Greetings from your teammates in Millington! I am THRILLED to be serving our community as the new PERS-41! Our mission… provide the best service possible to the fleet in order to put each and every one of you in a position where you can succeed. WE WORK FOR YOU!

Surface Warfare continues to benefit from exceptional career-building opportunities and unprecedented career flexibility! Our 2022 initiatives are focused on:

- Retaining our top performers
- Rewarding hard charging DIVOs with timing options that put them in the driver seat
- Providing more flexibility for family planning
- Maximizing shore duty ROI from Grad Ed, special programs and WTI production tours

The career changes are captured in the ALNAVSURFOR message released in February (DTG 231541Z FEB 22) and include:

1. Division Officer first tour lengths can now be 24 or 27 months vice 30 months. Tour length is dependent on SWO qualification, underway qualified OOD hours, and CO endorsement.
2. Prospective Department Heads (DH) can now start DH school between YCS 5 and YCS 9.
3. SWO Career Path Planner is now available on our SWO MyNavyHR webpage.
4. All Chief Engineer (CHENG) billets will now be Single Longer Tour (SLT).
5. LHA/LHD Training Officers (TRAINO) will be first tour DHs.
6. PERS-41 educational YouTube video series is underway covering slating and board processes.
7. Senior Officer Retention Bonus (SORB) NAVADMIN 036/22 was released in February.
8. Eight hours of PERS-41 curriculum has been added to the SWSC P-XO and P-DH courses covering record management and board processes, to include an example board.

Background and specific details of the changes are included in the applicable Branch pages. If you have questions or feedback and don’t know who to contact on our team, please e-mail GO_SWO@navy.mil and our team will assist.
Upcoming boards to keep on your radar:

Surface Department Head Screen Board    08-Aug-22
Surface Early Command Board             08-Aug-22
Surface Major Command Screen Board      31-Oct-22
Surface Early Command Board             31-Oct-22
Surface Commander Command Screen Board  05-Dec-22

** Please continue to access the NPC website for updated board guidance and correspondence due dates. If you have any questions, please do not hesitate to reach out to your detailer.

We prioritize Fleet engagements and recently completed trips to Mayport, Bahrain, Naples, and Japan. We have upcoming trips to San Diego, Pearl Harbor, Everett, and Norfolk. We will continue to seek out opportunities to interact with the fleet while balancing COVID mitigations.

Early and often communication is critical to our ability to best serve you. I look forward to working with you and seeing you in our upcoming visits!

Jeff Heames
PERS-41
I hope this summer’s newsletter finds you and your families in good health and spirits. I’m CDR DonAnn Gilmore, I’ve assumed the duties as Deputy Director (41A) and will be handling Captain detailing with LCDR Dave Cook (41C). Please feel free to reach out with any questions you may have: donann.m.gilmore.mil@us.navy.mil; david.a.cook192.mil@us.navy.mil.

Many thanks to CAPT Alex Mamikonian who served at PERS-41 from September 2020 to May 2022 as the 410/411 Branch Head and then Deputy Director. Alex has been a key leader here over the past two years and we sincerely appreciate all the great work he has done for the community.

We have a few trips scheduled for this year and look forward to the opportunity to visit many of you in person. We have planned visits this summer and fall to Annapolis, San Diego, Norfolk, Hawaii, and Everett. Hope to see you then! Below is amplifying information as we head into board season.

**Boards**

1. We will convene the FY-24 Major Command Board here in Millington, 31OCT-05NOV22. In advance of both the board and the Major Command slate that we release shortly thereafter, LCDR Cook will be sending a Major Command preference card to all eligible, grouped by 1st – 3rd look. Please take your time, carefully consider your options, discuss with your spouse and/or mentors, fill out these cards, and return them to LCDR Cook. Please note that they are NOT BINDING and we do not provide the Major Command Board with your input. We use your preferences to inform the apportionment and slating processes after the board selects you for Major Command. That slating process will still include a confirmation that your preferences have not changed before we release the final slate. **Additionally, the deadline for any special look requests is 01OCT22.**

2. If you are in the seat as a Major Commander on 01OCT, you will be eligible to screen for Sequential Major Command. This applies only to officers physically in the seat as a Major Commander on 01OCT, not to Prospective COs or Deputy Commodores preparing to fleet up. If you are Major Command screened and not yet in the seat as of 01OCT, your record will be reviewed as part of the Bank. There is not a Sequential Major Command bank review, so if you have been screened for Sequential Major Command by a previous board, no action is needed to prepare your record for this board.

3. Board timing and the relationship between the timing of your statutory and administrative boards changes after Commander Command. The easiest math to determine whether or not you are going to be eligible for Major Command is PYG O5 + 5 years = the CY of your 1st look for Major Command (e.g. a PYG17 O5 will have his or her 1st look for Major Command in the fall of ‘22, (17+5=22)). That timing is related to, but not directly driven by your in zone (IZ) looks for O6. The vast majority of officers will be out of Commander Command prior to their IZ look for O6, which coincidentally will happen the same year as your 1st look for Major Command. Zone sizes can change, however, so not everyone will fit that situation. The zone forecasts are released every December in message traffic and a link to the most current forecast can be found here: [https://www.mynavyhr.navy.mil/Career-Management/Boards/Active-Duty-Officer/](https://www.mynavyhr.navy.mil/Career-Management/Boards/Active-Duty-Officer/)
Based on your personal career timing, when you are IZ for O6, and what your PYG to O5 was, you may want to consider an early or delayed look for Major Command to further manage or align your career timing. This will not apply to the majority of officers. However, please ask us if you think this applies to you. One example MIGHT be if you are IZ for O6 a full year before your normally scheduled 1st look for Major Command. There is no ‘one size fits all’ approach here but ask us if you think it might be best for you.

4. A reminder that all officers are required to have a full-length color photo in their official military file according to NAVADMIN 265/18. We realize the guidance regarding official photos in boards has changed several times over the last few years, but it is a good idea to have it in your record in the event our guidance changes before the boards this fall. Specific guidance for your official photo can be found here: https://www.mynavyhr.navy.mil/Career-Management/Records-Management/Military-Personnel-Records/Officer-Record-Update/

5. Board preparation is different between statutory and administrative boards. When we (PERS-41) are the board sponsor (i.e. admin milestone boards) we scrub your record multiple (usually three or more) times to ensure accuracy and completeness in order to make the board as competitive and fair as possible and to ensure the membership selects the best and most fully qualified. We are not able to provide that same level of scrutiny for records prior to statutory boards. We are always happy to talk through your record with you and help you ensure it is complete and as strong as possible any time so if you are coming up on a statutory board feel free to ask us for that service, just please don’t assume that we’re doing it automatically across all eligible in zone.

6. We are always looking for volunteers to come to Millington for board support. For context, PERS-41 must provide 100 voting members and 30 Assistant Recorders each fiscal year. Board support is an invaluable experience and it is our intent to share this as far across the fleet as possible. I strongly encourage you to contact LT Robert “Fowler” Evans if you are able to support a board. Not everyone will be able to come directly in for our Command Boards, which are the most commonly requested. Instead, we will generally invite you to come sit a shorter duration board to learn the process, get some practice, and then invite you back for our more attractive, high visibility boards like the milestone screening boards or O4 or O5 statutory boards. If you have yet to sit a board, in any capacity, send Fowler a note (robert.c.evans199.mil@us.navy.mil) – every board is fascinating and I assure you, you will learn a lot.

7. NAVADMIN 111/22 highlights the creation of the new **2D4 AQD** which identifies officers who have been selected for major command. All Captains who have screened for major command should verify your records to make sure you have been awarded the 2D4 AQD. If you should have it, but do not see it in your record, please contact the O6 detailing team.
1. As you are aware, JQO designation is a requirement for Flag Officer and is attained by completing JPME Phase I, JPME Phase II, and a full joint tour. Many of you have inquired about the 10-week JPME Phase II course taught in Norfolk at the Joint Forces Staff College (JFSC). This is a great opportunity and a time-friendly way to complete JPME Phase II however, the quotas to these convenings are limited and the school requires >50% Joint out placement from each convening. I must give priority of our limited quotas to our more senior officers who have less time remaining in their careers to earn JPME II. If you are an O6 or O6 select and don’t have JPME II yet, particularly if you have career timing to go Joint immediately afterward, I am going to be looking to send you sooner rather than later. If you leave Major Command and still need JPME II, I am most likely going to send you directly there after your Major Command tour.

2. Statutory retirement is the 1st day of the next month after your 30-year commissioning anniversary. Retire/Retain is a fantastic way to continue on active duty beyond your statutory retirement date and continue to provide meaningful contributions to the fleet. Please note that there is a finite number of retire/retain quotas each fiscal year and so to ensure we are using our limited quotas as best we can, we will be slating them semi-annually, the first in September and the next in March. Preference will be given to seniority, sea duty billets, and longer retire/retain periods. If you have a desire to retire/retain or have questions, please contact the O6 detailing team.

CDR DonAnn Gilmore
PERS-41A
Greetings from PERS-410/411!

I’m thrilled to have the opportunity to serve the community as the new Branch Head for post DH and post CMD detailing. My most recent at-sea assignment was as CO of USS JOHN FINN (DDG 113). My team and I look forward to working with you to meet your personal and professional goals. Please don’t hesitate to reach out to me or one of the fantastic post DH detailers if you have questions about your record or career timing.

Congrats to our newly selected CAPTAINs and COMMANDERs! None of us would be where we are without our families or the hard work of our great Sailors. I’m pumped for and proud of you all!

**FY-23 O6 Board**
SWOs selected for CAPTAIN at a rate of 76.6%, well above board rate of 59.88%. Service at Sea & successful performance in Command at Sea continue win the day for selection to CAPTAIN. Our goal is for every officer to complete the CO milestone tour PRIOR to the IZ look for O6. Timing matters!

- SWO selections: 7 Above Zone (AZ) / 61 In Zone (IZ) / 4 Below Zone (BZ)
- 94 SWOs were IZ with 69 CO AFLOAT served / serving
- 22 of the 28 CO Afloats who were still in command selected.
- 2 of 2 sitting CO Afloats in LCS Bonus Command were selected.
- 4 SWOs were BZ selects were CDR CMD complete, with observed and documented superior performance in Command.
- 1 AZ CO-SM officer selected for O6, 0 sitting CO-SM selected.

**FY-23 O5 Board**
169 of 181 eligible SWOs selected for COMMANDER at a rate of 93.37% (board rate was 84.95%). As in previous years, milestone selection remains the biggest discriminating factor for SWOs selecting for O5. The overall selection rate for CO Afloat screened was 98.77%. The only CO-SM screened officer was above zone and was selected. The selection rate for XO milestone screened was: XO Afloat - 125.00%, XO Afloat* - 106.82%, and XO Special Mission – 190.91% (rates over 100% due to above zone selects). Diverse SWOs selected at a 102.17% rate.

The biggest change to selection rates can be seen in our new milestone of XO Afloat*. Prior to the FY22 CDR CMD board, officers who screened for XO fell into 2 categories: XO Afloat or XO-SM (officers who served as LHA/LHD/CVN DCA/AUXO/C5I, ACU, COMPSPRON, SUW/MIW DIV, AEGIS Ashore, etc). Beginning in 2020, the CDR CMD screened additional XO-Afloat officers and then apportioned a number to XO Afloat* billets. XO Afloat* officers are screened and qualified for XO-USS billets but due to insufficient opportunity, they are assigned to LHA/LHD/CVN as ARO (SWO-N), OPS, DCA, AUXO, C5I, or NTDS-CICO. These assignments afford board screened officers a better chance to select for O5.

Officers who screened for XO-SM at the FY22 CDR CMD board were primarily slated to shore-based XO jobs such as ACU 4/5, COMPSPRON 2/3 CSO, AEGIS Ashore, LCS DIV CSO, etc. The purpose of the screening status change was to highlight our community value – sustained superior performance at sea – and provide these officers additional training commensurate with their afloat responsibilities.

**FY-24 Surface Commander Command Board (05-09 December 2022)**
We are only five months out from the FY24 CDR CMD Board. Your detailers have begun a thorough record scrub of those officers who are eligible for the board (YCS12 1st Look, YCS13 2nd Look, and YCS15 or O-4 PYG17 3rd Look).
Scrub your record: Missing a FITREP? FITREP dates incorrect? Missing a Qualification? You are the best judge of your record’s accuracy! Start working with your detailer now to update/correct.

Command Qualification: If you are eligible this December and you need to retake a portion of the CA in Newport, please reach out your detailer ASAP. CQ packages MUST be submitted to TYCOMs for endorsement NLT 04 NOV 2022 to ensure they are received by the correspondence due date.

Correspondence due date: 25 NOV 2022. Example board correspondence includes: FITREPs missing from your PSR, designation letters/awards/education missing from your OSR, letters to the board, and “do not pick me” letters. Please talk to your detailer before you submit a “do not pick me” letter.

Post DH Operational Assignments: In the last 12 months, 45% of post DH rollers reconciled to overseas or at-sea operational staff billets. If an officer has not yet screened for CDR CMD and desires assignment to a billet which would enhance their record, there is no stronger message to the CDR CMD Board than to take a sea duty assignment. In pursuing such sea duty assignments, officers strengthen their professional record and experience while serving in demanding billets.

2DHs extended on station: Unplanned losses in the fleet have created shortfalls in the 2DH inventory. This has resulted in a trend of 2DH officers getting held on station for an average of four months past PRD. We anticipate officers will be able to rotate at PRD by calendar year 2024. That projection is driven by the time it will take for those unplanned losses to be backfilled. With all CHENG billets transitioning to be single longer tour, this will decrease the 2DH demand on the fleet and will likely aid in accelerating the backfills. Please contact your DH detailer and alphabetized post DH detailer to determine your estimated detailing window.

Reconciliation: We continue making every effort to be transparent during your post DH detailing process. You can expect to reconcile to your post DH billet seven or eight months prior to your PRD. The Downstream Fill List and other details can be found on the PERS-410/411 NPC webpage [https://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-41-SWO/Detailers/410-411/].

Qualifications: Do not delay earning your TAO and EOOW qualifications. If you enter the reconciliation window and are without either qualification, you will have two months to earn those qualifications. After those two months, you will be detailed according to the status of your record, with or without the qualifications. CO promise letters are not applicable to post DH detailing. IAW the SWO Career Manual, EOOW/TAO qualifications are a requirement to serve in XO milestone billets. You can be screened for a milestone, but will be unable to serve until the qualification is complete (similar requirement for a CMD screened officer to be JPME Phase 1 complete prior to assuming CMD).

Post Commander Command Executive Detailing: Discussions for your post CMD assignment (PCC1) will begin no later than 10 months from your PRD/Change of Command. While you do not compete across a slating cohort from billets appearing on the DSF, your performance while in command followed by completing DC and Joint requirements largely shape PCC1 options. There is a steady demand for nominative front office billets, in addition to CSG/ESG/Fleet Staff billets that are coded for post CMD Officers. The desire across 2 PCC tours is to be Joint complete prior to MAJ CMD.

Sail Safe & Very Respectfully,

CDR Bralyn Cathey
410/411 Branch Head
Branch Head/ Post-Command Commander Detailer:
CDR Bralyn Cathey - bralyn.e.cathey.mil@us.navy.mil

Command-screened officers:
**CDR Brent Holloway - brent.j.holloway.mil@us.navy.mil

CDR/LCDR Detailers
*Letters A-F LCDR Martelley Graham - martelley.s.graham.mil@us.navy.mil
*Letters G-M LCDR Jamie Jordan - jamie.jordan2@navy.mil
*Letters N-Z LCDR Christina Appleman - christina.c.appleman.mil@us.navy.mil

XO-Afloat and XO-SM Screened officers:
*** LCDR Martelley Graham - martelley.s.graham.mil@us.navy.mil

* Approximately nine months from an officer’s 2nd DH tour PRD, they will be assigned alphabetically to the appropriate 411 detailer.
** Once an officer screens for CMD (Afloat or Special Mission), their detailer is CDR Brent Holloway.
*** Once an officer screens for XO-Afloat, XO-Afloat*, or XO-SM, their detailer is LCDR Martelley Graham, until serving in the XO milestone tour.
Greetings from PERS-412! Please feel free to reach out any time; we are here to assist you as you navigate through your career or work to support the officers working for you. Be it FITREPs, career timing, or slating questions, PERS 412 is here to be your ADVOCATE. It is important we have ALL the information ahead of time when we are considering your slates in order to help us make the best possible recommendations for slating for your next assignment. Communicate early and often – even before it’s time to slate! Thank you for all that you do in the Fleet!

Below are a few overarching JO items I would like to highlight.

**Detailing vs. Placement.** As mentioned above, your detailers at PERS-412 are your advocate. We work as your representative to get you what you want, while keeping you on due-course for career milestones. If you have extenuating circumstances in your life, share those during the detailing process. Nothing is too small to share!

PERS-413, or Placement, advocates on behalf of your command to ensure all critical billets are manned and a face-to-face relief is available when able. If you have permission from your command to leave early or late to support a specific follow-on assignment, that information must come to PERS through the Placement team from your XO/CO.

Together we work as a team to man the fleet while meeting your needs and the needs of the Navy.

**Mariner Skills Logbooks.** Commands are reminded to send in the end of tour summary letters to swo_logbook.fct@navy.mil. All officers are required to receive end of tour summary letters when they transfer. Please email the same email address with any questions.

**Midshipmen Early Ship Selection Initiative (“Blue Chips”).** As you receive Midshipmen onboard for summer training, if there is a First Class Midshipman you would like to see return as an Ensign in your wardroom, you are able to offer them a Blue Chip. This Blue Chip reserves a reserved billet for your ship on the ship selection list!

Please note three specific policies that accompany this initiative:

1. Each ship is authorized up to three (3) Blue Chip Offers per year. This maintains port and platform diversity for officers not Blue Chipped and ensures the Blue Chip process maintains its desired selectivity.

2. Operational detailing of Ensigns is still applicable to the Blue Chips. This policy states that an Ensign cannot spend nine or more months of their first twelve months onboard the ship in a maintenance availability. The Midshipmen you will receive this summer are from the class of 2023 and will arrive onboard between August 2023 and March 2024. This means that if your ship has a maintenance availability of nine months or greater between August 2023 and December 2024, you may be ineligible to receive New Accessions from this graduating class. If your command meets the operational detailing policy and desire to offer a Blue Chip, please do so and we at PERS-41 will verify your ship’s eligibility closer to Ship Selection. The Sea Coordinator will reach out to your XO just prior to ship selection if you offered a Blue Chip but PERS-41 assesses New Accession eligibility.

3. PERS-41 will contact the officers who received Blue Chip offers at a date closer to ship selection to confirm whether they intend to accept the Blue Chip or not. Blue Chipped officers are NOT required to accept their Blue Chip offers before they leave your ship for the summer and there is no additional deadline added when you notify PERS-41 of your intent to Blue Chip an officer. These officers have until Ship Selection to make their decision.
4. If you desire to offer a Blue Chip to one of your summer trainees, please ensure that you contact the New Accessions Detailer (LT Noelle Kaufmann, noelle.r.kaufmann.mil@us.navy.mil) and the JO Sea Coordinator (LCDR Eric Kajjankoski, eric.a.kajjankoski.mil@us.navy.mil). We need to keep a database of the Blue Chip offers so that we can accurately maintain the ship selection list.

**Warfare Tactics Instructor.** NSMWDC is looking for top-tier second tour Division Officers rolling ashore and exceptional first tour Division Officers interested in tactical second tour billets. If you are interested in jump-starting your career through a specialty in tactics and tactical training, reach out to the WTI program managers via SWO_WTI@navy.mil to discuss the specifics of the application and tour requirements. NSMWDC holds selection boards every other month, so plan ahead and get your package in one to two months **before** you slate. Please keep in mind that even though you apply for the WTI program, you will still be slated to a second tour billet with every other PRD roller in your PRD slating window. The JO Shore Coordinator will prioritize WTI code officers completing their production tours.

PERS has combined WTI with select Talent Management programs. Officers who select SECNAV Tours with Industry (SNTWI), select NPS programs, and the USMC Expeditionary Warfare School (EWS) will automatically be selected for WTI. WTI COI will be completed immediately before or after the TM program. If timing supports, a WTI production tour will be completed prior to attending DH school.

Additionally, Officers who execute the 24/18 month Division Officer tours, discussed in greater detail below, can apply for Advanced Warfighter Fleet Up Program. Those officers can execute the WTI curriculum between their First and Second Division Officer Tours if timing supports. The easiest way to ensure a WTI COI can be completed between DIVO tours is via fleet up on the same ship.

**WTI Scholar Graduate Education.** We’ve partnered with NSWMDC to send sharp and motivated WTI Scholars to graduate education on the back of their production tours. Because their timeline to get to Department Head school after that tour is tight, we are now offering opportunities for WTI Scholars to attend a one year program at NPS prior to Department Head school. Don’t miss out! You can achieve a master’s degree and JPME Phase I while experiencing a fantastic quality of life!

**Flag Aides.** We always have opportunities for officers to serve as Flag Aides/Flag LTs. If you are interested in travel opportunities, exposure to strategic/operational levels of thinking and coordination, and can easily multitask, a flag aide job may be perfect for you! Each flag aide billet is nominative – we work with you on the nomination package, you will be interviewed by your prospective boss, and then we work on your career timing to get you there. We can probably work graduate education into your timeline if that is one of your professional goals. If interested, please call your detailer. **We have multiple available aide billets, contact your detailer immediately if you are interested.**

**Lateral Transfers.** The next lateral transfer board is 30 August 2022. Lateral transfers are an accepted and standardized process and as such we fully expect to field questions and assist officers through this process. **I CANNOT SAY THIS ENOUGH – PLEASE LET US KNOW IF YOU INTEND TO APPLY FOR LATERAL TRANSFER!** There is no stigma or repercussions for telling us you are applying. We fully recognize that the Navy needs good officers, both in and out of the SWO community. Please be aware that if you intend to apply, we may recommend that you delay your slating to your 2DV or Shore tour. If you slate, and are subsequently selected for lateral transfer, the repercussions to other slating officers can be significant when having to rework a slate after the slating process is complete. Letting us know your intentions **before you enter your slating negotiation** is best for you, your shipmates, and the fleet.
Requests for lateral transfer out of the SWO community from O-3 officers who completed two division officer tours, are assigned to a shore command, and have PRDs exceeding 12 months from the board will be considered on a case-by-case basis. Shore parent commands endorsing a lateral transfer request should acknowledge that lateral transfer of an officer in advance of his/her PRD may result in a gap.

**Resignations.** Per NAVADMIN 273/17, all resignations and retirement requests have transitioned to NSIPS. This functionality allows members to initiate requests electronically via NSIPS self-service, route them through their chain of command for review and recommendation, and then electronically route the request to Navy Personnel Command for a decision. This improvement provides transparency for our service members on the status of their requests, an integrated waiver process when needed, and electronic notification of the final disposition of requests for both the member and the command. Resignations must be submitted at a minimum of nine months prior to resignation date and no greater than one year from resignation date. If you or your Command are having trouble with this new functionality, please contact your detailer and resignations.fct@navy.mil.

**Sea Coordinator Updates:**

Greetings from the JO Sea Coordinator Desk! I am LCDR Erik “KJ” Kaijankoski and I am your new JO Sea Coordinator. Please reach out if you have any questions or concerns – the entire team is here to help you wherever you are in your first two DIVO tours.

**1DV/2DV Tour Timing – the “DIVO Imbalance”**

When the surface force shifted from a 24/24 Division Officer sequencing plan to the 30/18 sequencing plan, we changed the balance between 1DV officers ready to slate for their 2DV tour (1DV rollers) and the number of 2DV officers ready to slate for their post-DIVO shore tour (2DV demand signal). Additionally, we shifted LCS billets to only 2DV billets. The 2DV demand signal grew to a size larger than the 1DV roller inventory. When we put this policy into place, we paused slating of officers to their 2DV tour for a period of six months (the time required to cover between the 24 month tour and the 30 month tour). This created a “backlog” of billets which would have normally had a relief assigned; but with the additional “water under the keel” time and numbers of 2DV billets, we are relieving those 2DV incumbents up to three months late. This is starting to improve with new career flexibility options and the change to send New Accessions back to LCS platforms.

We updated the career flexibility to allow Officers who qualify SWO early to roll to their 2DV tour early. There are two early DIVO tour length options: 24/18 and 27/18.

An officer who qualifies SWO by 18 months of sea duty may elect to execute a 24 month first tour assuming the following requirements are met:

1. SWO designation letter earned by 18 month mark.
2. Accrue 25% more qualified underway OOD hours than the respective YG average as recorded in TORIS (100 qualified underway OOD hours by the 18 month mark).
3. CO endorsement of the revised timeline is routed with the request.

An officer who qualifies SWO by 21 months of sea duty may elect to execute a 27 month first tour assuming the following requirements are met:

1. SWO designation letter earned by 21 month mark.
2. Accrue 25% more qualified underway OOD hours than the respective YG average as recorded in TORIS (160 qualified underway OOD hours by the 21 month mark).
3. CO endorsement of the revised timeline is routed with the request.
When do I contact my detailer?
Whenever you have a question. We are here to help. Don’t forget to send us your OOD and SWO letters when you earn them. **THERE IS NOT A “BAD” TIME TO CONTACT YOUR DETAILER!** The more information we have, the better we understand your desires and the better level of service we can provide!

When will I slate to my 2nd DIVO Tour?
You can expect to slate 7-9 months prior to your PRD. The specific schedule can be found on our website and on the next page of this newsletter. Please remember that a PRD is a Projected Rotation Date, not Promised Rotation Date. You will receive two regular slating opportunities based on your PRD and status of OOD qualification. If you do not qualify as OOD underway by your second regular slate opportunity, you will become a post-slater and slate once your SWO qualification is complete. The slating and post-slatting process is described in detail in our 1DV to 2DV slating video: https://www.youtube.com/watch?v=bNT3voqn4tU

**2nd DIVO Tour Slating.** When it comes time to slate officers for their second Division Officer tour the major driving factor in slate rank is how an officer’s Trait Average compares to their CO’s RSCA on their best at sea FITREP. EOOW and TAO qualifications provide bonus points. Generally, EOOW is the greatest determining factor that moves an officer up the merit ordered list for slating. Commanding Officers – if you have special circumstances regarding the slating of your officers – please reach out and we will be happy to work with you, the inputs you provide are invaluable!

**SWO Qualification.** You must have your SWO qualification prior to executing your orders to your second Division Officer tour. Unless we are told otherwise, we expect that if you are able to qualify OOD underway, then you are on track to qualify SWO prior to detaching from your command.

We consider your transfer window to be within +/- three months of your PRD. Due to required training and relief timing, your orders may have you detaching as early as three months prior to your PRD, which could shorten your overall SWO and EOOW qualification timeline. Plan accordingly and drive towards those qualifications!!

*** If you do not complete your SWO qualification prior to the Estimated Detach Date (EDD) listed in your orders, you may lose your orders to that slated billet. ***

**Post Slating.** If you have missed your two regular slating opportunities due to OOD underway non-qualification, once you earn your SWO pin you will post slate. Notify your Detailer upon qualification and provide them your job preferences. We will then slate you on an individual basis taking into account your preferences and the earliest available billets. These billets are not better, worse, or different – they are just the earliest ones we have available that will allow us to get you through the required training track and arrive on time to relieve the incumbent. These billets are same quality as the billets on the regular slates, but fewer in number. The objective is to avoid any further delay in your second tour timing that could cause significant impacts to Department Head screening and your post Division Officer shore duty options.
Pierside Updates:
Greetings from the JO Shore Coordinator Desk! I am LCDR Brittany Kaluscak, I relieved LCDR Anna Hall as the JO Shore Coordinator.

FY-23 Talent Management Board. PERS-412 will conduct the Talent Management Board (TMB) in August 2022. Our Talent Management board announcement was released 13 Jun 2022 and provides the programs and billets available to officers with PRDs through October 2023. The programs and quotas in this year’s announcement are based on the FY-22 Strategic Education and Alignment (SEA) plan because the FY-23 SEA plan was delayed.

As a reminder, a signed Department Head Retention Bonus (DHRB) contract is NOT required to apply to the TMB, but officers will be required to provide a contract and be screened for Department Head (DH) when/if they accept a billet or nomination to a Talent Management program. If you are waiting for the results of the FY-23 Department Head board, you can still apply. If you are not selected for DH, we will remove your TM application and you will be contacted by your detailer regarding your revised slate timing. If you have any questions, please contact your detailer.

Slating. Ensure you are consistent when submitting slate inputs. If your top priority is homeport in San Diego, your top specific preferences should not be in Norfolk. If you are COLO, the geographic location you are requesting should match your spouse’s geo-location. If you are not consistent with your inputs, it makes it very difficult for us to correctly interpret your inputs.

When it comes time to slate for your post DIVO tour, just like your 2nd DIVO tour, the driving factor is your slate rank. Your rank is driven by the Trait Average compared to your CO’s RSCA and EOOW/TAO qualifications. EOOW and TAO have a larger impact on slate rank as the standard deviation of trait average compared to RSCA tends to be small. We consistently have personnel in the bottom third of the slate that are above RSCA. Bottom-line: Get your EOOW and TAO if you have the ability to do so.

If you are slated to a sea coded billet following your DIVO tours, we will write those orders for 18 months. Personnel who fill these sea coded billets are given priority during their next slating process. While you won’t be guaranteed your top choice, the detailer will work with you to get your top billet type or geographic location.
Executive Detailing
Under our executive detailing policy, DHRB signers select the billet they want from the advertised slate ahead of non-DHRB signers in the formal slating process - an opportunity for the PERS-41 team to commit to the officers who have already committed to the community!

The executive detailing process runs similarly to a regular slate process. You must be qualified for the billet requested (e.g. TS Clearance, AQDs, etc.), signing DHRB does not overrule inherent billet requirements. Second, if more than one contract signer wants the same billet, we will resort to an abbreviated slating process for the tie breaker. To date, we have not had any significant conflicts amongst the DHRB signers and the experience has been very positive for the slating officers. Please keep in mind that the billets offered will be tied to the officer’s PRD and corresponding slate window. In other words, we will not pull billets a year out to support DHRB signer’s early requests. It’s never too early to reach out to your detailer and talk about what interests you. Your final billet assignment will be refined during your slating window.

Nominative Billets
For officers with sustained superior performance at sea, nominative billets are very rewarding shore tours with executive detailing options. If you are interested in travel opportunities and exposure to strategic/operational levels of thinking and coordination that will enhance your professional profile, apply for a nominative job today! Your detailer will collate your nomination package and review the interview process with you. Whether you are nominated and selected or nominated only, your detailer will work with you one on one to find the perfect billet that optimizes talent to task. For officers selected for nominative billets, NPS or War College are popular follow-on assignments, but there are plenty of options that will support your career timing prior to starting Department Head school.

1st Tour Department Heads:
Greetings from Millington! I’m LCDR Cory Zebian and I’m your 1DH Detailer. If you’ve screened for DH and are on the fence about signing DHRB, please reach out to me so we can talk through your timing, slating options, and any questions you or your family have before you make a final decision. If you’ve signed DHRB, I have DH class assignments for YG15, YG16, YG17, and YG18. I will be sending out confirmation emails for all officers with a DHC assignment to confirm your PRD and your class timing. If you are not sure when you are slated for DHC, please reach out to me. I would like to take the opportunity to answer some common questions about Department Head timing, discuss the FY-23 Department Head Screening Board, and address some of the exciting career changes that we are implementing across the surface fleet, specific to Department Heads.

I am interested in becoming a DH, what can I expect?
First, you can expect an amazing experience that will challenge and develop you like no other job you’ve ever had. You will command a Department and have the opportunity to positively impact the personal and professional lives of officers and Sailors onboard your ship. Serving your nation as a DH in the most powerful Navy is not easy, but nothing great comes from avoiding challenges or staying in your comfort zone. The relationships that you will build will be life changing and the things you will learn about processes and yourself will be empowering and incredibly rewarding.

Second, you can expect to be well prepared and thoroughly trained for this important job. During your post DIVO tour, you will be assigned a DH class and send in preferences for your first DH slate (you will know your first DH tour billet approximately three months before commencing DH school). You will attend six months of DH training at SWSC, instructed by the top SWOs and civilians we have in the Navy, followed by 3-9 months of tactical training depending on your billet and platform.
About halfway through DH School, I will visit your DHC in person for three full days and provide the following:

- Community Brief to get you up to speed with all that has changed in the fleet
- FITREP Brief to discuss how to increase opportunities to select for milestones (DH, Early CMD, CDR CMD) and promotion (O4, O5) for you and your DIVOs
- Inside look on how Selection Boards operate
- Advanced copy of your post DH school tactical training track and answer all questions on TAD time, entitlements, etc.
- 1 on 1 meeting to review your Performance Summary Report (PSR) and provide an honest assessment of your record
- Valuable lessons learned with recommendations for success
- Plenty of time to individually answer any other DH or career related questions

Third, you can receive a bonus of up to $105,000 for completing three years as a DH…if you are interested in a monetary incentive.

Updates to PERS-412 Department Head Website since our last newsletter.

- Upcoming Department Head Class Slate Timelines, updated through YG 19 classes
- FY-23 DH Board Announcement Message
- FY-23 DH Board FAQs
- FY-23 DH Board Example Letter to the Board
- FY-23 DH Board Example Special Additional Look Request
- FY-23 DH Board Example Delayed Look Request

FY-23 Surface Warfare Department Head Screen Board –Scheduled 08-13 AUG 22

The Surface Department Head Screening Board will convene on 08 Aug 2022. The timely submission of latest FITREPs and SWO qualifications are CRITICAL to your success at the board. Eligible and bank officers should review their records for completeness to ensure there are no FITREP gaps greater than 90 days, and that all awards and qualifications are correctly displayed in your OSR. If you cannot update your record in time for the board, you are encouraged to submit electronic Letters to the Board with the necessary documentation via BOL. The keys to an officer screening for Department Head are completion of a SWO qualification, consistent FITREP Block 40 DH Afloat recommendations, and superior performance documented in individual trait averages (relative to RSCA). The correspondence due date is **2359 CST 29 July 2022**. Contact SWO_DH@navy.mil if you have any questions.

Amplifying information on how to review your record has been e-mailed out to all those eligible for screening this year (YG19, YG18, and YG17). Record review training is posted on the PERS-41 Facebook page and at the PERS-41 DH webpage:


This year's board will review the records of YG 19 (1st look) officers, YG 18 (2nd look), and YG 17 (3rd and final look) plus those bank officers previously screened who have not yet begun the Department Head training pipeline. All officers, screened or not, must keep the DH AFLOAT recommendation in Block 40 until they report onboard their ship as a DH. Removal of this recommendation puts you at jeopardy of being de-screened, unless you are recommended for the next future afloat milestone (i.e. CDR CMD AFLOAT, EARLY CMD).
All officers (1160 and 111X) will be considered for DH by the DH Screen Board. Eligible officers are responsible for ensuring their record is up to date. If your OSR is still reflecting you as an 1160 but you already earned your SWO pin, it may be because you have not submitted your SWO designation letter to your JO detailer for it to be permanently entered into your record. Officers may petition the board for special action.

A special additional look can be requested when it can be demonstrated that an officer's record was unfairly considered during the normal selection process, or when justified by exceptional circumstance. All special additional look petitions must be submitted to JO detailers, addressed to the board president via PERS-41 NLT 29 JULY 2022 and the board will determine final adjudication.

A delayed look request is 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 DIVO FITREPs. All delayed look petitions must be submitted to JO detailers, addressed to PERS-41, NLT 29 JULY 2022. PERS-41 will determine final adjudication.

Officers who intend on requesting a delayed or special additional look should immediately contact their JO detailer for additional information. Example petitions and answers to FAQs can be found on the PERS-41 webpage:

Officers not screened for DH after their third and final look will be considered for separation or redesignation through the Probationary Officer Continuation and Redesignation (POCR) Board.

The FY-22 DH board valued:
  a. OOD, SWO, and EOOW qualifications
  b. IND SUM AVG compared to RSCA (best indicator of superior performance at sea)
  c. Consistent DH AFLOAT recommendations in Block 40
  d. Soft Breakouts in Block 41
  e. Advanced qualifications and education

Detailers are only able to update non-Joint AQDs (OOD, SWO, EOOW, TAO) in your record. Guidance on how to update your OSR and PSR can be found on the PERS-41 DH webpage.

Stats from the FY-22 DH Board
1st Look (YG 18)  
  58% selection (468/805)
2nd Look (YG 17) 
  56% selection (123/220)
3rd Look (YG 16) 
  46% selection (27/59)
2nd Tour Department Heads:
Greetings from the 2DH and Early Command Detailer seat! I’m LCDR Dan Stayton, I encourage you to reach out with any questions about your 2DH tour or the Early Command Program.

To address any concerns on 2DH tour extensions, our YG 12 DH Bonus Takers (currently in the DH seats at sea) were 10% below our target. This means that inventory of available DHs is low, and in many cases this could result in an extensions in your 1DH or 2DH tour. Reach out early with questions or concerns. We anticipate these delays improving and officers being relieved at PRD by 2024 based on the YG 13 and YG 14 DH inventory and the new DH billet initiatives (SLT CHENGs and LHD/LHA TRAINOs becoming 1DH billets).

Not sure which DH Detailer to contact, please see below:

**1DH Detailer**
Email: swo_dh@navy.mil
Phone: 901-874-3890

Commence engagement: Officers that are executing their Post DIVO Shore Tour and signed DHRB.

Shift to 2DH Detailer or Nuke Detailer: Approximately nine months into your 1DH Tour unless serving as a SLT CHENG (receive 2DH slating preference email or fleet-up orders).

**2DH/Early Command Detailer**
Email: swo_dh@navy.mil
Phone: 901-874-3485

Commence engagement: Officers that are approximately nine months into their 1DH Tour. See 2DH Slating Schedule and Info Sheet on PERS-412 Department Head website for more information.

Shift to Post-DH LCDR Detailer: Approximately seven months prior to completion of 2DH Tour.

**DH Career Path Updates:**

**DH School Timing:** The 1DH Detailer will continue assigning DH classes for each DHRB signer based on their YG and projected first look for O-4. However, in an effort to maximize career opportunities, we are opening the aperture for officers to begin DH school as early as YCS 5 and as late as YCS 9, depending on the individual’s risk to their first look for O-4. There is risk to later DH school attendance but it may be mitigatable depending on your individual timing with delayed statutory (requested) and administrative looks, and clearly written letters to the board. Officers requesting to attend a DH class convening outside of their YG range will complete a detailed risk assessment and mitigation plan with the 1DH detailer. That will then be briefed to the PERS-41 Director prior to an officer shifting to an earlier or later DH class. Reminder, DH class shifts within your YG range are still dependent on quota availabilities at SWSC.

Once an officer signs DHRB, they get assigned to one of the five designated future DHC convenings for their YG. If an officer desires to start a DH tour immediately following their DV tours, or to start later than their YG, they have the option of contacting their JO Detailer and the 1DH Detailer to talk through individual impact and get reassigned to a different DH class following that discussion.

While we will attempt to be as flexible as possible with each individual case, PERS-41 will not permit an officer to delay their DH tour to the point of jeopardizing their in-zone look for O-4. If you have specific questions, please contact the 1DH detailer. This policy change increases timing options for family planning, graduate education, and other career enhancing opportunities.
Selective Fleet-Up. The option for COs to select the officer they'd like to fleet-up to 2DH billet is open to CGs, DDGs, LHA/LHDs, LPDs, and LSDs. Commands must submit a written request to PERS-41 for any fleet-up prior to slating. Without the paperwork, we will assume that WEPS will fleet-up to CSO and we will write orders accordingly.

Single Longer Tour Chief Engineer (SLT ENG). All ENG billets are transitioning to the SLT model (36 month tour length). In conjunction with this change, FLT I/II DDG ENG billets will no longer be eligible for spot promote. All ENG billets on CG/DDG/DDG 1000/LCS/LPD will be filled by a 1DH officer serving a 36 month tour. There will be a handful of billets that delay the implementation of this to ensure an equal distribution of ENG billets across year groups and DH classes. We have implemented SLT ENG in roughly half of the billets across the fleet, and the change has been met with overwhelming positive feedback. Our goal is to have a SLT ENG either in the seat or slated for every ENG billet by September 2023.

All SLT ENGs will remain with the 1DH Detailer throughout their tour and will coordinate scheduling their command qualification exam nominally around the middle of their tour, ensuring timing is optimal for the ship schedule and officer. CA will be accomplished via TAD orders from the ship, funded via TADTAR. The TADTAR can be reimbursed by TYCOM using an augment request.

LSD and MCM ENG billets will continue to be filled by the LDO community, and are not impacted by this change. This policy change maximizes the fleet’s return on investment from the CHENG training pipeline, eliminates the need to re-train an officer on a new platform between DH tours, and provides DH leadership continuity, increases hard breakout opportunities, and increases geographic stability for the officer.

LHD/LHA TRAINO. In order to create additional breakout opportunities for 1DH Officers onboard LHD/LHA, we are transition the Training Officer billet to a 1DH Officer. All currently serving LHD/A TRAINOS will be relieved by a 1DH officer. This change will allow us to maintain balanced demand between 1DH/2DH billets, provides peer breakout opportunities at both the 1DH and 2DH level, and increases the fleet’s utilization of AMW WTIs. 1st Tour TRAINOs are excellent fleet up candidates to PTO or NAV, they can also elect to slate to a different 2DH tour.

Early Command. The next Early Command Board will occur with the Department Head Board the week of 08 August. If you are interested, please contact LCDR Dan Stayton at: swo_dh@navy.mil.

For those in their DH or Post-DH tours – Command is challenging and rewarding! You may apply immediately after receiving your first 1DH FITREP, and if selected, may forego the 2DH tour to commence Command Pipeline. With more than 40% of all Post-DH tours being afloat, why wouldn’t you want to go back to sea as the Captain? With all early command opportunities forward deployed, you can expect a challenging and rewarding tour leading America’s Sailors while making a difference daily by maintaining presence and building critical relationships with regional partners.

Applicable Reference:
CNSFINST 1412.7 SWO Career Manual, Chapter 5
Greetings from PERS-413 – Surface Placement!

Our team has had some turnover over the last few months so please welcome our newest member.

LCDR Pia Chapman has taken over as the DESRON, LCS, PC/MCM, and Expeditionary Placement Officer. Her contact information can be found below. She’s finished an extremely successful tour at CNSP and is quickly getting up to speed.

I recommend you keep in contact with your Placement Officer every 1-2 months to synch on your Wardroom’s manning.

What follows below is a discussion of some of the recurring questions we field from the fleet regarding Wardroom manning, sequencing, and pipeline training. It is by no means exhaustive, but will assist in focusing specific discussions about your concerns.

Gaps and Unplanned losses
We plan all rotations to have a contact relief and very rarely accept gapping afloat billets. Please note that contact relief does not always happen at PRD (discussed below). If you have a reason to gap a billet please discuss the situation with your Placement Officer. The general rule is that we will extend your incumbent Officer onboard until their relief arrives.

Unplanned losses occur when an Officer is removed from the ship early for a variety of reasons (e.g. LIMDU or DFC).

We work to fill unplanned losses quickly, but these are well inside our turning radius so you can expect a relief to take some time to arrive. Any intermediate support should be requested from your administrative chain of command while you wait for the permanent fill.

PRD Expectations
We work to sequence Officer reliefs at PRD, but due to a variety of factors this is not always possible. In particular, afloat 2DVs are seeing relief at PRD +2 and 2DHs are seeing relief at PRD +3.5 on average as of our most recent slate. Projected relief timelines have steadily improved and we expect that to continue back towards an average relief at PRD.

Officers should expect to be extended onboard until their relief arrives, but please note this is different from an Operational Hold. The OPHOLD process only applies for enlisted Sailors; Officer rotation timelines are handled by PERS-41.

DIVO Fleet-up
One of the greatest tools you can use to shape your Wardroom and have additional influence over Officer timing is through Division Officer Fleet-up. There is no limit on the number of fleet-ups you can have. The only constraint is that your Officer must fleet-up to a valid second tour DIVO job.

Communicating your desire to fleet-up an officer should happen early. Once we slate a relief to one of your second tour jobs the window to fleet-up to that job has closed.

You and your Placement Officer can closely manage the timeline for a fleet-up Officer to receive pipeline training. Coordinating early also provides opportunity for your fleet-up Officers to compete for and receive WTI training enroute where timelines support.
You should communicate your desire to fleet-up an Officer to your Placement Officer and to our DIVO Sea Coordinator (LCDR Eric Kaijankoski). Remember that the officer in question should be driving the fleet up process. They owe the fleet up paperwork with your endorsement to their detailer.

**Command Pipeline Training**
I encourage each of you to review the requirements for milestone pipeline training. Our team works hard to sequence this training as efficiently as possible. Due to numerous requirements these pipelines are long and can include significant friction (i.e. ACC 350 I-stops between courses). Because of this, we do not add extra, non-required training stops to any training pipeline. We also do not remove any requirements. Our Executive Placement Officer will work closely with each of you to inform you of the details of your training track and to work through any required modifications as course schedules change and re-slates occur periodically.

**Adjusting Training Tracks**
The bar for departing from required billet training is extremely high. Please review the Billet Specialty Training Instruction (COMNAVSURFORINST 1211.3) which details the requirements for training and any waiver questions.

**Ensign (1160) Pipeline Training**
The Billet Specialty Training Instruction (COMNAVSURFORINST 1211.3) details a list of eight courses, up to one of which can be added to your inbound 1160 training tracks. XOs should submit requests to their Placement Officer.

**Activity Manning Slate (AMSL) Periodicity**
Please anticipate receiving a new AMSL quarterly. There are not going to be many changes to make it a week-to-week or monthly requirement. If there is a special circumstance please work with your placement officer on those specific questions.

LCDR Jared Carlson  
PERS-413
Hello Mustangs!

As we roll into the busy summer months, we continue to have unpredictable budget for orders, including training enroute funding. The LDO/CWO detailing shop is working through every possible avenue in support of getting orders released to prevent any delays with screenings, household good movement, etc. We have releasing authority through October 2022, if you are expecting any training enroute, you will receive initial orders that will be funded for PCS, but will not include line of accounting for training. Your Detailer will modify your orders to include the school line of accounting once that funding is authorized. You should expect to receive this a month prior to your detach date.

I want to continue in reminding everyone how imperative it is to communicate early and often and keep us aware of any known challenges on your end, we’re here to help out in every way possible. From a detailing stand point, remain flexible as you start to negotiate your next billet and stay worldwide assignable, the community needs us to “be ready” when we’re called upon! Our billet requirements and manning demand signal changes very often based on various factors such as; LIMDUs, HUMs, EFM, and many other factors which we work through on case-by-case basis. In short, our community fluctuates much more than our URL counterparts due to the age and time in service our officers have to invest which makes our job here at the detailing desk more challenging. Therefore, be ready at all times and expect to always remain world-wide assignable to support the fleet. I sincerely appreciate your patience throughout this process and we look forward to working with each of you in your upcoming details.

**COVID-19 Update**

NAVADMIN 083/22 provides interim guidance regarding members requesting religious accommodations from COVID-19 vaccinations requirements. If this NAVADMIN affects you, please notify your detailer immediately. More information can be found at the below link:

https://www.mynavyhr.navy.mil/Portals/55/Messages/NAVADMIN/NAV2022/NAV22083.txt?ver=nrWEVeOH04FuCh6_8Wshxw%3d%3d

**Negotiating Window**

Surface and General Line LDO/CWOs negotiating window begins when you are twelve months from your projected rotation date. Please feel free to communicate your professional and personal desires to your Detailer at any time so they can have an idea of what you prefer. However, your Detailer cannot negotiate or lock you into an assignment outside of your window because that would not be fair to the other 3,000+ officers or the officers who are actually in their window. This keeps the process fair across the board.
Statutory and Administrative Boards

Promotion Boards

Congratulations to all FY-23 Captain and Commander Selects! This is a significant achievement and milestone in their Naval career! Well done to the following individuals:

Brad A. Bauer CAPT(SEL) 6410
Zeverick L. Butts CAPT(SEL) 6110
John A. Courtial CAPT(SEL) 6490
Shaun W. Fischer CAPT(SEL) 6180
Keith B. Foster CAPT(SEL) 6130
Roderick V. Little CAPT(SEL) 6110

Alden Y. Argante CDR(SEL) 6130
Stephen D. Brown CDR(SEL) 6110
Mario E. Canas CDR(SEL) 6410
Frankie S. Colvin CDR(SEL) 6490
Christopher M. Johnson CDR(SEL) 6410
Willie J. Jordan CDR(SEL) 6410
Jason Gonzalez CDR(SEL) 6100
Marco M. Guidi CDR(SEL) 6180
Jason W. Holmes CDR(SEL) 6130
Alexander N. Lamis CDR(SEL) 6490
Frederick W. Masten, Jr. CDR(SEL) 6490
Laveda C. McDaniel CDR(SEL) 6410
Rafael M. Villarreal CDR(SEL) 6410
Jason M. Setliff CDR(SEL) 6110

Department Head Screening

The Department Head screening administrative board will convene on 08-12 August 2022. If you are expected to be eligible for this year’s board, please review your record and have any correspondence into the board NLT 1 August 2022. Contact your Detailer when in doubt.

Commander Command and Major Command Screening

Those who were selected to O6 will screen for Major Command in 31 October-05 November 2022; and those who were selected for O5 will screen for Commander Command 01-09 December 2022. If you have not yet completed your Command Ashore qualification, you should have it completed by 15 October 2022.

FY23 General Board Information

Active Duty Officer Promotion Boards Information
https://www.mynavyhr.navy.mil/Career-Management/Boards/Active-Duty-Officer/
Projected Rotation Dates

For those who are serving on shore duty, Detailers, at times, will adjust PRDs from 36 months to 24 months. This enables equitable opportunity for milestone assignments and balanced sea/shore rotations across the entire Surface/General Line LDO/CWO community. If your PRD is adjusted, your Detailer will make contact. Please also verify your PRD with your local administrative office prior to reaching out to the Detailing Team!

Due to our unique positions and experience at each command, there are times when a relief’s PRD doesn’t exactly line-up with incumbent. In the event you’re stationed on a ship or at a critical shore duty billet, you could be extended on station at the current command awaiting your relief to provide a face-to-face turnover. In the event this happens, our detailing team will make contact and go over the process and challenges that apply to each particular case.

LDO/CWO Detailers

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As always, I encourage you to share this newsletter with your fellow Mustangs. Keep the press on and continue delivering world class service to the Fleet. I sincerely appreciate all you are doing at the tip of the spear!

CAPT Cassius Farrell
Branch Head, Surface LDO/CWO Assignments
Greetings from the TAR SWO Detailers!

-- Congratulations to our Spring FY-22 TAR SWO selects!
LTJG Ian Collins       LT Joshua Neeper
LT Jameila Grant       LCDR Tara Payne
LCDR Andrew Hetzner    LCDR Elizabeth Race
LCDR Joseph McElroy    LCDR Jeremiah Slack
LT Christopher Morin   LTJG Hannah Snyder

-- Interested in applying for TAR?
The TAR Lateral Transfer/Redesignation board is held twice a year (Spring and Fall). The TAR SWO career path closely mirrors active duty, with the key distinction being shore duty. TAR shore duty billets focus heavily on reserve management. More information can be found on the TAR NPC website: https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Officer/Reserve-OCM/Full-Time-Support/FTS-Redesignation/

-- Congratulations to the TAR SWOs slated for NRC Command!
NRC Command is a dynamic and exciting opportunity to command ashore for our top performing officers.

CDR Anthony Strother – NRC Raleigh NC       LCDR Scott Sackreiter – NRC Long Island
CDR Gregory Descovich – NRC Sacramento    LCDR Erica Reid-Dixon – NRC Green Bay WI
LCDR Casey Travis – NRC Memphis             LCDR Jonathan Grant – NRC Columbia SC
LCDR Matthew Lopez – NRC Puerto Rico       LCDR Jesse Hermsen – NRC Plainville CT
LCDR Michelle Melvin – NRC Rochester NY

-- Congratulations to the TAR SWOs that were selected for promotion!

RDML
CAPT Luke Frost

CAPT
CDR Arlen Rose
CDR John Loomis
CDR Chris Wear (1137)
CDR Aleksei Raszadin (1147)

Your Detailers:
O5 and above CAPT Tyrone “Ty” Bush       tyrone.bush4.mil@us.navy.mil
O4 and below LCDR Casey Travis            casey.j.travis2.mil@us.navy.mil
Team! In the last 6 months we’ve had three POCR boards, two officer candidate school boards, the spring lateral transfer board, the law education program board, a permanent military professor board, and a TAR (former FTS) board! Here’s a good recap and best practices as we roll into the fall board season. As always, if you have any questions, please shoot me an email: william.a.fensterer.mil@us.navy.mil or call: 901-874-3173

**Probationary Officer Continuation & Redesignation (POCR) Board:** These boards occur every other month and allow officers who fail to qualify SWO, fail to screen DH, de-screen SWO or DH, or are medically disqualified to continue as a SWO to compete to either join another Navy community or separate to the individual ready reserve. Regardless of your commissioning source, all officers incur a minimum service requirement based on education and training costs to enter the fleet. As Manning projections reduce over the next few years, it’s more important than ever to make yourself competitive for selection to avoid recoupment of expenses paid and separation. Once you are notified by the POCR team of your assigned board date, you’re required to submit a package with your top 5 preferences. You have a stronger chance of selection if you reach out to the gaining community manager and maintain contact through the board. It’s also highly recommended to get letters of recommendation from leaders within the gaining community and, if possible from a ship’s schedule perspective, get a no-cost TAD assignment to a gaining community command in the local area.

**Officer Candidate School (OCS) Board:** These boards occur four times a year (Aug, Nov, Feb, Apr) with the OCS program authorization (PA 100) found at the following website under “SWO references”:

We select 400+ candidates each year with several times that applying. It’s a competitive board process. Couple things to note: 1) you can’t apply if you’re within 3 months of transfer so we don’t inadvertently gap a future command, 2) the PA lays out minimum requirements and typical scores for historic selections (read it and strengthen your record if you’re below limits), and 3) there’s a new program in the fleet called the in-service procurement pilot program (ISPP). If you have an enlisted Sailor with a bachelor’s degree, 6 months’ time in service, meets all the requirements of PA 100 without needing a waiver, and you believe they would make a great officer please read NAVADMIN 003/22.

**August Lateral Transfer Board:** I continue to receive a ton of questions about lateral transfer. Please share this with your Wardroom!!! It’s the same info from the last newsletter, but we’ve modified the PRD requirement for officers who have completed both afloat division officer tours and are currently ashore. If you’re looking for a place to start, please read MILPERSMAN article 1212-010 and visit the below website for application details, the letter of instruction, and program references.
https://www.mynavyhr.navy.mil/Career-Management/Boards/Administrative/Transfer-Redesignation/

I take the overall health of your specific year group into account to calculate if we’re on glideslope to meet future SWO requirements. It’s a combination of uncommitted officers, # of DH contracts required, # of applicants, and if we’re projecting gapped billets by year group and rank. For perspective, YG15-18 are below contract goals and LCDRs and CDRs are a prized commodity right now. Lots of folks ask how many out quotas will there be and the truth is I won’t know until right before the board due to fluctuations in all the above categories. The out quotas aren’t assigned to individual officers or gaining communities either, they’re assigned to specific year groups. If you’re still interested verify your eligibility and apply. If you’re selected, expect to start your new community’s pipeline as soon as a SWO turnover is complete.
YOU MUST MEET ALL of the following to be eligible for release from SWO: SWO pin, 2 years of commissioned service, not under contract (no DHRB, nukes need to clear with nukes), less than 12 months to PRD when the board convenes (Aug 2023 and in), and not slated or under orders to a follow on assignment (I won’t gap a future command for someone trying to leave SWO). For Divos who completed both afloat tours, are now ashore with a PRD beyond 12 months, and desire to laterally transfer, submit a waiver request as enclosure (1) of your package, have your CO endorse the package and waiver on the same cover page, and include a line stating the command acknowledges that if you are selected and detach before PRD the command accepts a potential billet gap.

You have a stronger chance of selection if you reach out to the gaining community manager and maintain contact through the board. It’s also highly recommended to get letters of recommendation from leaders within the gaining community and tailor your package to whatever the gaining community manager tells you. Once you’re released from SWO, selection is limited by the number of out quotas and the gaining community’s priority in the selection list. Your goal is to be the #1 package they see.

Year group out quotas and selection order vary from board to board based on the latest community health projections, but to get a feel for historic trends go to the lateral transfer webpage, click on current status in the left margin, and you’ll see the results from the previous five boards.

**Law Education Program (LEP) Board:** COMMANDING OFFICERS PLEASE READ THIS! This board meets once a year in January. Unlike the other OCM related boards that have OCM and PERS-41 inputs, LEP falls under a SECNAV instruction and there is no filter to applicants. If they apply and YOU endorse their package they will compete at the board. If selected they WILL report to law school by Sep of the selection year. We ran into a number of cases in January where the relief timeline was super difficult to near impossible. Take a close look at your operational schedule before endorsing the package. We don’t gap Navigators or DCAs and due to the extensive training track it causes a ton of churn if we have to divert to fill or shift to an alternate selection. The SECNAVINST is going into revision, but until it’s updated, you are the only filter on candidates. If you have any questions, please reach out to the detailers before signing off on the package so we can work COAs in advance.

**Permanent Military Professor (PMP) and Training and Administration of the Reserves (TAR) Boards:** Both meet twice a year: PMP – May / Oct, TAR – Apr / Nov. For more information visit:
PMP: [https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Officer/Active-OCM/Learn-To-Teach/](https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Officer/Active-OCM/Learn-To-Teach/)

**SWO Senior Officer Retention Bonus (SORB):** Yes, it is active and you can apply if you meet the eligibility criteria. The biggest thing to know is no late applications are being accepted so if you miss the cutoff at YCS19 you’re ineligible for the bonus. The second most frequently asked question is: what’s the status of YG02 & 03 ETPs? If this applies to you, your ETP is still routing. Due to the length of the chop chain, in a parallel effort I’ve requested delegation authority to approve ETPs at my level. First one signed wins. Your commitment is based off the ETP request date so if you’re concerned about payback timing, you’re already in run. For bonus specifics, visit the following website or email me or Mrs. Lucille Jones (lucille.jones41.civ@us.navy.mil).

CDR Wil Fensterer
SWO Community Manager
## PERS-41 Contact Information

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<tr>
<th>Code</th>
<th>Position</th>
<th>Name</th>
<th>Email</th>
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