



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

1401
BUPERS-00B/
07 Dec 23

From: Deputy Chief of Naval Personnel
To: President, FY-25 Surface Commander Command Screen Board

Subj: ORDER CONVENING THE FY-25 SURFACE COMMANDER COMMAND
SCREEN BOARD

Ref: (a) DCNP ltr 1401 BUPERS-00B of 03 Oct 23
(b) COMNAVSURFPAC/COMNAVSURFLANTINST 1412.3A
(c) COMNAVSURFPAC/COMNAVSURFLANTINST 1412.2C

Encl: (1) Board Membership
(2) Administrative Support Staff

1. Date and Location

- a. This administrative selection board, consisting of you as president, the officers listed in enclosure (1) as members, and the personnel listed in enclosure (2) as administrative support staff, is ordered to convene at Navy Personnel Command, Millington, TN, at 0745, 11 December 2023, or as soon as practicable thereafter.
- b. The board shall proceed in accordance with all guidance in this letter and the FY-25 Administrative Selection Board Precept, reference (a).

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

- a. Review the performance of previously selected officers in the Surface Limited Duty Officer (LDO) (611X, 612X, 613X, 616X, 618X, 641X, and 649X) Commander Command bank and recommend for removal, if warranted.
- b. Recommend officers in the Surface LDO community (611X, 612X, 613X, 616X, 618X, 641X, and 649X), Promotion Year Groups (PYG) PYG-23 and PYG-22 for Commander Command Ashore.
- c. Adjudicate officers in the Surface Warfare (111X) community who have petitioned the board, in writing, for a special additional look. A special additional look will be made available upon petition when the constituent can reasonably demonstrate that he/she was somehow disadvantaged, or that his/her record was unfairly considered during the normal administrative screening process, or due to exceptional circumstances. Such petition is made in writing to the selection board president, via Commander, Navy Personnel Command (COMNAVPERSCOM) (PERS-41), who will attach an endorsement recommending inclusion or exclusion of the petitioner's record for an additional look. Officers approved for an additional look by a majority of the board members will then be considered with those officers receiving regular consideration. Special additional look selectees will count against the second look (YCS-13) selection target for those not previously screened for an Executive Officer (XO) or Commanding Officer (CO)

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those not previously screened for an Executive Officer (XO) or Commanding Officer (CO) milestone or against the third look (YCS-15 or senior if previously delayed) selection target for those previously screened for an XO milestone. A majority vote of members will determine final adjudication.

d. Adjudicate officers in the Surface Warfare (111X) community who have petitioned the board, in writing, for any other special requests. Such petition is made in writing to the selection board president, via COMNAVPERSCOM (PERS-41), who will attach an endorsement recommending approval or denial of the petitioner's request. A majority vote of members will determine final adjudication.

e. Review the performance of previously selected officers in the Surface Warfare Officer (SWO) (111X) Commander Command bank and recommend for removal, if warranted.

f. Review the performance of previously selected officers in the SWO (111X) XO bank and recommend for removal, if warranted.

g. Recommend officers in the Surface Warfare (111X) community, who as of the convening date of the board have twelve Years of Commissioned Service (YCS), for Commander Command Afloat.

h. Recommend officers in the Surface Warfare (111X) community, who as of the convening date of the board have thirteen YCS, for Commander Command Afloat.

i. Recommend officers in the Surface Warfare (111X) community, who as of the convening date of the board have thirteen YCS, for Executive Officer Afloat.

j. Apportion officers recommended for Executive Officer Afloat to one of the following lists:

(1) Executive Officer Afloat

(2) Executive Officer Afloat* – Officers selected XO Afloat * will attend the XO Afloat Billet Specialty Training (BST).

k. Recommend officers in the Surface Warfare (111X) community, who as of the convening date of the board have thirteen YCS, for Executive Officer-Special Mission (XO-SM).

l. Recommend previously board screened officers in the Surface Warfare (111X) community who are serving in or who have previously served as Executive Officer Afloat, Executive Officer Afloat* or Executive Officer-Special Mission, for Commander Command Afloat.

m. Recommend previously board screened officers in the Surface Warfare (111X) community who are serving in or who have previously served as Executive Officer Afloat, Executive Officer Afloat* or Executive Officer-Special Mission, for Commander Command-Special Mission (CO-SM).

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n. Recommend Reserve Corps (1115) and Training and Administration of the Reserves (TAR) officers for Maritime Expeditionary Security Squadron (MSRON) command.

o. Identify SWOs (111X) selected for Commander Command as Surface Acquisition Professional Candidates (SWO AP).

3. **Board Authorized Selections.** The total number of candidates that may be recommended in each competitive category is listed below:

a. LDO Commander Command

(1) Eligibility. Each Surface LDO selected for promotion to commander will receive two looks for command provided they have completed the LDO Command Qualification in accordance with reference (b). For this board, LDOs selected for promotion to commander in FY-23 will receive their first look and LDOs promoted to Commander in FY-22 will receive their second look.

(2) FY-25 LDO Selection Goals. LDOs should be selected based on “best and fully” qualified. Selection of LDOs to Commander Command does not guarantee they will serve in a command billet. LDO bank officers provide PERS-41 a reserve of screened, qualified officers to fill surface command billets. The FY-25 selection goals are those who are best and fully qualified without limits or goals based on designators. There are no minimum selection requirements. Additionally, LDOs selected do not count against 111X year group goals.

b. Surface Warfare (111X) Commander Command

(1) Eligibility. Each SWO (111X) eligible for Commander Command will receive two looks for command provided they have completed the Surface Command Qualification in accordance with reference (c). An officer will be eligible for their first look at the first board which convenes after they have completed 12-YCS. The second look for command occurs the year immediately following the first look (13-YCS), and the third look, when eligible, occurs two years after the second look (15-YCS or later if operating with an approved delayed look).

For this board, eligible officers who as of the convening date of the board have 12-YCS will receive their first look, eligible officers who as of the convening date of the board have 13-YCS will receive their second look, and eligible officers who are 15-YCS (or later if operating with an approved delayed look), who previously screened for a XO milestone will receive their third and final look. Officers who did not screen for command on either their first or second look, but did select for an XO milestone (XO Afloat, XO Afloat* or XO-SM) on their second look, will be eligible for a third look for Commander Command Afloat or CO-SM two years after their second look, provided they have completed the Surface Command Qualification in accordance with reference (c). An officer who has not completed the shiphandling portion of the Maritime Skills Assessment (MSA), but has completed all other portions of the MSA (tactical assessment, examination, PDI 360) and the command oral board, will be eligible for CO-SM. Requirements will be validated by PERS-41.

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(2) FY-25 111X Selection Goals. No minimum number of selectees is required.

<u>PYG/YCS</u>	<u>LOOK</u>	<u>FY-25 TARGET</u>
YCS 12 CO Afloat	1 st	35
YCS 13 CO Afloat	2 nd	45
YCS 13 XO Afloat	2 nd	30
YCS 13 XO-Afloat*	2 nd	70
YCS 13 XO-SM	2 nd	10
YCS 15 CO Afloat	3 rd	10
YCS 15 CO-SM	3 rd	15
MSRON CO	3 rd	14
Total		229

c. Surface Warfare Acquisition Professional (SWO AP) Candidates

(1) Eligibility. This board will also approve SWOs screened for command that are suited for potential service in the Navy's SWO AP. Officers selected will have the opportunity to be detailed to acquisition assignments and/or acquisition education opportunities prior to their command tour or immediately after command, PYG and timing dependent.

(2) FY-25 SWO AP Selection Goals

<u>PYG</u>	<u>LOOK</u>	<u>FY-25 TARGET</u>
YCS 12/13	1 st / 2 nd	10

Officers meeting the best and fully qualified criteria and approved by the board will be designated for engagement by SWO AP leadership and encouraged to pursue a SWO AP career track.

4. **Additional Guidance**: The following 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).

a. LDO. The LDO career path and professional development differs greatly from the traditional SWO career path.

(1) The limited number of XO billets available to LDOs precludes XO assignment from being a milestone prerequisite and should in itself not be a disqualifier for command.

(2) Sustained superior performance at sea and ashore, especially in positions of significant responsibility and authority should be viewed favorably.

(3) Manpower, Personnel, Training, and Education (MPT&E) tours should be view favorably.

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(4) The LDO community has not historically required college or other advanced degrees. While a college degree is desirable, it is not a prerequisite for command and absence of a degree should not be a disqualifier.

b. Bank Review. To ensure that standards of performance are maintained, the records of officers previously selected for milestone screening, but not yet in their tour, have been reviewed three times by members of the PERS-41 team and an additional time by the assistant recorders. Those officers whose records, in the opinion of a majority of the board members, indicate significant decline in performance, or which contain material subsequent to the last board which casts doubt upon their qualifications to serve in a milestone billet, shall be reported to the Deputy Chief of Naval Personnel. This report shall include a recommendation regarding continuation on the Surface XO or Commander Command list, as appropriate. The purpose of this review is to ensure the continuing quality of officers selected for milestone screening.

c. Leadership. Assignment to command places an individual in our community's foremost position of authority and accountability. Consequently, special trust and confidence is placed in these officers. In being assigned to command positions, these officers will exert great influence and must demonstrate the commitment and courage to lead and mentor our future leaders. Therefore, as you strive to determine an officer's fitness for command, you should favorably consider those best and fully qualified officers whose previous performance clearly reflect the leadership core values we equate with our successful Commanding Officers.

d. Early Command. Some officers are assigned to a Lieutenant or Lieutenant Commander Command tour in lieu of, or in addition to, a second DH tour. As such, these officers may not have the opportunity to complete a full early command tour prior to their first look for Commander Command and should not be penalized for the absence of fitness reports. The Navy places special trust and confidence in these officers, and their assignment to early command and performance in command should be a factor for you to consider in determining which officers are best and fully qualified for selection to Commander Command.

e. Post-Department Head Carrier Strike Group, Destroyer and Amphibious Squadron Assignments. Assignments to Carrier Strike Group (CSG) and Destroyer or Amphibious Squadrons (CDS/CPR), traditionally filled by 2nd Tour DH, are now being filled by officers in post-DH tours. This is in response to a change in the Surface Warfare Officer career path in 2018 that required all DH tours to now be in ships. The Surface community values these at-sea operational assignments and is committed to sending high performing, top-tier talent to these billets. The benefits afforded the Navy and the breadth of additional operational experience gained by the officers in these assignments should be given special consideration in determining which officers are best and fully qualified for selection to Commander Command.

f. New Construction Assignment. Officers involved in new construction generally face the challenge of building a ship and forming a crew, usually from two distinct locations. The building and commissioning of a ship is a demanding assignment to which only quality officers are assigned. DHs of pre-commissioning units are usually functioning as such while still in the training pipeline and often before the CO has embarked on his or her training track. When

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considering officers assigned to new construction/commissioning crews against their peers in operational commands, balance the breadth and depth of the complete record, not simply the new construction/commissioning tour of duty.

g. Waterfront Training and Production Tours. The Surface Navy sends some of our best performing officers to waterfront training and production billets following their DH tours. These tours prepare our Sailors for sea duty and are highly valued by the community:

(1) Waterfront Training

(a) Afloat Training Group (ATG)

(b) Carrier Strike Groups 4 and 15

(c) Surface Combat Systems Training Command (SCSTC)

(2) Surface Warfare Schools Command (SWSC)

(3) Naval Surface Warfare Development Center (NSWDC) or an approved Warfare Tactics Instructor (WTI) Production Tour

Selection for and subsequent superior performance at waterfront training/production organizations should be a factor for you to consider in determining which officers are best and fully qualified.

h. Limited Competitive FITREP Opportunities. A number of DH billets preclude opportunities for an officer to receive a competitive FITREP due to billet base requirements, officer timing, or duties assigned. For example, spot promote billets (LSD and some DDG Chief Engineers); single, longer tours (Weapons/Combat System fleet-up, LSD Chief Engineers, Operations/Combat System fleet-up on LCS, DDG Chief Engineers); and Training and Admin of Reserves (TAR) Officers may lack opportunities to get hard breakouts against their peers. In these cases, careful consideration should be given to the officer's performance against the Reporting Senior's Cumulative Average, soft breakout language contained in block 41 of the FITREPs, and the billet responsibilities and recommendations for future service.

i. War College Assignments. Traditionally, those officers who have not yet screened for Commander Command and desire assignment to a billet which would enhance their record would be assigned to sea duty, a community job, or a large staff in order to earn a breakout competitive FITREP. However, War College assignments are considered extremely high priority and all assigned quotas must be filled. As a result, the board should not negatively view an officer's assignment to a War College.

j. Evaluate the Officer based on their performance, not necessarily the assignment. Officers should be considered based upon the quality of their performance at the commands to which they were assigned. In many cases, quality officers were detailed into jobs out of the mainstream because of the needs of the Navy. Similarly, because of the operational cycles of ships and

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staffs, and the different types of each, some officers may not have had the deployment experience of other officers at a particular point in their career. Across an officer's career, this should balance out. Although performance in arduous sea duty and on deployments will highlight an officer's qualities, take care that officers who were denied such opportunities through no fault of their own receive due regard for their performance.

k. Nuclear-Trained SWOs. The Navy needs nuclear-trained Surface Warfare Officers (SWO(N)) with Commander Command experience to fill key leadership positions aboard nuclear-powered aircraft carriers. SWO(N) career paths vary from those of their non-nuclear SWO counterparts in that they serve in nuclear-related sea, shore, and training billets throughout their careers in addition to filling traditional SWO assignments. The quality of performance of SWO(N)s in all of their nuclear-related assignments, along with their specialized background and potential for assignment to more senior SWO and SWO(N) positions, should be given weight equal to that of conventional SWOs who have followed traditional career patterns.

In order to gain the necessary nuclear experience to serve as a Reactor Officer, SWO(N)s are required to complete a nuclear tour during their post-division officer shore tour or immediately following their CVN Principal Assistant tour. These officers serve in critical fleet readiness billets and should not be disadvantaged by an inability to serve in other valued at-sea SWO assignments.

The post-Principal Assistant tours are vital in supporting our CVN fleet and are highly valued by the community:

(1) Assessments

(a) Nuclear Propulsion Examining Board (NPEB) on Commander Fleet Forces (USFF) or Commander Pacific Fleet (CPF) staffs

(b) Mobile Training Team (MTT) on Commander Naval Air Forces Pacific (CNAP) or Atlantic (CNAL) staffs

(2) Fleet Support:

(a) Naval Reactors Headquarters (NRHQ)

(b) TYCOM Deputy ACOS (CNAP/CNAL)

(3) Personnel and Policy: PERS-41/PERS-42/N133

(4) Training: Naval Nuclear Power Training Command/Nuclear Power Training Unit (Prototype)

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1. TAR Officers. In screening TAR Officers (1117), it is important to remember that although their background and sea duty experience will be similar to their Regular Navy contemporaries, TAR Officers also serve in Reserve management billets, thereby often resulting in less total sea time.

m. Senior Service College. All Commander Command and XO-Afloat screened officers will also be considered as screened for in-residence graduate education at senior service colleges.

n. CO-Afloat Dual Screening to CO-SM. All XO/CO Fleet-up and CO-Afloat screened officers are also considered to be screened for CO-Special Mission, and are maintained in the CO-Afloat bank. CO-Special Mission officers are only screened for and maintained in the CO-SM bank.

5. The board need not select to the numbers provided. The authorized number to select should only be attained if there are a sufficient number of candidates determined fully qualified.

6. Official Navy Record Markup Program (ONRMP). The Official Navy Record Markup Program (ONRMP) will be utilized to “pre-markup” records with fitness report trend lines, individual trait averages above reporting senior’s cumulative average, rank changes, and tour lines. The board member assigned is responsible to ensure ONRMP’s accuracy during record reviews.



M. W. BAZE