



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

1401  
BUPERS-00B  
27 Nov 24

**From:** Deputy Chief of Naval Personnel  
**To:** President, FY-26 Explosive Ordnance Disposal Warfare Commanding and Executive Officer Administrative Screen Board

**Subj:** ORDER CONVENING THE FY-26 EXPLOSIVE ORDNANCE DISPOSAL WARFARE COMMANDING AND EXECUTIVE OFFICER ADMINISTRATIVE SCREEN BOARD

**Ref:** (a) DCNP ltr 1401 BUPERS-00B of 1 Nov 24  
(b) OPNAVINST 1412.14, Command Qualification Program  
(c) COMNECCINST 1412.2A, Explosive Ordnance Disposal (EOD) Officer (114X/648X) Command Qualification Program

**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 0800, 4 December 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).

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

a. Recommend Explosive Ordnance Disposal (EOD) Officers (114X and 648X) for Commanding Officer (CO).

b. Recommend EOD Officers (114X and 648X) for Executive Officer (XO).

c. Review the performance of previously selected EOD Officers in the CO and XO banks, and reaffirm or remove, as applicable.

d. Adjudicate officers who have petitioned the board, in writing, for a special additional look. A special additional fourth look will be available upon petition when the constituent can show that he/she was somehow disadvantaged, or that his/her record was unfairly considered during the normal administrative screening process. The petition is made in writing to the board

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president, via Navy Personnel Command (NAVPERSCOM (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.

e. Recommend officers who have petitioned the board, in writing, for a Delayed Look. A Delayed Look will be available upon petition when the constituent can show that he/she was somehow disadvantaged, or that his/her record would be unfairly considered during the normal screening process at the first 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 a "Delayed Look" by majority of the board members will then be considered first look eligible with those officers receiving regular first look eligible consideration on the next scheduled administrative screening board.

3. **Board Authorized Selections.** CO and XO screening goals are derived from projected fill requirements and officers in each respective bank.

a. **Commanding Officer**

(1) Eligibility is based on the following criteria:

(a) Promoted to or Senate confirmed for promotion to the rank of Commander (O-5).

(b) Awarded the KG6 Additional Qualification Designator (AQD) and completed the XO tour.

(c) Have been eligible for the EOD CO Administrative screening board less than three times without selection.

(d) Have completed the EOD Command Qualification Panel and have been awarded the 2D1 AQD, per references (b) and (c).

(2) Eligibility via an Additional (Fourth) Look Requests. Officers who have appeared before the EOD CO Administrative Screening Board three times without selection are authorized to petition the board for an additional look. Petitions will be submitted in writing to the Board President via PERS-41. All petitions submitted will be presented to the board for consideration into the eligibility pool and voted upon prior to reviewing any records. Determination of eligibility will be decided by YES/NO vote, where a majority YES vote results in inclusion into the eligibility pool.

(3) Selection Goals. Seven 1140 and/or 6480 for a total of seven CO selects.

b. **Executive Officer**

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(1) Eligibility is based on the following criteria:

(a) Promoted to or Senate confirmed for promotion to the rank of Lieutenant Commander (O-4).

(b) Qualified as an EOD Officer (KG5 AQD).

(c) Administratively screened for EOD DH (KG0 AQD).

(d) Have been eligible for the EOD XO Administrative Screening Board less than three times without selection.

(e) Must have completed nine years of commissioned service prior to the start of the board.

(2) Eligibility via an Additional (Fourth) Look Requests. Officers who have appeared before the EOD XO Administrative Screening Board three times without selection are authorized to petition the board for an additional look. Petitions will be submitted in writing to the Board President via PERS-41. All petitions submitted will be presented to the board for consideration into the eligibility pool and voted upon prior to reviewing any records. Determination of eligibility will be decided by YES/NO vote, where a majority YES vote results in inclusion into the eligibility pool.

(3) Eligibility of officers returning from a break in service. Officers who have recently returned from service following Career Intermission Program or returned to active duty will be afforded an opportunity to submit a current FITREP with a 6 month reporting period prior to their first look. If less than 6 months, the officer will be delayed to the next administrative board.

(4) Selection Goals. 11 1140 and one 6480 for a total of 12 XO selects.

4. **Additional Guidance.** The below information is provided to clarify community requirements and any specific needs, but in no way should replace the best and fully qualified standard of reference (a).

a. NAVADMIN 247/19 requires that all unrestricted line officers complete Joint Professional Military Education Phase I prior to assuming O-5 command for which the command-at-sea insignia is authorized. Due consideration to this requirement shall be made when selecting officers for command.

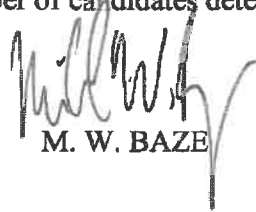
b. In accordance with references (b) and (c), all EOD officers considered by the FY-26 EOD CO Administrative Screen Board must have completed the EOD Officer Command Qualification Panel and have been awarded the 2D1 AQD to be eligible for command screening.

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5. Service Colleges. All officers screened for EOD XO will be considered screened for senior service colleges.

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 for ensure ONRMP’s accuracy during record reviews.

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



M. W. BAZE

**BOARD MEMBERSHIP**  
**FY-26 EXPLOSIVE ORDNANCE DISPOSAL WARFARE**  
**COMMANDING AND EXECUTIVE OFFICER ADMINISTRATIVE SCREEN BOARD**

FY-26 Explosive Ordnance Disposal Warfare Commanding and Executive Officer Board Membership:

RDML Bradley J. Andros, USN, 1140 (President)  
CAPT Joseph K. Haywood, USN, 1140  
CAPT Charles B. Eckhart, USN, 1140  
CAPT Gareth J. Healy, USN, 1140  
CAPT Cameron R. Chen, USN, 1140  
CAPT Brian J. Reitter, USN, 1140  
CAPT Eric C. Hui, USN, 1140  
CAPT, Michael T. McMahon, USN, 1140  
CAPT Jason D. Shell, USN, 1140

FY-26 Explosive Ordnance Disposal Warfare Commanding and  
Executive Officer Administrative Screen Board

List of Officers Selected for Commanding Officer and Executive Officer

	<b>RANK</b>	<b>COMMANDING OFFICER</b>	<b>DESIG</b>
1	CDR	COPPING ETHAN	1140
2	CDR	CUMMINGS DEWARD LUCAS	1140
3	CDR	DEBUCK JOSEPH HENRY	1140
4	CDR	HICKS MICHAEL JOHN	1140
5	CDR	JONES CAMERON D	1140
6	CDR	MARION DANIEL LUCAS	1140
7	CDR	SCHRODT KEVIN JOSEPH	1140

FY-26 Explosive Ordnance Disposal Warfare Commanding and  
Executive Officer Administrative Screen Board

List of Officers Selected for Commanding Officer and Executive Officer

	<b>RANK</b>	<b>COMMANDING OFFICER BANK</b>	<b>DESIG</b>
1	CDR	BATTESON BRUCE	1140
2	CDR	BOKHOVEN ERIC WILLIAM	1140
3	CDR	FRANK DOMINIC RUDOLPHO	6480
4	CDR	GROW MICHAEL SEAN	1140
5	CDR	GUIDO MATTHEW JOSEPH	1140
6	CDR	HAYES JOHN JOSEPH III	1140
7	CDR	JUNKER JASON DAVID	1140
8	CDR	MAURUS JONATHON R	1140
9	CDR	MCDONALD DANIEL WILLIAM	1140
10	CDR	WHITAKER STUART HUDSON	1140

FY-26 Explosive Ordnance Disposal Warfare Commanding and  
Executive Officer Administrative Screen Board

List of Officers Selected for Commanding Officer and Executive Officer

	<b>RANK</b>	<b>EXECUTIVE OFFICER</b>	<b>DESIG</b>
1	LCDR	ANTHONY CHRISTOPHER JAMES	1140
2	LCDR	BELL LANCE ROBERT	1140
3	LCDR	FEDIDA JASON AARON	6480
4	LCDR	GEIGER KURT DREW JR	1140
5	LCDR	GEST PATRICK JOSEPH	1140
6	LCDR	HARSH RILEY JOHN	1140
7	LCDR	MULLOY TYLER JON	1140
8	LCDR	OLSON NICHOLAS ALEXANDER	1140
9	LCDR	RAJAGOPALAN KRISHNAN	1140
10	LT	SWEZEY DOUGLAS PHILIP	1140
11	LCDR	WERLING JOSHUA SCOTT	1140
12	LCDR	YONKINGS DAVID MATTHEW	1140



FY-26 Explosive Ordnance Disposal Warfare Commanding and  
Executive Officer Administrative Screen Board

List of Officers Selected for Commanding Officer and Executive Officer

	<b>RANK</b>	<b>EXECUTIVE OFFICER BANK</b>	<b>DESIG</b>
1	LCDR	BLAIR ALEXANDER G	1140
2	LCDR	CLANCY JOHN MICHAEL	6480
3	LCDR	CLARK ANDREW ROBERT	1140
4	LCDR	FICK THOMAS JOHN	1140
5	LCDR	FORBES SHAWN PATRICK	6480
6	LCDR	IRISH SIMON JAMES	1140
7	LCDR	MARRIOTT DANIEL ROBERT	1140
8	LCDR	MCSHARRY MARK B	1140
9	LCDR	MURTHA BREANDAN K	1140
10	LCDR	QUADRINO WILLIAM ANTHONY	1140
11	LCDR	QUINN DANIEL CONNOLLY	1140
12	LCDR	WHEELER RYAN WILLIAM	1140

--- AND NO OTHERS ---



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From: Deputy Chief of Naval Personnel  
To: President, FY-26 Explosive Ordnance Disposal Warfare Department Head  
Administrative Screen Board

Subj: ORDER CONVENING THE FY-26 EXPLOSIVE ORDNANCE DISPOSAL  
WARFARE DEPARTMENT HEAD ADMINISTRATIVE SCREEN BOARD

Ref: (a) DCNP 1401 BUPERS-00B ltr of 1 Nov 24  
(b) COMNECCINST 1412.1B, Explosive Ordnance Disposal Officer Warfare and  
Department Head Qualification

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 0800, 4 December 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).

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

a. Recommend EOD Officers (114X and 648X) for Department Head (DH).

b. Adjudicate officers who have petitioned the board, in writing, for a special additional look. A special additional fourth look will be available upon petition when the constituent can show that he/she was somehow disadvantaged, or that his/her record was unfairly considered during the normal administrative screening process. The petition is made in writing to the board president, via Navy Personnel Command (NAVPERSCOM (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.

c. Recommend officers who have petitioned the board, in writing, for a Delayed Look. A Delayed Look will be available upon petition when the constituent can show that he/she was somehow disadvantaged, or that his/her record would be unfairly considered during the normal screening process at the first look. Petition is made in writing to the selection board president, via NAVPERSCOM (PERS-41), who will attach an endorsement recommending inclusion or

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exclusion of the petitioner's record for the current board. Officers approved for a "Delayed Look" by majority of the board members will then be considered first look eligible with those officers receiving regular first look eligible consideration on the next scheduled administrative screening board.

3. **Board Authorized Selections.** DH screening goals are not limited.

a. **Department Head**

(1) Eligibility is based on the following criteria:

(a) Officers will receive their first "look" (1<sup>st</sup> look) for EOD DH beginning at Years of Commissioned Service (YCS) 6, followed by subsequent looks at YCS 7 (2<sup>nd</sup> look) and YCS 8 (3<sup>rd</sup> look).

(b) Qualified as an EOD Officer (KG5 AQD).

(c) Be recommended by their Commanding Officer for EOD DH in accordance with reference (b).

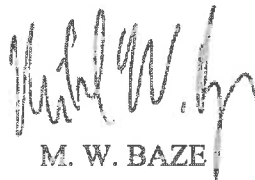
(d) Have less than three record screenings for EOD DH from previous administrative screening boards.

(2) Eligibility via an Additional (Fourth) Look Requests. Officers who have appeared before the EOD DH Administrative Screening Board three times without selection are authorized to petition the board for an additional look. Petitions will be submitted in writing to the Board President via PERS-41. All petitions submitted will be presented to the board for consideration into the eligibility pool and voted upon prior to reviewing any records. Determination of eligibility will be decided by YES/NO vote, where a majority YES vote results in inclusion into the eligibility pool.

(3) Selection Goals. No limit on EOD DH selection quotas.

4. **Service Colleges.** All officers screened for EOD DH will be considered screened for junior service colleges.

5. **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 for ensure ONRMP's accuracy during record reviews.



M. W. BAZE

**BOARD MEMBERSHIP**  
**FY-26 EXPLOSIVE ORDNANCE DISPOSAL WARFARE DEPARTMENT HEAD**  
**ADMINISTRATIVE SCREEN BOARD**

FY-26 Explosive Ordnance Disposal Warfare Department Head Administrative Screen Board Membership:

CAPT Joseph K. Haywood, USN, 1140 (President)  
LCDR Kristopher A. Lovekamp, USN, 1140  
LCDR William A. Quadrino, USN, 1140  
LCDR Michael J. Morrison, USN, 1140  
LCDR Allan J. Lucas, USN, 1140  
LCDR Kristen E. Fekete, USN, 1140  
LCDR Patrick N. Nowak, USN, 1140  
LCDR Andrew R. Clark, USN, 1140  
LCDR David A. Raba, USN, 1140  
LCDR Christopher L. Phillips, USN, 1140  
LCDR Lawrence E. Salazar Jr., USN, 1140  
LCDR Thomas M. Smith, USN, 1140

FY-26 Explosive Ordnance Disposal Warfare Department Head  
Administrative Screen Board

List of Officers Selected for Department Head

<b>DEPARTMENT HEAD</b>		
	<b>NAME</b>	<b>DESIG</b>
1	ABRAMSON NICHOLAS DEAN	1140
2	BARNES BRENDAN D	1140
3	CANTU GABRIEL ANGEL	1140
4	CECCHINI EMILY ANNE	1140
5	CLONCH MICHAEL CHAD	6480
6	COGER BRIANNE LYNNE	1140
7	COGER KEVIN JAMES	6480
8	DUFFY CHARLES CAMERON	1140
9	ENGELHARDT ANDREW GLENN	1140
10	GIVEN DANIELLE M	1140
11	GUYER NATHAN R	1140
12	HINTZE JOHN RUSSELL	1140
13	JOYCE JONATHON M	1140
14	JUNGERS KEVIN CRAIG	6480
15	KELLY JACK P	1140
16	KELLY MICHAEL JEREMIAH	1140
17	KING CHANDLER FREDERICK	1140
18	LAWSON BRENT THOMAS	6480
19	MAIN JACK SCOTT	1140
20	MCCLELLAND BRYCE COUNTS	1140
21	MCCOMAS DANIEL H	1140
22	MILA MATTHEW JAREN	1140
23	MOULTON JOHN N	1140
24	NOA SEAN MICHAEL	1140
25	ONEIL MICHAEL R	1140
26	PEEKSTOCK CAREY ALLEN	6480
27	RITTENHOUSE WILLIAM HELMUT	1140
28	ROBERTS PATRICK RYAN	1140
29	SIKORA ANDREW JOSEPH	1140
30	SWEARINGEN MITCHEL KURT	6480
31	WILLETT WALKER J	1140
32	***UNLIMITED QUOTA***	

--- AND NO OTHERS ---

Enclosure (4)