



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

1401  
BUPERS-00B  
1 Nov 24

From: Deputy Chief of Naval Personnel  
To: President, FY-26 Surface Major Command Screen Board  
  
Subj: ORDER CONVENING THE FY-26 SURFACE MAJOR COMMAND SCREEN BOARD  
  
Ref: (a) DCNP ltr 1401 BUPERS-00B of 4 Oct 24  
(b) OPNAVINST 1412.14  
  
Encl: (1) Board Membership  
(2) Administrative Support Staff

**1. Date and Location**

a. This administrative selection board, consisting of you as president, the members listed in enclosure (1) as members, and the personnel listed in enclosure (2) as administrative support staff, is ordered to convene at the Navy Personnel Command, Millington, TN at 0730, 4 November 2024, or as soon as practicable thereafter.

b. The board shall proceed in accordance with all guidance in this letter and the FY-26 Administrative Selection Board Precept, reference (a).

c. The Surface community will screen their officers for command via formal administrative board, as directed in reference (b).

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

a. Select eligible officers in the Surface Warfare (111X) community for Major Command.

b. Select officers in the Explosive Ordnance Disposal (EOD) (114X) community for Major Command.

c. Select officers in the Limited Duty Officer (LDO) (61XX/641X/649X) community for Major Command.

d. Recommend 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 available upon petition when the constituent can show that he/she was somehow uniquely disadvantaged, that his/her record would be unfairly considered during the normal screening process, or when justified by exceptional circumstances. Petition is made in writing to the selection board president, via NAVPERSCOM (PERS-41), who will attach an endorsement recommending inclusion or exclusion of the petitioner's record for the current board.

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e. Adjudicate officers in the Surface Warfare (111X) community who have petitioned the board, in writing, for a delayed look. A delayed look will be available upon petition when the officer can show that he/she was somehow uniquely disadvantaged or that his/her record was unfairly considered during the normal administrative screening process. Such petitions must be made in writing to the selection board president via PERS-41. PERS-41 has the authority to approve delayed looks, but a denial of a delayed look will be adjudicated by the board. A majority vote of members will determine final adjudication.

f. Recommend officers in the Surface Warfare (111X) community who have petitioned the board, in writing, for an "Early Look."

(1) Officers, who have been selected for promotion to Captain by a statutory board, prior to their projected promotion year group, may submit a letter to the board requesting an "Early Look." Petition is made in writing to the selection board president, via NAVPERSCOM (PERS-41), who will attach an endorsement recommending inclusion or exclusion of the petitioner's record for the current board. Officers approved for an "Early Look" by majority of the board members will then be considered as a first look eligible with those officers receiving regular first look eligible consideration.

(2) Officers, who have not been selected for promotion to Captain by a statutory board and are one promotion year group junior to the first look eligible at the FY-26 Major Command Screen Board, may apply for a Major Command "Early Look" for personal situations which may be mitigated by early Major Command screening. Requesting officers must be complete with their CDR CMD tour by 1 October 2024 and have a competitive record.

g. Apportion officers recommended for Major Command to one of the following lists:

(1) Surface Major Command (AFLOAT)

(2) Surface Major Command (ASHORE)

(3) Acquisition Corps (AP)

(4) EOD

h. Screen the records of 111X and 114X Captains serving in Major Command as of 1 October 2024 and those who have served in Major Command who have not previously screened for Sequential Major Command, for potential assignment to Sequential Major Command.

i. Review the performance of previously selected officers who are not yet in Major Command as of 1 October and recommend for removal from the Major Command Bank, by majority vote of the board members, if applicable.

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3. **Board Authorized Selections and Apportionment.** Major Command selection and screening goals are derived from projected fill requirements and are allocated to provide equitable command opportunity to each promotion year group (PYG). The total number of candidates that may be recommended in each competitive category is listed below:

a. Surface Warfare (111X)

(1) Eligibility is based on two criteria: Previous screening for Commander Command by the Surface Commander Command administrative selection board and date of rank of Commander promotion. Training and Administration of the Reserve (TAR) officers who are not selected for retention by the TAR Captain Selective Retention Board will not be considered for Major Command.

(2) Board members will determine by vote which eligible records will be selected for Major Command. Screening goals are outlined below.

<u>Screening Goals - Major Command</u>				
<u>PYG</u>	<u>19</u>	<u>18</u>	<u>17</u>	<u>Total</u>
FY-26 GOALS	42	21	6	69

(3) All 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> look eligible records selected for Major Command will be assigned to the Major Command lists.

(4) All 1<sup>st</sup> and 2<sup>nd</sup> look eligibles not selected for Surface Major Command will have their records removed from further consideration until the FY-27 Surface Major Command Screen Board.

(5) All 3<sup>rd</sup> look eligibles not selected for Surface Major Command will have failed to select for Surface Major Command.

(6) If an officer is removed from the bank, an additional pick may be added to the 3<sup>rd</sup> look eligibles.

(7) All apportionment recommendations for both AFLOAT and ASHORE are considered TENTATIVE pending final TYCOM approval. Similarly, any apportionment shifts that arise during the subsequent slating process will be approved by the TYCOM.

(8) Training and Administration of the Reserve (TAR) Officers. The board may select TAR officers (1117) for assignment to Major Command if the eligible officer meets the standards for selection listed in reference (a). TAR officers will count against 111X year group goals in subparagraph 3(a)(2). TAR officers who were not retained by the TAR Captain Selection Retention Board will not be considered for Major Command.

(9) Competitive Category Eligibility. In addition to the tanks selecting 1<sup>st</sup>, 2<sup>nd</sup>, and 3<sup>rd</sup> Look eligibles, the FY-26 Surface Major Command Board will have separate tanks to select eligibles for Surface Major Command billets at Commander Task Force 64 (CTF 64), Recruiting

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Region Commodore, and Naval Beach Group Commodore. These billets should be filled by candidates who have specific and unique career experiences. Eligibility and selection goals for those competitive categories are listed below.

(a) CTF 64: Eligibility for the CTF 64 competitive category is based on these criteria: Previous screening for Commander Command by the Surface Commander Command administrative selection board, and either served in command of AEGIS Ashore or having the senior level BMD AQD (BM2) in their record. Eligible officers will be included in the CTF 64 competitive category even if selected in their normal year group tank. The board will select two officers in the CTF 64 competitive category.

<u>Selection Goals – CTF 64</u>				
<u>PYG</u>	<u>19</u>	<u>18</u>	<u>17</u>	<u>Total</u>
FY-26 Goals	*	*	*	2

\* No specific goal for each PYG.

(b) Recruiting Region Commodore: Eligibility for the Recruiting Region Commodore competitive category is based on these criteria: Previous screening for Commander Command by the Surface Commander Command administrative selection board, and having previously served as Navy Talent Acquisition Group (NTAG) Commanding Officer in O-5 command. Eligible officers will be included in the Recruiting Region Commodore tank even if selected in their normal year group tank. The board will select two officers in the Recruiting Region Commodore competitive category.

<u>Selection Goals – Recruiting Region Commodore</u>				
<u>PYG</u>	<u>19</u>	<u>18</u>	<u>17</u>	<u>Total</u>
FY-26 Goals	*	*	*	2

\* No specific goal for each PYG.

(c) Naval Beach Group Commodore: Eligibility for the Naval Beach Group ONE and TWO Commodore competitive category is based on these criteria: Previous screening for Commander Command by the Surface Commander Command administrative selection board, and having previously served as BMU or ACU Commanding Officer in O-5 command. Eligible officers will be included in the Naval Beach Group tank even if selected in their normal year group tank. The board will select two officers in the Naval Beach Group competitive category.

<u>Selection Goals – Naval Beach Group</u>				
<u>PYG</u>	<u>19</u>	<u>18</u>	<u>17</u>	<u>Total</u>
FY-26 Goals	*	*	*	2

\* No specific goal for each PYG.

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b. SWO AP. Officers selected for Major AP Command/Major Acquisition Program Manager by this board become eligible for consideration for slating by the NAVSEA/NAVWAR slating panels. SWO APs selected for AP Major Command/Major Acquisition Program Manager are not guaranteed Major Command assignment in the acquisition field. Eligibility is determined by administrative screening for commander command, date of rank of commander promotion, and by either submitting a request to NAVPERSCOM (PERS-41) for inclusion in the AP Major Command screening group or having been designated an Acquisition member at a previous AP selection board. Eligible officers designated as an Acquisition member at a previous AP selection board and request inclusion in the AP Major Command Screening group will not be considered for Major Command (AFLOAT) or (ASHORE).

<u>Selection Goals – SWO AP</u>				
<u>PYG</u>	<u>19</u>	<u>18</u>	<u>17</u>	<u>Total</u>
FY-26 Goals	*	*	*	*

\* No specific goals for each PYG nor overall.

c. EOD (114X): Eligibility is based on two criteria: previous screening for Commander Command by administrative selection board and selection for promotion to the rank of Captain. Officers previously considered will be eligible until selected or their three opportunities are exhausted.

<u>EOD Selection Goals (114X)</u>				
<u>PYG</u>	<u>25</u>	<u>24</u>	<u>23</u>	<u>Total</u>
FY-26 GOALS	*	*	*	6

\* No specific goal for each PYG.

d. LDO (61XX/641X/649X). LDOs will be considered for Major Command. Surface LDOs do not have funded Major Command requirements; therefore, officers selected will not count against the 111X or 114X year group goals.

(1) Eligibility is based on two criteria: Previous screening for Commander Command by administrative selection board and selection for promotion to the rank of Captain.

(2) There are no selection goals set for the following designators: 61XX/641X/649X for each PYG nor overall.

e. Surface Warfare Sequential (111X). There are no selection goals for Surface Sequential Major Command.

4. **Additional Guidance**. Below information is provided to facilitate this board and clarify community requirements to assist in determining the best and fully qualified in accordance with reference (a).

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a. Nuclear Qualified Officers. Surface Warfare Officers (SWO) with nuclear propulsion qualifications (SWO(N)) will be considered with their SWO contemporaries within their respective year groups. SWO(N) career patterns often vary from the majority of the SWO community in that they serve in nuclear-related assignments throughout their careers in addition to traditional SWO assignments. As a result, they may arrive in major SWO career milestones later than their SWO contemporaries. The quality of performance of SWO(N)s in all of their nuclear-related assignments along with their specialized background should be given equal weight to that of conventional SWOs who have followed traditional career patterns.

b. Sea Duty and Forward-Deployed Naval Force Assignments. Many officers seek the added challenges of more senior grade sea duty billets to further hone their operational skill level, experience new areas of intra-community specialty, and sharpen their competitive edge. These billets include those on numbered fleet staffs, strike group staffs, destroyer and amphibious squadron staffs, and large deck amphibious ships (LHDs/LHAs). In pursuing these post-department head and post-command sea duty billets, these officers willingly forfeit time ashore and do so with the goal of improving and broadening their professional background and experience serving in these unique environments. Many officers recognize the increased operational tempo and demands imposed in forward-deployed naval force assignments and willingly accept world-wide moves and other exceptional requirements associated with these assignments to take advantage of these opportunities. The benefit afforded the Navy through the service of experienced and motivated officers in these operational billets is substantial. You should consider these factors when determining the best and fully qualified.

c. Education and Professional Development. The board shall give favorable consideration to those officers with relevant graduate education, experience in specialized areas, and professional military education (PME), including in-residence War College. The Navy values officers who seek opportunities to broaden their cultural awareness through experiences and education and to enable better communication in a global operating environment.

d. CO Special Mission Consideration

(1) Officers screened for Commander Command who served in Special Mission billets, should be viewed positively, provided the officer has progressed in professional development and leadership responsibility.

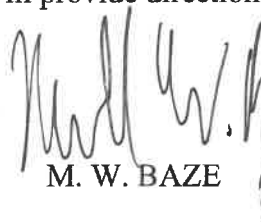
(2) In many cases, officers who have experience and well-developed skill sets while in Special Mission command (i.e., installation management, ballistic missile defense, amphibious operations, and recruiting) can best serve the Navy in positions of greater responsibility in Major Command.

5. Selection Goals. 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.

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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.

7. In accordance with Department of the Navy Actions to Implement Coronavirus Disease 2019 Vaccine Rescission, selection and screening boards will not consider any adverse information related solely to COVID-19 vaccine refusal in cases where an accommodation has been requested. If such adverse information is identified in an eligible officer's record, you must notify the board administrative support staff, who will provide direction on whether to consider the information.



M. W. BAZE

**BOARD MEMBERSHIP**  
**FY-26 SURFACE MAJOR COMMAND SCREEN BOARD**

Surface Major Command Screen Board Members:

VADM Brendan R. McLane, USN, 1110 (President)  
RDML Stephen J. Jackson, USN, 1140  
RDML Thomas E. Shultz, USN, 1110  
RDML Frankie J. Clark, USN, 1110  
CAPT Eric S. Kellum, USN, 1110  
CAPT Michelle L. Nakamura, USN, 1110  
CAPT William K. Gantt, Jr., USN, 1110  
CAPT David J. Adams, USN, 1110  
CAPT Amy M. McInnis, USN, 1110  
CAPT Joseph A. Baggett, USN, 1110  
CAPT Andria L. Slough, USN, 1110  
CAPT Edward A. Angelinas, USN, 1110  
CAPT Patrick L. German, USN, 1117  
CAPT Courtney M. Minetree, USN, 1110  
CAPT Errol A. Robinson, USN, 1110  
CAPT Anthony L. Webber, USN, 1110  
CAPT Christopher A. Gahl, USN, 1110  
CAPT Chad M. Hamm, USN, 6120



**ADMINISTRATIVE SUPPORT STAFF**  
**FY-26 SURFACE MAJOR COMMAND SCREEN BOARD**

1. Surface Major Command: CDR Gabrielle M. Francisco, USN, will act as head recorder with the following personnel acting as assistant recorders:

CDR James C. Billings, III  
CDR Bettina J. Cory  
CDR Charles D. Fuehrer  
CDR Richard A. Mayer  
LCDR Devon G. Cobbs  
LCDR Juan F. Cora, Jr.

LCDR Lisa M. Mattrella  
LCDR Daniel J. Pedrotty  
LCDR Jeremy D. Thomas  
LCDR Joshua S. Werling  
LT Stephanie Morales  
LT Thomas J. Wester

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

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

CAPT Robert C. Francis, Jr.

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

RADM Michael W. Baze  
RDML Jeffrey L. Heames  
RDML Benjamin E. Baran  
CAPT Matthew E. Curnen  
CAPT Dana Chapin  
CAPT Cassius A. Farrell  
CAPT Steven F. Friloux  
CAPT Colin Thompson  
CDR James T. Burt  
CDR Mark L. Bote  
CDR Jeffrey K. Brown, Jr.  
CDR Veronica A. Camiolo  
CDR Jason M. Garfield  
CDR Matthew J. Guido  
CDR Joseph T. Griffio  
CDR Joseph DeBuck  
CDR Marc Hines  
CDR Antonio T. Jones  
CDR Eric A. Kaijankoski  
CDR Russell A. Lannutti  
CDR Zachary B. Martens  
CDR Jill E. Moore  
CDR Jacob N. Norris  
CDR Kristel D. Ramsay  
CDR Nicholas B. Stampfli

CDR Katherine Vester  
LCDR Ashley Allison  
LCDR Nicholas A. Bonsall  
LCDR Lisa A. Brown  
LCDR Colin M. Bruton  
LCDR Gregory A. Corlette  
LCDR Kimberly M. Fowler  
LCDR Edgar A. Friedrichs  
LCDR Dianna Gosha  
LCDR Jonathan L. Harris  
LCDR Matthew B. Hein  
LCDR Jackson Hummeldorf  
LCDR Aaron A. Jean  
LCDR Aaron A. Jochimsen  
LCDR Olivia Jones  
LCDR Anthony Joseph  
LCDR Eric M. Kemp  
LCDR Benjamin W. Kozlowski  
LCDR Matthew M. Long  
LCDR Elizabeth C. Moten  
LCDR Jaclyn M. Salvatini  
LCDR Alex D. Schneider  
LCDR Darren V. Settle  
LCDR Jacob A. Uptegrove  
LCDR Kara VanSice

**ADMINISTRATIVE SUPPORT STAFF**  
**FY-26 SURFACE MAJOR COMMAND SCREEN BOARD**

LCDR Robert E. Van Winter  
LCDR Alec J. Verone  
LCDR Carolyne Vu  
LT Michael D. Alsbrook  
LT Hannah L. Andera  
LT Alexander J. Armstrong  
LT Gabriel A. Cantu  
LT Quinn Challinor  
LT Steven A. Cleaves  
LT Aaron M. Connolly Nutting  
LT Thomas J. Demeri  
LT Sean I Hawley  
LT James B. Henson  
LT Haeley C. Horan  
LT Benjamin A. Miller  
LT James R. Mihalco  
LT Tatihana V. Moreno  
LT Quinn A. Kahsay  
LT Tiffany Reynoso  
LT Paul W. Wilson  
CWO5 Tameka J. Reid  
CWO4 Xavier D. Ware  
FORCM(SW/AW) William Houlihan  
FORCM Tracy Hunt  
CMDM(SW) Monica Kuhl  
PSCM(AW) Molly M. Bergeronconway  
HMCM(SW/AW) Jaymie A. Isom  
HMCM(SW/FMF) Tameeka Washington  
YNC Trista L. Panni  
YNC(SW/AW/EXW) Aaron J. Buss  
YNC(SW/AW) Giovanni J. Van Niel  
YNC(SW/AW/SCW) Christopher B. Kalb  
YNC(SCW/EXW/SW/AW) Helana Ross  
NCC(AW/SW) Shanita Williams  
LNC(SW/AW) Courtney W. Wilson  
LN2 Tramaine A. Hunden  
ET2 Ervin F. Romero  
IT1 Willie J. Allen  
AO3 David T. Paisano  
Mr. Julion A. Bend  
Ms. Lucretia Benson  
Ms. Mary Berry  
Ms. Alda J. Boster  
Ms. Tanya D. Campbell  
Ms. Donna M. Carpenter

Mr. Robert P. Carr  
Mr. Bradley J. Cordts  
Ms. Kaitlin Dembicky  
Mr. Brent M. Dennis  
Mr. Edward Dodrill  
Mr. Bernie Dunn  
Ms. Christie Elam  
Mr. Christopher J. Garner  
Ms. Patrice Y. Hall  
Mr. Patrick R. Harris  
Ms. Jameika Hines  
Mr. Juan J. Jimenez  
Mr. Carl E. Johnson  
Ms. Lorraine Johnson  
Ms. Melissa D. Jones-McNealy  
Ms. Priscilla L. Jones  
Ms. Marsea K. Lewis  
Mr. Joseph J. Lipko  
Ms. Nancy P. Lubiani  
Ms. Oberia A. Malone  
Mr. Anthony Matthews  
Ms. Karon D. Matthews  
Ms. Sharon Moore  
Mr. Tommy Owens  
Ms. Leslie J. Pitts  
Mr. Martin L. Pompeo  
Mr. John Pucciarelli  
Mr. Stephen R. Ranne  
Mr. Jay A. Rublaitus  
Ms. Candis L. Robinson  
Mr. Kenneth Roach  
Mr. Antoine Sharp  
Ms. Edna Shannon  
Mr. Steven J. Skretkowicz  
Ms. Ruby D. Snowden  
Ms. Christina A. Sullins  
Ms. Faith Taylor  
Ms. Elizabeth A. Vaughn  
Mr. David B. Whorton  
Mr. Joshua S. Williams  
Mr. Aaron J. Wilson