



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-25 Aviation Department Head Screen Board
Subj: ORDER CONVENING THE FY-25 AVIATION DEPARTMENT HEAD
SCREEN BOARD
Ref: (a) DCNP ltr 1401 BUPERS-00B of 03 October 23
Encl: (1) Board Membership
(2) Administrative Support Staff
(3) FY-25 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, are ordered to convene at the Navy Personnel Command, Millington, TN, at 0800, 13 May 2024, 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 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 However, the QIO list will not be published to the Navy or the public.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	6	2
HSC OP	48	12
HSM OP	51	8
VAQ 1310 OP	13	8
VAQ 1320 OP	12	4
VAW 1310 OP	10	6
VAW/VUQ 1320 OP	10	7
VRM/VRC OP	9	6
VFA 1310 OP	65	0
VFA 1320 OP	13	5
MPRF 1310 OP	29	20
MPRF 1320 OP	28	10
VQ(T) 1310 OP	5	1
VQ(T) 1320 OP	4	2
OP-T	29	0

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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-25 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.

d. The ADHSB slate will be generated by PERS-43. During the slating process, PERS-43 has the ability, with approval from TYCOM, to slate selects from one competitive category to a different competitive category.


M. W. BAZE

BOARD MEMBERSHIP
FY-25 AVIATION DEPARTMENT HEAD SCREEN BOARD

Aviation Department Head:

RDML Randall W. Peck, USN, 1320 (President)
CAPT Marcos A. Jasso, USN, 1320
CAPT Gonzalo Partida, USN, 1320
CAPT Daniel W. Testa, USN, 1310
CAPT Andrew P. Mariner, USN, 1310
CAPT Scott A. Wastak, USN, 1320
CAPT Derrick W. Eastman, USN, 1320
CAPT Brent H. Jaquith, USN, 1310
CAPT Christopher R. Brenner, USN, 1310
CAPT Eric W. McQueen, USN, 1320
CAPT Kevin R. McNatt, USN, 1310
CAPT David W. Ayotte, Jr., USN, 1310
CAPT Jason P. Russo, USN, 1310
CAPT David M. Gardner, USN, 1320
CAPT David A. Bizzarri, USN, 1310
CAPT Santico J. Valenzuela, USN, 1310
CAPT Chandra S. Newman, USN, 1310
CAPT Adam B. Green, USN, 1310
CAPT Michael J. Simpson, USN, 1310
CDR Michael V. Minervini, USN, 1320
CDR Garrett T. Houston, USN, 1310
CDR Katie J. Lunser, USN, 1310
CDR Emily M. Mooren, USN, 1320

ADMINISTRATIVE SUPPORT STAFF
FY-25 AVIATION DEPARTMENT HEAD SCREEN BOARD

1. Active Aviation Department Head: CDR Tracy A. Maddox will act as a recorder with the following personnel acting as assistant recorders:

CDR Charles C. Sonntag	LCDR Lynda P. Irwin
LCDR Joshua K. Witt	LCDR Jeremy R. Cooper
LCDR Daniel H. Kinjo	LCDR Desmond R. Fournier

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

RADM Michael W. Baze	CDR Jacob N. Norris
RDML Kevin M. Kennedy	CDR John J. Puckett
RDML Michael J. Schwerin	CDR Kristel D. Ramsay
CAPT Dana Chapin	CDR Thomas H. VanHoozer
CAPT Brett E. Elko	CDR Ernesto R. Villalba
CAPT Cassius A. Farrell	CDR Jacob M. Weinzatl
CAPT Steven F. Friloux	LCDR Jason J. Brown
CAPT Jeffrey L. Heames	LCDR Lisa A. Brown
CAPT Karen J. Muntean	LCDR James T. Burt
CAPT Michael O'Driscoll	LCDR John P. Butler
CAPT Frank C. Sanchez	LCDR James B. Corrin
CAPT Robert Schulhof	LCDR Simon S. Davies
CAPT Colin Thompson	LCDR Darren J. Elder
CDR Matthew E. Chang	LCDR Nicholas S. Elliott
CDR David M. Christenson	LCDR Nicholas R. Garman
CDR Scott R. Chuda	LCDR Jonathan L. Harris
CDR Jason P. Delaneuville	LCDR Michael T. Hatch
CDR Megan. M. Donnelly	LCDR Willis W. Hobson VI
CDR Thomas J. Doran	LCDR Adam C. Howe
CDR Lucas R. Edwards	LCDR Katherine T. Gorski
CDR Michael J. Feldhues	LCDR Eric M. Kemp
CDR Michael A. Freas	LCDR Douglas A. Kesterson
CDR Adam H. Jackson	LCDR Andrew P. Kirchert
CDR William G. Hardin	LCDR Matthew M. Long
CDR Cody C. Hastings	LCDR Kyle P. Matson
CDR Russell A. Lannutti	LCDR Lindsay R. McCammond
CDR Jill E. Moore	LCDR Thomas O. Mennerich

ADMINISTRATIVE SUPPORT STAFF
FY-24 AVIATION DEPARTMENT HEAD SCREEN BOARD

LCDR Patrick J. Norwood	Ms. Donna M. Carpenter
LCDR Jessica L. Phенning	Mr. Bradley J. Cordts
LCDR William A. Revell	Ms. Jessica J. Cotton
LCDR Albert J. Schrautemyer	Mr. Edward Dodrill
LCDR Bradley J. Shillito	Mr. Reginald L. Fulton
LCDR Calvin A. Stark	Mr. Christopher J. Garner
LCDR Lawrence W. Stoulig	Ms. Patrice Y. Hall
LCDR Mark R. Trask	Mr. Patrick R. Harris
LCDR Michael W. Vaughn	Mr. Juan J. Jimenez
LCDR Alec J. Verone	Ms. Melissa D. Jones-McNealy
LCDR William S. Vidmar	Ms. Priscilla L. Jones
LCDR Parker A. Whitworth	Ms. Marsea K. Lewis
LCDR Nathan J. Willard	Mr. Joseph J. Lipko
LT Michael D. Alsbrook	Mr. Anthony Matthews
LT Jason D. Bentley	Ms. Karon D. Matthews
LT Quinn Challinor	Mr. Tommy Owens
LT Aaron M. Connolly Nutting	Ms. Leslie J. Pitts
LT Maelin R. Harris	Mr. Martin L. Pompeo
LT James B. Henson	Mr. John Pucciarelli
LT Joseph D. Meier	Mr. Stephen R. Ranne
LT James R. Mihalco	Mr. Jay A. Rublaitus
LT Natasha M. Reyes	Ms. Candis L. Robinson
LT Paul W. Wilson	Mr. Antoine Sharp
LT Morgan R. Young	Ms. Edna Shannon
CWO4 Tameka J. Reid	Mr. Steven J. Skretkowicz
CWO4 Xavier D. Ware	Ms. Ruby D. Snowden
FORCM(SW/AW) William Houlihan	Ms. Verleada S. Tarver-Pruitt
PSCM(AW) Molly M. Bergeronconway	Ms. Elizabeth A. Vaughn
HMCM(SW/AW) Jaymie A. Isom	Mr. David B. Whorton
HMCM(SW/FMF) Tameeka Washington	Mr. Joshua S. Williams
YNC(SW/AW/EXW) Aaron J. Buss	Ms. Mindee M. Wolven
YNC(SCW/EXW/AW) Kevin L. Capelety	
YNC(SW/AW/SCW) Christopher B. Kalb	
YNC(SCW/EXW/SW/AW) Helana Ross	
NCC(AW/SW) Shanita Williams	
YN1(SW) Kingston Allen	
ET2 Ervin F. Romero	
IT2 Willie J. Allen	
AO3 David T. Paisano	
Mr. Julion A. Bend	
Ms. Lucretia Benson	
Ms. Pamela D. Bennett	
Ms. Tanya D. Campbell	

FY-25 AVIATION DEPARTMENT HEAD ELIGIBILITY CRITERIA

1. Eligibility. Overall eligibility for the FY-25 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-25 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-25 ADHSB consists of YG-13 and YG-14 officers, as well as officers in YG-15 who have already selected for O-4.

(1) "In-Zone" (IZ) officers receiving their first "look" for ADH on the FY-25 ADHSB come from YG-14, as well as YG-15 officers who have selected for O-4. All officers from YG-14 are considered "In-Zone", including those officers from YG-14 eligible for the FY-25 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-25 ADHSB come from YG-13 and senior. Any officers from YG-14 who were eligible and failed to select during the FY-24 ADHSB are considered AZ for the FY-25 ADHSB.

2. Eligibility Determination

a. Definition of Eligibility Criteria. To meet the criteria for eligibility for the FY-25 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-25. 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-23 via inter-service transfer at the rank of Lieutenant Commander are considered eligible for selection as part of YG-14.

(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.

FY-25 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 15 April 2024 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 13 May 2024 are ineligible for the FY-25 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-25 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-25 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-25 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-25 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-25 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-24 Aviation Department Head are ineligible for the FY-25 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-25 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:

FY-25 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 and Unmanned Carrier-Launched Multi-Role 1320 Operational (VAW/VUQ 1320 OP). IZ/AZ eligible officers who come from the VAW community with a designator of 1320.
- (8) Fleet Logistics Multi-Mission and Fleet Logistics Support Operational (VRM/VRC OP). IZ/AZ eligible officers who come from the VRM or VRC community.
- (9) Strike Fighter 1310 Operational (VFA 1310 OP). IZ/AZ eligible officers who come from the VFA community with a designator of 1310.
- (10) Strike Fighter 1320 Operational (VFA 1320 OP). IZ/AZ eligible officers who come from the VFA community with a designator of 1320.
- (11) 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.
- (12) 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.
- (13) 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.
- (14) 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.

FY-25 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) Operational Training (OP-T). AZ eligible officers who come from all aviation communities with designators of 1310 and 1320.

3. Exceptions to Policy. Officers can submit an exception to policy (ETP) request in order to be considered for selection in a competitive category (tank) for which they feel they are qualified but do not currently meet the eligibility criteria. This in no way modifies the eligibility criteria for any tank for which an ETP may be approved. ETPs will be submitted as correspondence to the board. ETPs will be reviewed by the board sponsor who will make a recommendation to the board president to approve or disapprove the request. The board president will adjudicate each ETP request prior to the applicable tank.