



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-26 Active-Duty Aviation Department Head Screen Board
Subj: ORDER CONVENING THE FY-26 ACTIVE-DUTY AVIATION DEPARTMENT
HEAD SCREEN BOARD
Ref: (a) DCNP ltr 1401 BUPERS-00B of 3 Feb 25
Encl: (1) Board Membership
(2) Administrative Support Staff
(3) FY-26 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, 19 May 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).

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 (ADH).

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 below. 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 However, the QIO list will not be published to the Navy or the public.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 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	3	5
HSC OP	41	19
HSM OP	54	6
VAQ 1310 OP	16	4
VAQ 1320 OP	13	0
VAW 1310 OP	15	0
VAW/VUQ 1320 OP	9	8
VRM/VRC OP	8	6
VFA 1310 OP	65	0
VFA 1320 OP	11	4
MPRF 1310 OP	30	19
MPRF 1320 OP	29	5
VQ(T) 1310 OP	4	3
VQ(T) 1320 OP	5	4
OP-T	34	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.

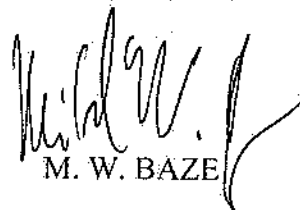
5. **Additional Guidance**

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-26 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-26 ACTIVE-DUTY AVIATION DEPARTMENT HEAD SCREEN BOARD

Aviation Department Head:

RDML Erin P. Osborne, USN, 1310 (President)
CAPT Jose A. Arana, USN, 1310
CAPT Andrew R. Beard, USN, 1310
CAPT Thomas R. Butts, Jr., USN, 1310
CAPT Brett E. Elko, USN, 1310
CAPT Adam B. Green, USN, 1310
CAPT Matthew L. Martin, USN, 1310
CAPT Frank C. Sanchez, USN, 1320
CAPT Timothy P. Walsh, USN, 1320
CAPT David L. Wiltshire, USN, 1310
CAPT Mark E. Zematis, USN, 1310
CDR Daniel J. Berry, USN, 1310
CDR Anne C. Bruckman, USN, 1310
CDR Andrew S. Countiss, USN, 1310
CDR Michael Feagans, USN, 1310
CDR Conor L. Heely, USN, 1310
CDR Phillip R. Krites, USN, 1310
CDR Colleen M. Minihan, USN, 1310
CDR Terrell W. Radford, USN, 1320
CDR John L. Reid, USN, 1320
CDR David J. Wrigley, USN, 1310

ADMINISTRATIVE SUPPORT STAFF
FY-26 AVIATION DEPARTMENT HEAD SCREEN BOARD

1. Active Aviation Department Head: CDR Darren J. Elder will act as a recorder with the following personnel acting as assistant recorders:

CDR Jorge A. Guilloty
CDR Joshua M. Portzer
LCDR Patrick P. Bagnick
LCDR Andrea R. Bellavia

LCDR Kalimari M. Billings
LCDR Benjamin T. Bontrager
LCDR Desmond R. Fournier
LCDR Kelly A. Wehle

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 Darren J. Elder

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

RADM Michael W. Baze
RDML Benjamin E. Baran
RDML Jeffrey L. Heames
CAPT Brian S. Anthony
CAPT Jeffrey K. Brown
CAPT Dana Chapin
CAPT Cassius A. Farrell
CAPT Steven F. Friloux
CAPT Shaletha R. Moran
CAPT Ronel C. Reyes
CAPT Karen Richman
CAPT Colin Thompson
CDR Adam Cohen
CDR Joseph D. Camp, Jr.
CDR Matthew E. Chang
CDR Megan E. Donnelly
CDR Lucas R. Edwards
CDR Nicholas S. Elliott
CDR Joseph T. Griffo
CDR Michelle V. Higingbotham
CDR Marc W. Hines
CDR Courtney A. Johnson
CDR Robert E. Keller
CDR Andrew P. Kirchert
CDR Jill E. Moore
CDR Matthew W. Petersen

CDR Kristel D. Ramsay
CDR James M. Reeves
CDR Robert W. Ryan
CDR David A. Schmitt
CDR Nicholas B. Stampfli
CDR Nathan A. Stein
CDR Neil J. Toohey
CDR Aaron G. Venturini
CDR Ernesto R. Villalba
CDR Richard S. Westerfield
CDR Nathan J. Willard
LCDR Mark C. Baker
LCDR Kaitlin E. Boensel
LCDR Gregory S. Bowlin, Jr.
LCDR Eric T. Brugler
LCDR Jeremy R. Cooper
LCDR James B. Corrin
LCDR Michelle D. Downing
LCDR Willis W. Hobson
LCDR Jonathan L. Harris
LCDR Olivia Jones
LCDR Eric M. Kemp
LCDR Douglas A. Kesterson
LCDR Thomas A. Krasnicki
LCDR Warlin E. Marte
LCDR Patrick J. Norwood

ADMINISTRATIVE SUPPORT STAFF
FY-26 AVIATION DEPARTMENT HEAD SCREEN BOARD

LCDR Bradley D. Scholes	NCC(AW/SW) Shanita Williams
LCDR Albert J. Schrautemyer III	LNC(SW/AW) Courtney W. Wilson
LCDR Matthew V. Shilan	LSC (SW/AW) Wright, Andrew G. III
LCDR Casey A. Smith	YN1(AW/EXW/SCW) Jorge L. Sosa, Jr.
LCDR Russell D. Smith	PS1(SW) Dillon R. Stone
LCDR Gregory C. Sutter	YN1(SW) Derek G. Tinker
LCDR Carisa A. Terry	ET2 Ervin F. Romero
LCDR Mark R. Trask	IT2 Willie J. Allen
LCDR Michael W. Vaughn	AO3 David T. Paisano
LCDR Alec J. Verone	Ms. Miya Allen
LCDR Jon K. Weissberg	Mr. Julion A. Bend
LCDR Parker A. Whitworth	Ms. Lucretia Benson
LCDR Ebonee I. Williams	Ms. Alda J. Boster
LCDR Caleb J. Zeid	Ms. Sonya D. Bradley
LT Michael D. Alsbrooks	Ms. Jenny A. Bynum
LT Hannah L. Andera	Ms. Tanya D. Campbell
LT Anniessa D. Clark	Ms. Donna M. Carpenter
LT Aaron M. Connolly Nutting	Mr. Robert P. Carr
LT Marvin B. Crisostomo	Mr. Bradley J. Cordts
LT Sean I. Hawley	Ms. Kaitlin Dembicky
LT James B. Henson	Mr. Brent M. Dennis
LT Quinn A. Kahsay	Mr. Edward Dodrill
LT James R. Mihalco	Mr. Bernie Dunn
LT Nicholas M. Neighbors	Ms. Christie L. Elam
LT Tiffany L. Reynoso	Mr. Christopher J. Garner
LT Dustin L. White	Ms. Patrice Y. Hall
LT Paul W. Wilson	Mr. Patrick R. Harris
LT Cooper F. Wood	Ms. Ellen M. Hewlett
CWO5 Tameka J. Reid	Ms. Jameika M. Hines
CWO4 Xavier D. Ware	Mr. Juan J. Jimenez
CWO4 Shawnette L. Williams	Mr. Carl E. Johnson
FORCM(SW/AW) William Houlihan	Ms. Lorraine Johnson
FORCM Tracy Hunt	Ms. Melissa D. Jones-McNealy
CMDCM(SW/AW/EXW) Amanda L. Davis	Ms. Priscilla L. Jones
PSCM(AW) Molly M. Bergeronconway	Ms. Marsea K. Lewis
YNCM(AW) Dana M. Axson	Mr. Azariah D. Lindsey
YNCM(AW) Angela R. Fiorucci	Mr. Joseph J. Lipko
HMCM(SW/FMF) Tameeka Washington	Ms. Nancy P. Lubiani
YNC(SW/AW/EXW) Aaron J. Buss	Ms. Oberia A. Malone
PSC(SW/AW/IW) Karmen M. Rouser	Mr. Paul D. Martin
YNC(SCW/EXW/SW/AW) Helana Ross	Mr. Anthony Matthews
YNC(SW/AW) Waylon S. Rainey	Ms. Karon D. Matthews
YNC(SW/AW) Giovanni J. Van Niel	Ms. Sharon Moore

ADMINISTRATIVE SUPPORT STAFF
FY-26 ACTIVE-DUTY AVIATION DEPARTMENT HEAD SCREEN BOARD

Ms. Shaunna R. Murray
Ms. Michael L. Nusselt
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
Ms. Roberta J. Richard
Mr. Jay A. Rublaitus
Ms. Candis L. Robinson
Mr. Stanley D. Robinson
Mr. Kenneth Roach
Ms. Elizabeth D. Sanders
Ms. Kara Sartain
Mr. Antoine Sharp
Ms. Edna Shannon
Mr. Antoine Sharp
Mr. Steven J. Skretkowicz
Ms. Ruby D. Snowden
Ms. Christina A. Sullins
Ms. Monica Sweat
Ms. Faith P. Taylor
Ms. Verleada S. Tarver-Pruitt
Ms. Megan M. Welch
Mr. David B. Whorton
Mr. Jerome D. Wilder
Ms. Keri S. Williams
Mr. Joshua S. Williams
Ms. Mindee M. Wolven

**FY-26 ACTIVE-DUTY AVIATION DEPARTMENT HEAD
ELIGIBILITY CRITERIA**

1. **Eligibility.** Overall eligibility for the FY-26 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-26 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-26 ADHSB consists of YG-14 and YG-15 officers, as well as select officers in YG-16.

(1) "In-Zone" (IZ) officers receiving their first "look" for ADH on the FY-26 ADHSB come from YG-15, as well as officers in YG-16 that have been identified by lineal number and type/model/series (T/M/S) community requirements as outlined in paragraph 4. All officers from YG-15 are considered "In-Zone," including those officers from YG-15 eligible for the FY-26 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-26 ADHSB come from YG-14 and senior. Any officers from YG-15 who were eligible and failed to select during the FY-25 ADHSB are considered AZ for the FY-26 ADHSB.

2. **Eligibility Determination**

a. **Definition of Eligibility Criteria.** To meet the criteria for eligibility for the FY-26 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-26. This determination must be validated by a flight surgeon.

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

(a) All officers who entered naval service in FY-24 via inter-service transfer at the rank of Lieutenant Commander are considered eligible for selection as part of YG-15.

(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.

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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 2025 are considered eligible for selection. Their eligibility is determined by their adjusted precedence number indicated on their respective community's "Bubba List."

b. Disqualifying Events

(1) Resignation and Retirement. All officers with a resignation or retirement request approved prior to 9 May 2025 are ineligible for the FY-26 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-26 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-26 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-26 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-26 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-25 Aviation Department Head are ineligible for the FY-26 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-26 ADHSB.

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ELIGIBILITY CRITERIA**

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 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.

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ELIGIBILITY CRITERIA**

(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.

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 to defer their IZ look or 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.

4. **T/M/S and Lineal Number Based Eligibility for Officers in YG-16**. The below officers from YG-16 are considered eligible to receive their IZ look on the FY26 ADHSB, unless disqualified by the criteria outlined in paragraph 2 (b).

<u>T/M/S</u>	<u>1310</u>	<u>1320</u>
HM	None	N/A
HSC	(105512-00 to 105696-00)	N/A
HSM	(051807-00) (105464-00 to 105892-00)	N/A
MPRF	YG-16 officers that have been selected for O-4	
VQ(T)	YG-16 officers that have been selected for O-4	
VAQ	None	None
VAW	(105818-00)	(051810-00 to 051815-00) (105500-00 to 106350-00)
VFA	(105468-00 to 105504-00)	(105684-00 to 106400-00)
VRM/VRC	None	N/A