



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

1401  
BUPERS-00B/136  
27 Feb 26

**From:** Deputy Chief of Naval Personnel  
**To:** President, FY-27 Training and Administration of the Reserve Aviation Commander  
Command Screen Board

**Subj:** ORDER CONVENING THE FY-27 TRAINING AND ADMINISTRATION OF  
THE RESERVE AVIATION COMMANDER COMMAND SCREEN BOARD

**Ref:** (a) DEP CHNAVPERS ltr 1401 BUPERS-00B of 29 JAN 26

**Encl:** (1) Board Membership  
(2) Administrative Support Staff  
(3) FY-27 TAR/SELRES ACCSB Eligibility Criteria

1. Date and Location

a. This administrative selection board, consisting of you as president and the members listed in enclosure (1), and the personnel listed in enclosure (2) as administrative support staff, is ordered to convene at the Navy Personnel Command, Millington, TN, at 0800 CST, 16 March, 2026, or as soon as practicable thereafter.

b. The board shall proceed in accordance with all guidance in this letter and the FY-27 Administrative Selection Board Precept, reference (a) and the eligibility criteria as defined in enclosure (3).

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

a. Recommend Training and Administration of the Reserve (TAR) and Selected Reserve (SELRES) officers for Navy Reserve Aviation Commander Command.

b. Recommend TAR officers for Navy Talent Acquisition Group (NTAG) and Reserve Talent Acquisition Group (RTAG) Command.

c. Recommend eligible officers as Qualified Insufficient Opportunity (QIO).

d. Conduct a Bank Review (re-screen).

3. Board Authorized Selections. The maximum number of candidates that may be recommended for selection in each competitive category are projections at the time of the Convening Order submission and are subject to change. All officers under consideration for

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Aviation Commander Command have been screened to ensure compliance with the eligibility criteria outlined in enclosure (3). Individuals may be recommended for selection in only one competitive category.

a. Command Opportunity

(1) TAR command opportunities are listed by community below. TAR officers that meet the eligibility requirements in enclosure (3) will automatically be considered.

Community	Maximum Selects	Recommended Number of QIOs
VR	3	3
VFC	1	1
HSM	2	2
VP	1	1
VTJ	1	1
VTP	2	3
NTAG/RTAG	2	5

(2) SELRES command opportunities are listed by community below. SELRES officers that meet the eligibility requirements in enclosure (3) must submit an application requesting consideration for squadron command.

Community	Maximum Selects	Recommended Number of QIOs
VR	2	2
VFC	1	1
VP	1	1
VAQ	1	1

b. Bank Review (re-screen). To ensure that standards of performance are maintained, the records of those officers previously selected to command who have not yet assumed command for non-fleet-up units or assumed the duties of the Executive Officer position for fleet-up units shall be re-screened. Board members should review these records for indications of a significant decline in performance or for material submitted subsequent to the last board which casts doubt upon their qualifications for aviation 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.

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(2) The re-screen selectees under review are not to be considered for a change in competitive category. They are only reviewed for continuance in the previously selected command category.

(3) Officers eligible for re-screen are authorized to administratively participate in the board in accordance with reference (a).

c. Tank Waterfall Flow. Each Aviation Commander Command competitive category will be screened in a separate tank.

(1) Officers not picked in their respective community's Aviation Commander Command tank, to include those picked as QIO, will "waterfall" into the NTAG/RTAG tank if it is their third and final look and if there is no squadron command opportunity.

(2) The SELRES command tanks will be conducted before the TAR command tanks. Due to the low numbers of SELRES applicants applying for command of a specific squadron, if the board determines the merits of those records do not meet the best and fully qualified standard in accordance with reference (a), that squadron will waterfall and be selected during the TAR command tanks.

d. Qualified Insufficient Opportunity. In each competitive category there may be officers whose records clearly meet selection criteria but miss selection because of limited quotas. 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. However, the QIOs will not be published to the Navy or the public.

(1) Unlike a recommendation for selection, an individual may be recommended as a QIO in multiple competitive categories.

(2) Should a need arise during the year for an additional officer to fill a command, an officer so identified in the board report shall be considered qualified and additional administrative screen procedures need not be pursued. Officers will be selected from the board report according to order of merit, subject to assignability.

(3) QIOs may be on multiple QIO lists until such time as the individual is required to fill a command billet. Once the QIO officer has been notified of the intent to employ him/her in a specific command billet, he/she is considered a command select and is no longer eligible as a QIO on any other command list.

4. Additional Guidance. The below information is provided to clarify community requirements and any specific needs, but in no way should replace the "Best and Fully Qualified" standard of reference (a).

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

b. IA/GSA Assignments. Proven and sustained superior performance in leadership positions in difficult and challenging in-service assignments, joint and/or major staff assignments, in-residence graduate education, Individual Augmentation (IA) assignments, and Global War on Terrorism support assignments (GSA) is the definitive measure of fitness for selection. Each board member shall apply this guidance when deliberating and voting.

c. Joint Professional Military Education (JPME). Per NAVADMIN 247/19, all URL officers must complete JPME Phase I prior to assuming O-5 command for which the command-at-sea insignia is authorized.

5. Authorized number to select. The board need not select to the numbers of squadron command opportunities projected. The authorized number to select should only be attained if there are a sufficient number of candidates determined best and fully qualified.

a. The Official Navy Record Markup Program (ONRMP) will be utilized to "mark up" records with fitness report trend lines, individual trait averages above reporting senior cumulative average, rank changes, and tour lines in advance of board member review. The board member assigned is responsible to ensure ONRMP's accuracy during record review.

  
K. M. KENNEDY

FY-27 TRAINING AND ADMINISTRATION OF THE RESERVE AVIATION  
COMMANDER COMMAND SCREEN BOARD  
BOARD MEMBERSHIP

RADM Richard T. Brophy, Jr., USN, 1310 (President)  
RDML John D. Saccomando, USN, 1315  
RDML Quinton S. Packard, USN, 1315  
RDML David Loo, USN, 1310  
CAPT Ethan H. Karp, USN, 1317  
CAPT Christopher K. Lemon, USN, 1317  
CAPT Bernard V. Spozio, USN, 1317  
CAPT Katharine B. Sears, USN, 1327  
CAPT Lee M. Smallwood, USN, 1317  
CAPT Thomas R. Butts, Jr., USN, 1310  
CAPT Bryan P. Hager, USN, 1310  
CAPT Brett E. Elko, USN, 1310  
CAPT Douglas W. Oldham, USN, 1310

FY-27 TRAINING AND ADMINISTRATION OF THE RESERVE AVIATION  
COMMANDER COMMAND SCREEN BOARD  
ADMINISTRATIVE SUPPORT STAFF

1. CDR Lauren C. Buss, USN, will act as recorder with the following personnel acting as assistant recorders:

CDR Jacqueline A. Nordan  
LCDR Joshua E. Hazeldean

CDR Grant V. Strickland

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

3. The following person(s) is designated to serve as the board sponsor:

CAPT Benjamin J. Heinemeier

CAPT Kyle J. Johnson

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

RDML Kevin M. Kennedy  
RDML Jeffrey L. Heames  
RADM Richard T. Brophy, Jr.  
RDML Keith A. Hash  
RDML David Loo  
RDML Benjamin E. Baran  
CAPT David W. Ayotte, Jr.  
CAPT Jeremy D. Bartowitz  
CAPT Daniel S. Bense  
CAPT Brian K. Blaschke  
CAPT Zachary R. Brown  
CAPT Thomas R. Butts  
CAPT Aaron J. Carlson  
CAPT Dewon M. Chaney  
CAPT Benjamin J. Cooper  
CAPT Megan M. Donnelly  
CAPT Michael P. Donovan  
CAPT William G. Eastham  
CAPT Tommy L. Edgeworth  
CAPT Brett E. Elko  
CAPT Cassius A. Farrell  
CAPT Nathan Gammache  
CAPT Kenneth L. Holland  
CAPT Bryan P. Hager  
CAPT Peter J. Hatcher  
CAPT Michelle V. Higingbotham  
CAPT Daniel E. Kitts  
CAPT Phillip R. Krites  
CAPT David A. Melson  
CAPT Matthew T. Mulcahey  
CAPT Michael P. Mulhern

CAPT Karen J. Muntean  
CAPT Douglas W. Oldham  
CAPT Trevor J. Prouty  
CAPT Christopher M. Purcell  
CAPT Ronel C. Reyes  
CAPT Karen Richman  
CAPT James M. Reeves  
CDR Kaitlin E. Boensel  
CDR Michael M. Caffey  
CDR John J. Close  
CDR Adam Cohen  
CDR James B. Corrin  
CDR Kevin D. Cottingham  
CDR Kaysie L. Dagget  
CDR Lucas R. Edwards  
CDR Crystal L. Gradom  
CDR Steven Gonzalez  
CDR Matthew A. Hepfinger  
CDR Courtney A. Johnson  
CDR Douglas A. Kesterson  
CDR Andrew M. Menocal  
CDR Adam L. Moffit  
CDR Brain M. Mowry  
CDR Timothy J. Nasta  
CDR Peter J. Remillard  
CDR Mary L. Ruttum  
CDR Nathan A. Stein  
CDR Travis R. Page  
CDR Casey J. Travis  
CDR Douglas C. Schlaefer

FY-27 TRAINING AND ADMINISTRATION OF THE RESERVE AVIATION  
COMMANDER COMMAND SCREEN BOARD  
ADMINISTRATIVE SUPPORT STAFF

CDR Nicholas B. Stampfli	LT Dirk P. Husemann
CDR Kyle R. Stewart	LT Christian M. Lavachek
CDR John T. Walters	LT Zoe C. MacFarlane
CDR Jon K. Weissberg	LT Tiffany L. Reynoso
CDR Richard S. Westerfield	LT Michael D. Alsbrooks
CDR Timothy J. Zakriski	LT Sean I. Hawley
CDR Caleb J. Zeid	LT Quinn A. Kahsay
CDR Thomas W. Zimmerman	LT Anthony G. Sonola
CDR Ryan D. Zintgraff	LT Dustin L. White
LCDR Rober L. Aguilar II	LT Paul W. Wilson
LCDR Robert R. Allen	CWO4 Tyron M. Fedderman
LCDR Benjamin T. Bontrager	CWO4 Shawnette L. Williams
LCDR Chad A. Brown	FORCM William Houlihan
LCDR John A. Raymond	FORCM Tracy Hunt
LCDR Waguens Camille	CMDCM(SW/AW/EXW) Amanda L. Davis
LCDR Annessa D. Clark	YNCM(AW) Angela R. Fiorucci
LCDR Aaron M. Connolly Nutting	PSCM(SW/AW) Candace S. Ford
LCDR Desmond R. Fournier	HTCM(SW) Michael L. Johnson
LCDR Brendan M. Hinz	YNC(SW/AW) Roberto Valdez Jr.
LCDR Douglas B. Howell	BMC(SW/EXW) Jennifer L. Kwiatkowski
LCDR Grant A. Kingsbery	HMC(FMF/SW/AW) Anthony M. Calim, II
LCDR Eva A. Kozlowski	PSC(SW/AW/IW) Karmen M. Rouser
LCDR Taryn J. Liebe	YNC(SCW/EXW/SW/AW) Helana Ross
LCDR Colin T. Locke	YNC(SW/AW) Waylon S. Rainey
LCDR Warlin E. Marte	NCC Virginia Rohde
LCDR Bobby R. Martin	YNC(SW/AW) Giovanni J. Vanniel
LCDR James R. Mihalco	LNC(SW/AW) Courtney W. Wilson
LCDR Nicholas M. Neighbors	LSC(SW/AW) Wright, Andrew G. III
LCDR Rebecca E. Nortz	LS1(AW/SCW) Rosangelica Longoria
LCDR Patrick J. Norwood	PS1(SW) Dillon R. Stone
LCDR Madison D. Pennington	YN1(SW/AW) Seth T. Cauthan
LCDR Natasha M. Reyes	YN1 (SW/AW) Tessa C. Green
LCDR Jared L. Schaefer	YN1(AW/EXW/SCW) Jorge L. Sosa Jr.
LCDR Matthew V. Shilan	YN1 Krysta D. Monroe
LCDR Trevor J. Smith	YN1(SW) Derek G. Tinker
LCDR Douglas E. Tengler II	YN2 Jalen T. Grissom
LCDR Carisa A. Terry	LN2 Rosa I. Sanchez
LCDR Alec J. Verone	YN2 Donte F. Pinkins
LCDR Ebonee I. Williams	YN2 Cameron K. Wahweah
LCDR Nathen A. Whisler	Ms. Michelle Bellew
LCDR Patrick W. Wilkerson	Mr. Julion A. Bend
LT Katelyn M. Covington	Ms. Lucretia Benson
LT Marvin C. Fry	Ms. Kathy Berry

FY-27 TRAINING AND ADMINISTRATION OF THE RESERVE AVIATION MAJOR  
COMMAND SCREEN BOARD  
ADMINISTRATIVE SUPPORT STAFF

Ms. Tanya D. Campbell  
Ms. Donna M. Carpenter  
Mr. Robert P. Carr  
Mr. Bradley J. Cordts  
Ms. Kaitlin Dembicky  
Mr. Brent M. Dennis  
Mr. Edward Dodrill  
Mr. Bernie Dunn  
Ms. Christie L. Elam  
Mr. John M. Fleenor  
Mr. Christopher J. Garner  
Ms. Patrice Y. Hall  
Ms. Julia Harris  
Mr. Patrick R. Harris  
Ms. Ellen Hewlett  
Ms. Jameika M. Hines  
Mr. Juan J. Jimenez  
Ms. Lorraine Johnson  
Ms. Melissa D. Jones-McNealy  
Ms. Priscilla L. Jones  
Ms. Marsea K. Lewis  
Mr. Azariah D. Lindsey  
Mr. Joseph J. Lipko  
Ms. Nancy P. Lubiani  
Ms. Oberia A. Malone  
Mr. Paul L. Martin  
Mr. Anthony Matthews  
Ms. Karon D. Matthews  
Ms. Sharon Moore  
Ms. Shaunna R. Murray  
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. Margaret Reyes  
Mr. Jay A. Rublaitus  
Ms. Candis L. Robinson  
Mr. Stanley D. Robinson  
Mr. Kenneth Roach  
Ms. Elizabeth Sanders  
Mr. Antoine Sharp  
Ms. Edna Shannon

Mr. Steven J. Skretkowicz  
Ms. Christina A. Sullins  
Ms. Monica Sweat  
Ms. Francine Vansicle  
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-27 TRAINING AND ADMINISTRATION OF THE RESERVE AVIATION  
COMMANDER COMMAND SCREEN BOARD  
ELIGIBILITY CRITERIA

1. FY-27 Training and Administration of the Reserve/Selected Reserve Aviation Commander Command Screen Board (ACCSB) Eligibility. Eligibility for the FY-27 ACCSB has been determined by Navy Personnel Command (PERS-46) personnel based on officers meeting the criteria listed in the applicable sections of this document.

2. Bank Review (Re-screen). Officers previously selected to command who have not yet reported to their ultimate command shall be reviewed. The re-screened selectees under review are not to be considered for a change in competitive category. They are only reviewed for continuance in the previously selected command category.

3. Disqualifying Events

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

b. Declining Command. Unrestricted Line (URL) officers who previously declined Aviation Commander Command are ineligible for the FY-27 ACCSB.

c. Resignation and Retirement. All officers with released resignation or retirement orders with a Date-Time-Group (DTG) on or prior to 09 March 2026 are ineligible for the FY-27 ACCSB.

d. Failure-of-Selection (FOS). Officers who have failed to select to the rank of Commander three times are ineligible for the FY-27 ACCSB unless a previous ACSB deferral was granted by PERS-46.

e. Command Qualification. Officers who have not earned the Command Eligible (“2D1”) Additional Qualification Designation prior to 09 March 2026 are ineligible for the FY-27 ACCSB.

f. “Don’t Pick Me” Letter Submission. Any officer who submits a “Don’t Pick Me” letter to the board is ineligible for subsequent year’s boards unless an Exception to Policy (ETP) is endorsed by PERS-46 and approved by the Chief of Naval Air Force Reserve (CNAFR).

4. Community Specific Screen Groups

a. Command Eligible Selected Reserve (SELRES) URL Officers. SELRES Aviation officers are provided three years of eligibility or looks for command selection but shall submit an application requesting consideration for command to be eligible.

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(1) The group of SELRES URL officers receiving their first look consists of officers considered in-zone for the first year and eligible for consideration for promotion on the FY-27 Reserve Commander Line Board.

(2) The group of SELRES URL officers receiving their second look consists of officers previously eligible for the FY-26 ACCSB as first look candidates but not selected.

(3) The group of SELRES URL officers receiving their third look consists of officers previously eligible for the FY-26 ACCSB as second look candidates but not selected.

(4) In years of diminished SELRES eligibility or stated intent for eligibility, an ETP may be requested of PERS-46 for eligibility outside of the prescribed eligibility zones. PERS-46 will coordinate with CNAFR for final adjudication on approval of the ETP.

b. Command Eligible Training and Administration of the Reserve (TAR) URL Officers. TAR Aviation officers are provided three years of eligibility for command selection.

(1) The group of TAR URL officers receiving their first look consists of officers considered in-zone for the first year and eligible for consideration for promotion on the FY-27 Reserve Commander Line Board provided there is a command opportunity in their respective community.

(2) The group of TAR URL officers receiving their second look consists of officers previously eligible for the FY-26 ACCSB as first look candidates, but not selected, provided there is a command opportunity in their respective community.

(3) The group of TAR URL officers receiving their third look consists of officers previously eligible for the FY-26 ACCSB as second look candidates but not selected.

5. Competitive Category Eligibility

a. For all communities, officers who have completed a SELRES or TAR department head tour or are currently serving in a department head tour in their competitive community with at least one observed department head fitness report are eligible.

b. Aviation Command Community Specific Criteria

(1) VR Command. TAR and SELRES VR officers are eligible for selection to any VR platform (C-130/C-40) regardless of prior operational experience.

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ELIGIBILITY CRITERIA

(2) VTP Command. Officers who are members of the VTP and HT communities are eligible.

c. Navy and Reserve Talent Acquisition Group (NTAG/RTAG) Command. TAR officers eligible for their third look that fail to select for Aviation Command or have no command opportunity in their respective community are eligible.