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SUBJ/FY-27 SURFACE WARFARE DEPARTMENT HEAD AFLOAT SCREENING BOARD

ANNOUNCEMENT//

REF/A/DOC/CNP/29MAR25//

REF/B/DOC/NPC/03FEB25//

REF/C/DOC/CNP/18OCT23//

NARR/REF A IS BUPERSINST 1401.5(SERIES), SUPPLEMENTAL GUIDANCE FOR U.S. NAVY SELECTION BOARDS. REF B IS CNPC NOTICE 1401, FY-26 ADMINISTRATIVE SELECTION BOARD PRECEPT. REF C IS CNP PROBATIONARY OFFICER CONTINUATION AND REDESIGNATION (POCR) BOARD BUSINESS RULES.//

POC/BONSALL/LCDR/PERS-412M/901-874-3485/
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RMKS/1. The purpose of this message is to announce the FY-27 Surface Warfare Department Head (DH) Afloat Screening Board dates. The screening board will be held from 27 April - 01 May 2026. Surface Warfare Officers (111x/116x designated) are screened for Department Head through an annual administrative screening board IAW refs a and b. Officers have three screening opportunities between their third and fifth Years of Commissioned Service (YCS).

2. Board Eligibility:

Review paragraphs a-h below, and contact the message POC with any questions regarding eligibility:

- 2A. Year Group 2023 (YG23) will receive their first look.
- 2B. Year Group 2022 (YG22) will receive their second look.
- 2C. Year Group 2021 (YG21) will receive their third and final look (absent a petition for a delayed look).
- 2D. Officers not qualified as 111x are not considered Fully Qualified but will receive their afforded look.
- 2E. Option officers remain eligible but will be screened in a separate tank from eligible non-option officers.
- 2F. Officers approved for lateral transfer will not be considered for SWO DH selection, even if they have not executed their

designator change at the time of the board.

2G. Officers with an approved resignation or retirement request and orders to separate prior to the board will not be considered.

2H. Early Department Head screening requests are available for Single Longer Tour (SLT) candidates to support talent management alignment to projected rotation dates. SLT early requests will be pre-screened for eligibility by PERS-41. Early look requests must be submitted to PERS-412 NLT 17 APR 2026.

3. Administrative Notes:

3A. Prior to 5 YCS review, officers may petition for special action. A delayed look will be available upon petition when the officer can demonstrate that they were uniquely disadvantaged due to timing for either SWO qualification or a lack of afloat observed division officer Fitness Reports. Non-selects from the FY-26 Board who will not receive an additional observed afloat FITREP prior to this year's board, officers in extended training like Nuclear Power and LCS pipelines, should consider requesting to delay their upcoming look. Officers should reach out to their detailer to discuss individual situations.

3B. A special additional look can be requested when it can be shown an officer was somehow disadvantaged, the officer's record was unfairly considered during the normal selection process, or when justified by exceptional circumstance. Officers who intend on requesting a delayed or special additional look should contact their detailer for additional information.

3B.1. Officers applying for a special additional look should meet the fully qualified standard of having achieved SWO qualification and earning a Department Head recommendation on their most recent afloat FITREP.

3B.2. Officers applying for a special additional look must be able to attend Department Head school within their year group timing if selected, nominally prior to their YCS-8 anniversary.

3C. All special additional look petitions must be submitted to PERS-412 detailers and addressed to the board president via PERS-41 NLT 17 APR 2026 and the board will determine final adjudication. All delayed look petitions must be submitted to junior officer detailers, addressed to director, PERS-41, NLT 2359 CST 17 APR 2026. PERS-41 will determine final adjudication for all delayed looks. Example petitions and answers to FAQs can be found on the PERS-41

webpage: <https://mynavyhr.navy.mil/career-management/detailing/>

[officer/pers-41-swo/detailers/412-division/](https://mynavyhr.navy.mil/career-management/detailing/officer/pers-41-swo/detailers/412-division/)

3D. At the conclusion of an officer's third look, officers not screened or who have been de-screened through the board process will be referred to the Probationary Officer Continuation and Redesignation (POCR) Board. Officers referred to the POCR board will either be separated from Naval Service or redesignated into another officer community.

3E. YG21 officers not screened for Department Head after the FY-27 DH Board will be referred to the next convening of the POCR Board, unless a delayed look is approved by the screening board.

3F. YG23 and YG22 officers who do not screen at the FY-27 DH Board will have their next opportunity to screen at the FY-28 (APR 2027) DH Board.

3G. All board correspondence must be submitted to the board president via the ESSBD submission portal on BUPERS Online NLT 2359 CST 17 APR 2026.

4. Communication:

4A. PERS-412 detailers will individually engage each YG21 officer not already screened for Department Head (and their Commanding Officer). These officers will be reviewed by the FY-27 DH Board for their third and final look in APR 2026.

4B. Department Head screening ensures the Surface Community retains the Best and Fully Qualified officers who are ready for the demands and opportunities of Department Head and beyond.

5. Points of contact regarding Department Head screening and junior officer detailing is Navy Personnel Command Surface Junior Officer Assignments (PERS-412). Specific questions regarding the Department Head Screening Board can be sent to swo_dh.fct@us.navy.mil.

-Branch Head: CDR Keller

robert.e.keller38.mil@us.navy.mil/901-874-3912

-Sea Coordinator: LCDR Boyle

lindsey.s.boyle.mil@us.navy.mil/901-874-4360

-Shore Coordinator: LCDR Settle

darren.v.settle.mil@us.navy.mil /901-874-3891

-1st Tour DH Detailer: LCDR Bonsall

nicholas.a.bonsall.mil@us.navy.mil/901-874-3485

-Nuclear Assignments: LCDR Das

dyuti.das.mil@us.navy.mil/901-874-3896

-JO Detailer (A-B, T-Z letter groups): LT Mathews

jessica.j.mathews8.mil@us.navy.mil/901-874-3909

-JO Detailer (C-G letter groups): LT Demeri

thomas.j.demeri.mil@us.navy.mil /901-874-2358

-JO Detailer (H-M letter groups): LT Quade

gretchen.s.quade.mil@us.navy.mil/901-874-4699

-JO Detailer (N-S letter groups): LT Sherman

cory.r.sherman2.mil@us.navy.mil/901-874-3710//

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