. Harris, USN, 1320
CAPT Peter M. Shoemaker, USN, 1310
CAPT Scott A. Wastak, USN, 1320
CAPT Richard R. Grove, Jr., USN, 6330
CAPT Michael G. Stokes, USN, 1310
CAPT Britton D. Windeler, USN, 1320
CAPT John T. Pianetta, USN, 1310
CAPT Ladislao R. Montero, USN, 1320
CAPT Jeffrey A. Brown, USN, 1500
CAPT Kim M. Dacostaazar, USN, 1310
CDR Santico J. Valenzuela, USN, 1310
CDR Chandra S. Newman, USN, 1310
CDR Andrew R. Beard, USN, 1310
CDR Jeremy A. Debons, USN, 1510

ADMINISTRATIVE SUPPORT STAFF
FY-24 ACTIVE-DUTY AVIATION COMMANDER COMMAND SCREEN BOARD

1. Active-Duty Aviation Commander Command: CDR Matthew K. Lewis, USN, will act as a recorder with the following personnel acting as assistant recorders:

CDR Ernesto R. Villalba
CDR Katie J. Lunser
CDR Mason B. Fox
CDR Bryce C. Holden
CDR Omar C. Sanusi

CDR Sasha R. Frankhouser
LCDR Coe R. Hoffman
LCDR Ryan P. Jauregui
LCDR Hernan R. Borja
LCDR Douglas A. Kesterson

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

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

CAPT Dewon M. Chaney
CAPT Forrest O. Young

CDR Matthew K. Lewis

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 Steven F. Friloux
CAPT Jared Geller
CAPT Laurie R. Gibbens
CAPT Andrew T. Klosterman
CAPT Shaletha Moran
CDR Jonathan A. Bergstrand
CDR Michael R. Brown
CDR Michael D. Christoph
CDR Thomas J. Doran
CDR Brett E. Elko
CDR Christopher M. Fletcher
CDR Michael A. Freas
CDR Sasha R. Frankhouser
CDR Kyle D. Hanford
CDR Mitchell J. Hays
CDR Beau. D. Hufstetler
CDR Russell A. Kratoville
CDR Mary F. Link
CDR Todd M. Keith
CDR Peter J. Keuss
CDR Charles R. Kreuz
CDR Brett H. Learner
CDR Stewart C. Long
CDR Samuel P. Morris

CDR Brandon S. Rodgers
CDR Shawn T. Rumbley
CDR Ronald H. Rumfelt
CDR Frank C. Sanchez
CDR Omar C. Sanusi
CDR Brant H. Schmall
CDR Craig K. Searles
CDR Christopher N. Seeley
CDR Kevin A. Swift
CDR James G. Thomas
CDR Colin Thompson
CDR Scott E. Urbashich
CDR Thomas H. Vanhoozer
CDR Troy H. Vantrease
CDR Justin P. Waskey
CDR Matthew A. Wright
CDR Fredrick R. Yonkman
CDR John G. Zilai
LCDR Taylor C. Barrow
LCDR Branden B. Behne
LCDR Derrick R. Bruce
LCDR Chris Cedros
LCDR Timothy M. Clemens
LCDR Christina R. Crowe
LCDR Simon S. Davies
LCDR Kimberly M. Fowler
LCDR Katherine T. Gorski

ADMINISTRATIVE SUPPORT STAFF
FY-24 ACTIVE-DUTY AVIATION COMMANDER COMMAND SCREEN BOARD

LCDR William G. Hardin
LCDR Clark Hartley
LCDR Lance R. Herndon
LCDR Clayton E. Hunt
LCDR Adam H. Jackson
LCDR Eric M. Kemp
LCDR Douglas A. Kesterson
LCDR Matthew M. Long
LCDR Matthew P. Miller
LCDR Jacob N. Norris
LCDR Donald S. Northrup
LCDR Kristel D. Ramsay
LCDR Benjamin L. Sanders
LCDR Emilie F. Torielli
LCDR William S. Vidmar
LT Michael D. Alsbrook
LT Mark C. Baker
LT Jill M. Bolden
LT Tabitha M. Calloway
LT Quinn Challinor
LT Aaron M. Connolly Nutting
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
CMD CM(SW/AW) William Houlihan
PSCM(AW) Patrick A. Abiera
NCCM(SW/AW/FMF) Derek M. Messer
YNCM(AW) Dana M. Axson
HMCM(SW/FMF) Tameeka Washington
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
Mr. Carl E. Johnson
Ms. Priscilla L. Jones
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
Mr. David B. Whorton
Mr. Joshua S. Williams
Ms. Mindee M. Wolven

FY-24 ACTIVE-DUTY AVIATION COMMANDER COMMAND SCREEN BOARD
ELIGIBILITY CRITERIA

1. FY-24 Active-Duty Aviation Command Screen Board (ACSB) Eligibility. Overall eligibility for the FY-24 ACSB has been determined by Navy Personnel Command (PERS-43) personnel based upon officers meeting the criteria listed in the applicable sections of this document. As promotion zones are not strictly aligned with year groups, individuals are designated into Screen Groups (SG) as set forth in the annual Promotion Zone Forecast message. Approved In-Zone (IZ) look deferrals will result in those officers rolling back one SG. These officers will be considered IZ for the FY-25 ACSB. Petitions for deferral shall be made in writing to PERS-43.

2. Disqualifying events

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

b. Aviation Acquisition Professional Unrestricted Line Major Program Management (AP URL MPM). Those officers accepting AP URL MPM designation from the Naval Air Systems Command Major Acquisition Command slating panel are ineligible for the FY-24 ACSB with the exception of Test and Evaluation.

c. Declining Command

(1) URL, Limited Duty Officers (LDOs), or Aerospace Engineering Duty Officers (AEDOs) who previously declined Aviation Commander Command.

(2) AMDOs that decline Commander Command or equivalent tours are ineligible for the FY-24 ACSB and future command or major command boards. AMDO officers screened for second Command-in-Grade equivalent but slated to fill Naval Aviation Enterprise community billets remain eligible for future Command and Major Command boards.

(3) Aerospace Engineering Duty Officers (AEDOs) who previously declined Aviation Commander Command (Test and Evaluation) are ineligible for the FY-24 ACSB and future Command boards.

d. “Don’t Pick Me” Letter Submission. Any officer who submitted a “Don’t Pick Me” letter in any previous Active Aviation Commander Command Screen Board is ineligible for the FY-24 ACSB.

e. Resignation and Retirement. All officers with released resignation or retirement orders with a Date-Time-Group on or prior to 10 March 2023 are ineligible for the FY-24 ACSB.

**FY-24 ACTIVE-DUTY AVIATION COMMANDER COMMAND SCREEN BOARD
ELIGIBILITY CRITERIA**

f. Lateral Transfer

(1) Those officers who have been selected for and accepted lateral transfer outside of the 13X0, 15X0, or 63XX designated communities, to include the Permanent Military Professor Program, are ineligible for the FY-24 ACSB. Officers enrolled in the Permanent Military Instructor Program who are otherwise eligible remain eligible.

(2) Those 13X0 designated officers who have been selected for lateral transfer to the AEDO community (1510 designator) and who have not declined the appointment are eligible for Aviation Command (Test and Evaluation) only. These officers are ineligible for URL Operational Command, URL Operational-Training Command, or Special Mission Command.

g. Failure to earn Command Eligible Additional Qualification Designation (AQD). Failure to earn the Command Eligible ("2D1") Additional Qualification Designation IAW ref(b).

h. Professional Flight Instructor Program. Those officers who have been selected for and accepted assignment as Professional Flight Instructors are ineligible for the FY-24 ACSB and future Command and Major Command boards.

i. Astronaut Program. Astronauts currently enrolled in the program and Astronaut Selects who have accepted enrollment to the Astronaut Program and have not been subsequently disqualified from Astronaut training are ineligible due to the scope of their commitment to the Astronaut Program.

j. Voluntarily terminated (VOLTERM). VOLTERM flight status.

k. Failure-of-Selection (FOS). URL/AMDO Officers who have failed to select to O-5 twice are ineligible except for re-screens.

Note: URL/AMDOs who select for Command or Command equivalent as a 1xFOS for O-5 will be banked. If these officers subsequently 2xFOS for O-5, they will not be slated and will not assume Command or Command equivalent.

l. Inter-service Transfer. Officers approved for inter-service transfer.

3. Community Specific Screen Groups

a. Command Eligible URL Officers

(1) URL Officers - In-Zone (IZ). URL officers (13X0 designators) receiving their first "look" (IZ look) are referred to as SG-10. URL SG-10 consists of:

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ELIGIBILITY CRITERIA

(a) Officers serving or who have previously served as a Department Head and who are considered IZ for promotion to Commander on the FY-24 Active Commander Line Board, except those approved for statutory board deferment IAW NAVADMIN 132/22 or those approved for ACSB deferral by PERS-43.

(b) Officers selected Below-Zone (BZ) on the FY-23 Active Commander Line Board.

(c) Officers approved for deferral on the FY-23 ACSB whom are serving or previously served as a Department Head.

Note: Officers who receive approval to defer their FY-24 ACSB look will be considered members of SG-11.

(2) URL Officers - Above-Zone (AZ). URL officers (13X0 designators) receiving their second "look" (AZ look) are referred to as SG-09. SG-09 consists of:

(a) Officers who were considered IZ for promotion to Commander on the FY-23 Active Commander Line Board or who were selected BZ on the FY-22 Active Commander Line Board who have not previously selected for Aviation Command.

(b) Officers approved for deferral on the FY-22 ACSB.

(c) Officers who request and receive approval from the President of the FY-24 ACSB for an additional look IAW reference (e).

(3) URL Officers – Test and Evaluation Command Screen Groups

(a) SG-09 is comprised of those URL officers selected for Commander on the FY-23 Active Commander Line Board.

(b) SG-08 is comprised of those URL officers selected for Commander on the FY-22 Active Commander Line Board.

(c) SG-07 is comprised of those URL officers selected for Commander on the FY-21 Active Commander Line Board.

b. Command Eligible AEDOs (1510)

(1) AEDOs – Test and Evaluation Command Screen Groups

(a) SG-09 is comprised of those AEDOs selected for Commander on the FY-23 Active Commander Line Board.

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ELIGIBILITY CRITERIA

(b) SG-08 is comprised of those AEDOs selected for Commander on the FY-22 Active Commander Line Board.

(c) SG-07 is comprised of those AEDOs selected for Commander on the FY-21 Active Commander Line Board.

c. Command Eligible AMDOs (1520)

(1) SG-10 is comprised of AMDOs considered IZ for promotion to Commander on the FY-24 Active Commander Line Board or were selected BZ on the FY-23 Active Commander Line Board.

(2) SG-09 is comprised of AMDOs who were considered IZ for promotion to Commander on the FY-23 Active Commander Line Board or who were selected BZ on the FY-22 Active Commander Line Board.

(3) SG-08 is comprised of AMDO Commanders and Commander selects (i.e. not FOS to O-5) who were considered IZ for promotion to Commander on the FY-22 Active Commander Line Board or who were selected BZ on the FY-21 Active Commander Line Board.

d. Command Eligible Limited Duty Officers (63XX)

(1) SG-09 is comprised of those Aviation LDOs selected for Commander on the FY-23 Active Commander Line Board or on a quarterly Special Promotion board in FY-23.

(2) SG-08 is comprised of those Aviation LDOs selected for Commander on the FY-22 Active Commander Line Board or on a quarterly Special Promotion board in FY-22 who have not previously selected for Aviation Command.

e. Bank Review (Re-screen). Officers selected on a previous ACSB who have not yet reported to their ultimate Command shall be reviewed.

4. Competitive Category Eligibility. Officers who are not eligible for any specific competitive categories in the FY-24 ACSB, but meet the requirements outlined in this section (section 4) are considered to have received their first “look” for Command. Eligibility for a specific competitive category is outlined in enclosure 3, “FY-24 ACSB Encl 3 Matrix.” In addition to the eligibility matrix below, all officers within these competitive categories will have been determined to have met the following eligibility criteria:

a. URL Operational Command. Must be a designated URL officer (13X0) from SG-10 or SG-09 who have served or are serving as an Operational Department Head or Operational Training Department Head.

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ELIGIBILITY CRITERIA

b. URL Operational Training (OP-T) Command. Must be a designated URL officer (13X0) from SG-09 who did not select for Operational Command or Aviation Command (Test and Evaluation) if eligible and whom have served as an Operational or Operational Training Department Head.

c. AMDO (1520) Command and Command Equivalents

(1) Must be certified Life Cycle Logistics Foundational or Engineering & Technical Management Foundational or higher (AQD code AL1, AL2 AL3, AN1, or AN2).

(2) Must have served or be serving in an AMDO O-4 milestone tour (in accordance with the SECNAV-approved community brief) with at least one observed fitness report.

d. LDO (63XX) Command. Must be a designated Limited Duty Officer (63XX) from SG-09 or SG-08.

e. Special Mission Command

(1) SG-09 URL (13X0) or SG-08 LDOs (63XX).

(2) Not previously selected for Operational Command, Aviation Command (Test and Evaluation), or OP-T Command.

f. Aviation Command (Test and Evaluation)

(1) Officers must be:

(a) A graduate of U.S. Naval Test Pilot School (TPS), U.S. Air Force TPS, or an equivalent foreign TPS (subspecialty code 5403).

(b) Defense Acquisition Workforce Improvement Act (DAWIA) certified Test and Evaluation Foundational or higher (AQD code AT1, AT2, or AT3).

COMMAND CATEGORY	Screen Group				Designator					Aviation Community										Additional Qualifications / Experience				
	10	09	08	07	13X0	1510	1520	630X	HM	HSC	HSM	MPRF	VQ(T)	VAW	VRC	VRM	VAQ	VFA	ZD1 (CMD Elig)	Served or serving in OP or OP-T DH Billet	AOD code AL1, AL2, AL3, AN1, or AN2	Served or serving in LCDR AT1, AT2, or milestone w/ observed FITREP	AOD code AT1, AT2, or AT3	5403 (Test Pilot) SUBSPEC
COMMAND CATEGORY	HM OP	X	X		X				X										X	X				
	HSC OP	X	X		X					X									X	X				
	HSM OP	X	X		X						X								X	X				
	MPRF OP	X	X		X							X							X	X				
	VQ(T) OP	X	X		X								X						X	X				
	VAW OP	X	X		X									X					X	X				
	VRC OP	X	X		X										X				X	X				
	VRM OP	X	X		X											X			X	X				
	VAQ OP	X	X		X												X		X	X				
	VFA OP	X	X		X													X	X	X				
	HM/HSC OP-T		X		X				X	X									X	X				
	HSM OP-T		X		X						X								X	X				
	MPRF OP-T		X		X							X							X	X				
	VQ(T) OP-T		X		X								X						X	X				
	VAW OP-T		X		X									X					X	X				
	VAQ OP-T		X		X												X		X	X				
	VFA OP-T		X		X													X	X	X				
	VAW/VRC/VAQ/VFA 1310 OP-T		X		X									X	X			X	X	X				
	VAQ/VFA 1320 OP-T		X		X										X			X	X	X				
	Special Mission Command		X		X				X	X	X	X	X	X	X	X	X	X	X	X				
	Test & Eval (USNTPS)		X	X	X	X	X		X	X	X					X			X				X	
	Test & Eval (VX-30)		X	X	X	X	X					X							X				X	
	Test & Eval (VX-23)		X	X	X	X	X												X				X	
	AMDO Command Equivalent	X	X	X				X											X		X			X
	LDO Command		X	X				X											X			X		
	LDO Command (SM)			X				X											X					