



PERS-41

June 2023

Newsletter

Website: <https://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-41-SWO/>

Facebook: www.facebook.com/PERS41

YouTube: PERS-41 Surface Warfare Assignments Twitter: @PERS41 Instagram: @PERS41

INSIDE THIS ISSUE

- | | | |
|---------------------------|--------------------------------|--------------------------------|
| 1. From the Bridge | 4. 412 – Junior Officers | 7. 460 – TAR |
| 2. 41A - Captains | 5. 413 – Placement | 8. OCM's Corner |
| 3. 410/411 – PCC/CDR/LCDR | 6. 414 – Limited Duty Officers | 9. PERS-41 Contact Information |

From the Bridge

Greetings from your teammates in Millington! We've listened to your feedback and have rolled out several new changes since the New Year. We continue to target quality of service improvements and retention of our top performers. Change highlights since January are below, background and details for each are included in the respective Branch pages.

DIVISION OFFICERS

- Single Longer Division Officer Tour (36 month) option
 - 24/27/30 month first Division Officer Tour options remain available
- Mean Lower Low Water (MLLW) established for 50 required qualified OOD hours prior to transferring from first to second Division Officer tour
- OOD and SWO qualifications have been added as additional slating quality points to our second Division Officer slating calculation

DEPARTMENT HEADS AND EARLY COMMAND

- P-DHs not yet EOOW qualified will attend PEO (quota dependent) prior to starting DH school.
- Tailored Career Transition (TCT) EDO/FAO/MSO
- This month's Early Command Board will be the first opportunity for a board to select LTs for LT early command. If you're interested in leading a team comprised of Sailors and civilians to integrate and operate unmanned systems in key strategic areas, make sure your early command package is in!

EXECUTIVE OFFICERS AND COMMANDING OFFICERS

- Key Performance Indicators (KPIs) are under development and being shared at our waterfront engagements with Triads and ISICs. We are learning a TON! Current KPIs include: # of DHRB touchpoints by unit, # of WTIs produced by unit, average Division Officer's qualified OOD hours, number of qualified EOOWs, and average time to qualify SWO.

BZ TO OUR TOP FIVE DHRB SHIPS!!

**USS NORMANDY, USS WAYNE E MEYER, USS LAKE ERIE,
USS GREEN BAY, AND USS PORTLAND!!**

BZ TO OUR TOP FIVE (BY PLATFORM) WTI PRODUCERS!!

**USS PRINCETON, USS ROOSEVELT, USS CINCINNATI (CREW 206),
USS NEW ORLEANS, AND USS GLADIATOR!!**

From the Bridge

Congratulations to our newest Captain and Commander selects! Make sure you each take a moment to reflect on your career successes and share these significant promotions with your families and those who have supported you along the way. This newsletter will delve deeper into the statistics of each of those boards and will share our perspective on what each board valued.

The upcoming administrative boards to keep on your radar are:

Department Head Board/Early Command Board	12-Jun-23
Major Command Board/Early Command Board	01-Nov-23
Commander Command Board	11-Dec-23

NOTE: We are still seeing eNavFit reports displaying truncated Block 41 write-ups in the board software system. Until further notice, please scan your eNavFit FITREPs into the boards (statutory and administrative) as correspondence to ensure board members are able to read all Block 41 content.

Your detailer and our board leads are your best point of contacts for our administrative boards (DH, CDR CMD, MAJ CMD). Please check out our board YouTube videos on our PERS-41 channel. They cover how to verify if your record is board ready, how to submit correspondence, and how each board works.

PERS-41
YouTube
Page



PERS-41
Facebook
Page



As always, reach out if you have any questions or issues. Early and often communication is key to our ability to best serve you. I look forward to seeing you in our upcoming visits!

Jeff Heames
PERS-41



PERS-41A - Captains

I hope this summer's newsletter finds you and your families in good health and spirits. As we head into the second half of the year, the FY-25 Major Command Board will be here sooner than you know. Now is the time to start reviewing your record to ensure you are set up for success. Below is amplifying information to help you prepare for the board. As always, please do not hesitate to reach out to your detailing team with any questions.

O-6 RESULTS

Board selection rate was 60.06% - SWOs selected at a rate of 78.31%! Our selection rate improved slightly from last year and was in line with what we would traditionally expect to see. 46 of 49 FY-24 IZ CO afloats selected. Additionally, CO-SM screened/served officers performed markedly better this year than in years past, with 15 selections.

****FY-24 SWO Overall Board Statistics:**

Category	Eligible	Selected	%
Above Zone	119	17	14.29%
In Zone	83	48	57.83%
Below Zone	183	0	0.00%
Merit Reorder	65	11	16.92%

****FY-24 Command Type for SWO Eligibles:**

Command Type	IZ Eligible	Selected	Percentage
DDG	38	36	94.74%
LCS	7	10	142.86%
AMPHIB	4	4	100.00%
CO-SM	15	15	100.00%

****FY-24 SWO Overall Diversity Statistics:**

Category	Eligible	(IZ)	Selected (BZ/IZ/AZ) %
Male	75	59	78.67%
Female	8	6	75.00%
Nuke	14	10	71.43%
Diverse	20	17	85.00%
Non-diverse	63	48	76.19%
White	58	45	77.59%
African American	13	10	76.92%
Am Ind/AK Native	0	1	N/A
Asian	2	2	100.00%
Multi-racial	1	0	0.00%
Hispanic	4	4	100.00%
Decline to Respond	5	3	60.00%

****FY-24 SWO Education Statistics for Selected (All Zones):**

JPME PI	98.46% (64/65)
JPME PII	18.46% (12/65)
Masters	95.38% (62/65)

PERS-41A - Captains

****Current Duty Station for SWO Eligibles (*Officers still in XO or CO Ride):**

Category	Eligible (IZ)	Selected (BZ/IZ/AZ)	%
ESG/CSG	5	7	140.00%
CDS/CPR/CNSS	2	2	100.00%
ATG/TTG/EWTG/SCSTC	4	1	25.00%
SMWDC/NAWDC	1	2	200.00%
TYCOM	6	5	83.33%
Fleet Staff	1	4	400.00%
PERS	3	3	100.00%
OPNAV	8	5	62.50%
Joint	10	7	70.00%
PEO	3	3	100.00%
CO-SM CMD*	8	4	50.0%
DDG*	8	7	87.50%
LCS*	4	5	125.00%
LSD*	2	2	100.00%
Other Sea Duty	5	3	60.00%
Other Shore Duty	13	5	38.46%

FY-25 MAJOR COMMAND BOARD

Preferences

In advance of both the board and the Major Command slate, which is usually releases shortly after the board, LCDR Francisco will be sending a Major Command preference card to all board eligibles, grouped by 1st, 2nd, and 3rd look. Please take your time, carefully consider your options, discuss with your spouse and/or mentors, fill out these cards, and return them via e-mail to LCDR Francisco. Please note that they are NOT BINDING and we do not provide the Major Command Board with your input. Please do NOT submit these preferences as letters to the board. We use your preferences to inform the apportionment and slating processes after the board makes their selects for Major Command. That slating process will still include a confirmation that your preferences have not changed before we release the final slate. The deadline for any special look requests is 01 October, 2023.

Eligibility

Surface Warfare officers who have previously screened for Commander Command by an administrative selection board. The board will be comprised of O-5 PYG 18 (1st look), PYG 17 (2nd look) and PYG 16 (3rd look). The date of rank of commander promotions is as follows:

- 1st Look (PYG 18): Date-of-rank to Commander between 10/01/17 and 9/30/18
- 2nd Look (PYG 17): Date-of-rank to Commander between 10/01/16 and 9/30/17
- 3rd Look (PYG 16): Date-of-rank to Commander between 10/01/15 and 9/30/16

For Acquisition Professional Cadre Officers, the requirements are as follows:

- Previously screened for Commander Command by administrative selection board
- Submit a request to PERS-41 for inclusion in the AP Major Command screening group or designated as an Acquisition Member at a previous AP selection board
- Rank criteria consistent with community requirements

Bank Review

All Major Command screened officers who are not yet serving in a Major Command assignment by 01 October 2023 (Bank Officers) will have their records reviewed for decline in performance, loss of MAJ CMD recommendation, air gap, failed PRT, or paperwork documenting adverse incidents since screening. The board reviews those bank officer records that contain any of those five tripwires and vote to uphold or overturn their screening status. Please ensure your record is always board ready!

PERS-41A - Captains

Sequential Command

Those officers presently serving in Major Command or those who have served in Major Command within the last 12 months (who have not previously screened for Sequential Command) will have their records screened for potential assignment to Sequential Command. There is only one look – once screened for Sequential Command, you are eligible to serve in a Sequential Command billet.

Retire/Retain

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 quarterly. Preference will be given to seniority, sea duty billets, and longer retire/retain periods. If you have a desire to submit a retire/retain request or have questions, please contact the O-6 detailing team.

CDR DonAnn Gilmore
PERS-41A



PERS-410/411 – PCCs / CDRs / LCDRs

Greetings from PERS-410/411!

Congratulations to all of our newly selected CAPTAINS and COMMANDERS and their families! Your selection is a testament to your continued hard work and performance in challenging billets at sea and ashore, the support of your great Sailors, and the support of your family.

Specific shout-out to our PERS teammates who selected for CDR:

- | | | |
|----------------------------|-----------------------|----------------------|
| - LCDR Veronica Camiolo | - LCDR Zach Martens | - LCDR Gerry Sellars |
| - LCDR Gabrielle Francisco | - LCDR Carissa Moore | - LCDR Cory Zebian |
| - LCDR Eric Kaijankoski | - LCDR Audrey Munji | |
| - LCDR Jamie Jordan | - LCDR Donny Northrup | |

Detailer Turnover

Earlier this year, PERS-410/411 bid farewell to CDR Christina Appleman and LCDR Martelley Graham. We welcomed LCDR Audrey Munji (Last Names A-F) and LCDR Veronica Camiolo (Last Names N-Z). LCDR Zach Martens assumed the role of detailer for our XO Afloat, XO Afloat*, and XO-SM officers.

FY-24 O-5 Board

Eligible SWOs selected for CDR at a rate of 91.52% (board rate was 88.96%). This was the first year that the new AQD LK8 appeared in the URL O-5 board to help signal milestone selected officers. The overall selection rate for CO Afloat screened was 108%. There were zero eligible CO-SM screened officers on this year's board. The selection rate for XO milestone screened was: XO Afloat - 105%, XO Afloat* - 100%, and XO Special Mission - 150% (rates over 100% due to above zone selects).

FY-25 Surface Commander Command Board (11-15 December 2023)

We are only six months out from the FY-25 CDR CMD Board. The following groups will be eligible: YCS12 (1st Look), YCS13 (2nd Look), and YCS15 or O-4 PYG17 (3rd Look). **You own your record** – please get in it now to ensure your CMD Qual, TAO, EOOW, and FITREPs are all accurately reflected.

Command Qualification: If you are eligible this December and you need to retake a portion of the Command Assessment (CA) in Newport, please reach out to your detailer ASAP to setup a retake. Once you have completed everything, forward the oral board letter, signed enclosure line items, and SWSC CA letter to CNSL SWO Programs Lead, CNSL_SWO_PROGRAMS@navy.mil or CNSP Force Nav, LCDR Jeff Steiner, Jeffrey.c.steiner.mil@us.navy.mil. Command Qualified (CQ) packages MUST be submitted to TYCOMs for endorsement **NLT 03 NOV 2023** to ensure they are received by the correspondence due date.

Correspondence: In order to be included in the board, all correspondence to the board, to include missing FITREPs, missing designation letters/awards/education, letters to the board, and “do not pick me” letters, are due **NLT 1 DEC 2023**. Please talk to your detailer before submitting a “do not pick me” letter.

War College Assignments

The Navy prioritizes higher education! Attending a war college provides a tactical pause from sea duty to focus on completion of a Master's Degree and JPME Phase I or II. Per NAVADMIN 136/10, completion of JPME Phase I is a requirement for assuming URL CDR CMD, and per NAVADMIN 263/18, YG15 and Junior officers are required to complete in-residence graduate education prior to assuming Major Command. Talk to your detailer about attending the Naval War College, one of our Sister Service War Colleges, or National Defense Universities.

Locations and approximate convening dates can be found on the PERS-410/411 NPC webpage at https://www.mynavyhr.navy.mil/Portals/55/Career/Detailing/Officer/SurfaceWarfare/Detailers/411PostDH/WarCollegeSlating_revSep2014.pdf?ver=7B0iFI9NgPIYvKQW4lZULA%3d%3d

PERS-410/411 – PCCs / CDRs / LCDRs

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 at

<https://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-41-SWO/Detailers/410-411/>.

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 Command Assignment (PCC1) begins when you have been in command about 6 months. While you do not compete across a slating cohort from billets appearing on the Downstream Fills list, your performance while in command followed by completing DC, and Joint requirements largely shape where you will go for PCC1. There is a growing demand for SWO PCCs for nominative front office billets, in addition to CSG/ESG/Fleet Staff billets that are coded for Post Command Officers. The desired target across 2 PCC tours is to be at a minimum joint tour complete prior to proceeding to Major Command.

Sail Safe & Roll FIS Green,
CDR Bralyn Cathey, 410/411 Branch Head

Command-Screened officers:

**LCDR Jamie Jordan – jamie.l.jordan24.mil@us.navy.mil

XO-Afloat and XO-SM Screened officers:

*** LCDR Zach Martens – zachary.b.martens.mil@us.navy.mil

CDR/LCDR Detailers

*Letters A-F LCDR Audrey Munji – audrey.l.munji.mil@us.navy.mil

*Letters G-M LCDR Zach Martens – zachary.b.martens.mil@us.navy.mil

*Letters N-Z LCDR Veronica Camiolo – veronica.a.camiolo.mil@us.navy.mil

* Approximately 9 months from 2nd DH tour PRD, they will be assigned alphabetically to 411.

** Once an officer screens for Command (Afloat or Special Mission), their detailer is LCDR Jordan.

*** Once an officer screens for XO-Afloat, XO-Afloat*, or XO Special Mission, their detailer is LCDR Martens, until serving in the XO milestone tour. Please checkout out Detailer Handoff YouTube Video.

<https://www.youtube.com/watch?v=stBhCrgVtbk>

PERS-412 – Junior Officers

Greetings from PERS-412! Below are some policy updates and JO career path changes I would like to highlight.

PROSPECTIVE DIVISION OFFICERS

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

Please note specific policies that accompany this initiative:

1. Each ship is authorized up to three (3) Blue Chip Offers per year.
2. Operational detailing of Ensigns is still applicable to the Blue Chips. This policy states that a newly assigned Ensign cannot spend nine or more months of their first twelve months onboard the ship in a maintenance availability. The Ensigns you will receive this summer are from the class of 2023 and will arrive onboard between September 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 desires to offer a Blue Chip, the Sea Coordinator will reach out to your XO just prior to ship selection to confirm the Blue Chip.
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, they 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 Benjamine Miller, benjamine.a.miller@navy.mil) and the JO Sea Coordinator (LCDR Eric Kaijankoski, eric.a.kaijankoski.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.

DIVISION OFFICERS

Single Long Tour Career Path. Starting with YG20, career-minded Division Officers can request a SLT (36 months minimum). YG18 and YG19 Officers may request SLT on a case-by-case basis. SLT MUST be submitted prior to 24 months into your 1st Division Officer Tour and meet the below requirements:

- CO endorsement
- Letter of intent for DHRB submitted to PERS-41 by month 24 onboard (prior to 1st DH look)
- Must be DH screened to execute the SLT
- 300 qualified OOD hours recommended to apply
- Prior to transferring from your SLT, you must complete a minimum of 600 qualified OOD hours, EOW qualification, and one deployment or FDNF patrol.
- SLT DIVOs will complete ADOC and OOD Phase 2 after they receive their SWO pin and prior to transfer from their ship, when timing best meets ship schedule. XOs will work with Detailers/Placement to reserve seats.

SLT officers will work with their detailers one-on-one to define their post-DIVO shore duty, which may include NPS, NROTC, WTI COI, SMWDC production tour, or rolling to DEPT HEAD tours early. For more information, please refer to the SURFOR SLT message or contact your detailer.

PERS-412 – Junior Officers

Mean Lower Low Water (MLLW) OOD hours. Beginning in January 2024, 1st Tour Division Officer rollers will require a minimum of 50 qualified OOD hours to transfer to their 2nd Division Officer Tour. If you qualify Officer of the Deck Underway on a ship, you should be afforded an opportunity to gain experience by standing the watch!

DESRON/PHIBRON 2DV Tour. In an effort to reduce the number of AT-SEA post DIVO billets, 2nd tour Division Officers will be assigned to select afloat staff duty billets. These 18 month billets provide an opportunity for top qualified officers to serve at a select DESRON or PHIBRON and gain staff perspective, have the tour count towards their sea time, and have the opportunity to be evaluated by a Major Command Commodore. Division Officers interested in these billets will need to have over 600 qualified OOD hours by their first DIVO tour PRD (CO's assurance to meet that at time of slating is needed if not already at or above 600). Please reach out to your detailer for more information.

SWO Qualification

You must have your SWO qualification prior to executing 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. ***

When will I slate to my 2nd DIVO Tour?

You can expect to slate 8-9 months prior to your PRD. The specific schedule can be found on our website and below. If you do not qualify OOD underway (or receive your CO's endorsement) prior to your regular slate opportunity, you will become a post-slater and slate once your SWO qualification is complete. The slating and post-slating process is described in detail in our 1DV to 2DV slating video: <https://www.youtube.com/watch?v=wEgTXahFbAg&t=153s>

PERS-412: FY2023-2024 SEA and SHORE Slate Schedule

Updated: May 2023
Dates are subject to change

SHORE Slate Schedule		SEA Slate Schedule	
Officer PRD	Slate Month	Officer PRD	Slate Month
TALENT MANAGEMENT	Aug-23	Feb-Apr 2024	Jun-23
Apr-Jun 2024	Oct-23	May-Jun 2024	Sep-23
Jul-Sep 2024	Dec-23	Jul-Sep 2024	Nov-23
Oct-Dec 2024	Mar-24	Oct-Nov 2024	Feb-24
Jan-Mar 2025	May-24	Dec-Jan 2025	Apr-24

PERS-412 – Junior Officers

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 **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 coded officers and assign to production tours when possible.

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. The Talent Management Board is coming up in August 2023 with inputs due in July 2023. Please review the Talent Management Notification that will be published later this month.

WTI Scholar Graduate Education. We've partnered with NSWMDC to send sharp and motivated WTIs serving in a production tour 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 WTIs in a production tour 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 accompanied with a fantastic quality of life! You must apply for this on the annual Talent Management Board!

FY-24 Surface Warfare Department Head Screen Board –Scheduled 12-16 June 23

Amplifying information has been e-mailed out to all those eligible for screening this year (YG20, YG19, and YG18). Our DH Board YouTube video walks through how to ensure your record is board ready along with how the board process works: <https://www.youtube.com/watch?v=JaS0ecktMFM>

This year's board will review the records of YG 20 (1st look) officers, YG 19 (2nd look), and YG 18 (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).

There are three NEW exceptions for eligible officers that will apply to the June 2023 DH Board:

1. Option officers will not be considered for Department Head selection unless the officer specifically requests consideration with a letter stating the officer will turn down their option if selected for SWO DH.
2. Officers approved for lateral transfer will not be considered for Department Head selection, even if they have not executed their designator change at the time of the board.
3. Officers with an approved resignation or retirement request at the time of the board will not be considered.

DH Board FAQs are available on our PERS-41 webpage: <https://mynavyhr.navy.mil/career-management/detailing/officer/pers-41-swo/detailers/412-division/>

PERS-412 – Junior Officers

The FY-23 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

Statistics from the FY-23 DH Board

1st Look (YG 19)

- 56% selection (506/902)

2nd Look (YG 18)

- 55% selection (141/255)

3rd Look (YG 17)

- 52% selection (29/56)

Lateral Transfers. The next lateral transfer board is August 2023. **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. Letting us know your intentions *before you enter your slating negotiation* is best for you, your shipmates, and the fleet. We will only defer **once** after you have entered into your slating window.

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. If you defer a slate and are not selected on the board, you will be added to the next available shore slate.

Tailored Career Transition (TCT). ***Under Construction*** A new opportunity for officers interested in lateral transfer to the EDO, FAO, or MSO communities. Under this program, officers who commit to serving as a SWO DH will be offered tailored graduate education opportunities and department head tours aligned with their future communities. Officers will remain 1110s throughout their tour, which allows them to receive DHRB, and will have a guaranteed out-quota to their new community following completion of their DH tour. These officers will also have the option to remain SWO if they choose prior to lateral transfer.

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. When submitting resignation requests, please keep in mind going beyond PRD will not be approved if a relief is already identified and enroute.

PERS-412 – Junior Officers

POST DIVISION OFFICERS

Post Division Officer 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. Inconsistencies make it difficult for us to correctly interpret your preferences. Please watch our 2DV to post DIVO slating YouTube video: <https://www.youtube.com/watch?v=3ssCbpPVIFQ>

Executive Detailing

Under our executive detailing policy, DHRB signers are slated first on slates to give them maximum opportunity to get selected to 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!

Nominative Billets

For officers with sustained superior performance at sea, nominative billets are very rewarding shore tours with executive detailing options following completion of the tour. 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 submit 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 based on billet base available at the time of discussions.

DEPARTMENT HEADS

1st Tour Department Heads

Greetings from Millington! I'm LCDR Cory Zebian, 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. You can receive a bonus of up to \$105,000 for completing three years as a DH! If you've signed DHRB, I have DH class (DHC) assignments for YG16-YG20. 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.

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 record
- Valuable lessons learned with recommendations for success
- Plenty of time to individually answer any other DH or career related questions

PERS-412 – Junior Officers

DH School Timing. DHRB signers will continue being assigned an initial DH classes based on their YG and projected first look for O-4. However, in an effort to maximize career opportunities, we have opened the aperture for officers to begin DH school as early as YCS 5 and as late as YCS 9. 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. 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.

PEO Course for non-EOOW Department Heads

Approximately 40% of perspective Department Heads do not have an EOOW qualification prior to serving as a DH. This is a critical command at sea qualification. To better position officers to complete this during their DH tours, PERS-41 will provide select opportunities to report to SWSC Newport three months prior to starting DH school to compete the PEO Common Core and platform specific courses, contingent on available seats in the course. These courses do not result in an automatic EOOW qualification, but will greatly increase the officer's ability to qualify EOOW early during their DH tour.

Single Long CHENG to N4. As part of the revisions to the DESRON and PHIBRON billet structure, each deploying DESRON and PHIBRON will have the opportunity to identify a high performing SLT CHENG from one of their ships and have that officer serve on the staff in the N4 billet. Identified officers will complete 24 months as the Chief Engineer, followed by 18 months on the squadron staff. The officer should be identified by both the ship and the squadron, and a request should be submitted to PERS-41 from the individual officer for review/approval by the PERS-41 Director. Given the potentially extended timelines associated with identifying an early relief for the CHENG billet, we ask that you identify an eligible officers as early as possible in their CHENG tour. Please contact the DH detailer with any questions.

2nd Tour Department Heads

Over the past year we've experienced an increase in unplanned losses in the Department Head cadre, leading to extensions across the fleet for 2nd Tour Department Heads. We've started to see a decrease in these extensions from just over 5 months at the peak, to a fleet-wide average relief timing of PRD + 3 months. PERS-41 will continue to drive down these extensions as much as possible!

PTO Optimization. In order to better utilize DH resources, and align DH detailing with the desired end-state for PTOs from TYCOM and NSMWDC, PERS-41 will no longer detail a PTO to ships undergoing extended availabilities (greater than 250 days). PTO detailing will be tied to the availability production completion date (PCD). PTO detailing for pre-commissioning units will be tied to the completion of the post-shakedown availability (PSA). This change also applies to fleet up requests. PERS-41 will not approve fleet-up requests to the PTO billet if the ship is scheduled to enter an extended availability. If you have any questions about the implementation of this policy, please reach out.

PERS-412 – Junior Officers

****NEW EARLY COMMAND OPPORTUNITIES****

PERS-41 is excited to announce the launch of new Early Command opportunities at both the LCDR and LT level! Naval Support Element Commander (NSE) is a new Early Command opportunity for LCDRs with previous Amphibious experience. These billets are located in Little Creek and San Diego, with selected officers assigned to deploying ARGs. These commanders will lead amphibious forces at sea, to include LCAC, LCU, and LARC elements and Beach Party Teams. Selected officers will complete an 18 month command tour.

MCM Early command continues to be a viable option for officers interested in early command. These opportunities are located in Sasebo and Bahrain, and consist of a 15 month XO tour followed by a 15 month CO tour. MCM early command can be executed in lieu of a 2DH tour or a PD1 tour.

TF-59 Unmanned Systems Task Group Commander and USVDIVONE Task Group Commander are two cutting-edge new LT Command billets located in Bahrain and Port Hueneme. These Commands will lead the integration, deployment, and operation of UxS in support C5F and CSG/ESG operations. Both LT Command opportunities are 18 month tours. The next Early Command Board will occur with the Department Head Board the week of 12 June 2023.

CAPT Ryan Kendall
PERS-412 Branch Head



PERS-413 - Placement

Greetings from PERS-413 – Surface Placement!

Below is some amplifying information on some of the recurring questions we field from the fleet regarding wardroom manning, sequencing, and pipeline training. As always, we are here as the Command's representative and are only a phone call or an email away. Please don't hesitate to get in touch with us any time.

New Team Member!

Please welcome LCDR Carolyn Vu to the 413 team! She will relieve LCDR Gerry Sellars as the Placement officer for all DDGs and CGs.

Priority for Assignment of Officers (DGM# 0402-2301)

PERS-4 has released updated guidance on priority officer manning thresholds via DGM 0402-2301. As officer inventory, especially in control grades (LCDR – CAPT) are not sufficient to ensure all billet requirements are met, PERS-4 may be required to gap billets. As part of the dedication to strategy and communication, the published DGM establishes how billets will be filled. Commands are placed in 3 priority tiers.

- Priority 1 (Operational and High Interest Commands) will continue to be eligible for 100% fill as inventory allows.

- Priority 2 (Major Staffs including COCOMS, Joint Staff, TYCOMs, etc) will be filled to 75% URL CG Officers and 85% CG officers overall.

- All other commands will fall under Priority 3. These commands will be manned to 65% overall CG manning (55% URL CG manning).

This initiative is still in its infancy and the numbers/priority assignments above are just starting point for further refinement on how we continue to man the Fleet as best we can with the assets we have available. Please reach out to your placement officer with any questions on how this could affect your commands.

Gaps and Unplanned Losses

Please remember to contact our team early if you anticipate an unplanned loss (LIMDU, DFC, OPS DEF etc.). When dealing with unplanned losses, you will still experience a gap, but we will work towards a permanent fill as soon as possible, and recommend using stop-gaps provided by TYCOM to make up the difference.

Adjusting Training Tracks

The bar for departing from the prescribed training is extremely high. Please review the Billet Specialty Training Instruction (COMNAVSURFORINST 1211.3A) which details the requirements for training and any delay in training questions.

Ensign (1160) Pipeline Training

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

AMSL/LORTARP Communication

Our team has worked to increase our communication with the fleet on wardroom projections. Many of you have probably seen some automated Placement emails notifying you of relief timing projections. We continue to refine how these notifications are generated and sent.

PERS-413 - Placement

Please anticipate receiving a new AMSL quarterly. If you have a need for an update off-cycle please contact your Placement Officer.

Please continue to update your internal LORTARP and coordinate any changes with your Placement Officer. In the event there are BSC shifts for a certain command, the officer does not automatically shift to the new BSC. The Placement Officer and XO will work together to resolve this using old AMSLs and the LORTARP.

CDR Pia Chapman
PERS-413 Branch Head



PERS-414 – LDOs / CWOs

Greetings from the Fantail!

Our detailing team remains excited and eager to serve each of you. As we maneuver through the busiest time of the year marked by PCS moves and a series of Administrative and Statutory boards, we are prepared to assist you in any way we can.

We understand frustrations concerning members' desires to remain in a particular location, however, timing, valid billet availability, career progression, and paygrade drive detailing priorities. While we would like to accommodate one's personal desires, as Sailors, we must also understand the Navy has priorities and requirements that also drive details. As such, our aim is to try to get a healthy balance that meets the needs of our Navy and your personal needs. I cannot emphasize enough the enormous personnel resource constraints our Navy is currently experiencing. As our CNO and senior leaders continue to use creative solutions to build a more robust force, we will continue to see a significant imbalance with billet requirements against available distributable inventory. There are a host of factors negatively impacting the distributable inventory across multiple designators, including LIMDUs, HUMs, EFM, disciplinary issues, and open investigations. We ask that each of you have candid conversations with your leadership concerning this matter as it will affect some units not having backfills.

Sincerely, I appreciate your patience and kindness as we work through increasing available personnel resources to meet the ever-changing demands across the Fleet. Thank you for your hard work and dedication to our Navy and the success of organizations across the Fleet.

Statutory Boards

Congratulations to all FY-24 Active Duty Captain Line Selects listed below on achieving a significant milestone in their Naval career! For those who have assessed these member's records, you will notice that their records reflect being worldwide assignable, taking hard tours with significant scopes of responsibilities, and having qualifications that exceeded designator-specific qualifications – they truly embody what it means to balance Navy's needs with personal goals – job WELL DONE to each of you!

CDR Ross M. Anderson, 6180
CDR Chad M. Hamm, 6120

CDR Phillip L. Gesaman, 6110
CDR Roger D. Horne, 6180

CDR Omar A. Hair, 6410
CDR Antoine Thornton, 6490

Congratulations to all FY-24 Active Duty Commander Line Selects listed below on achieving a significant milestone in their Naval career! For those who have assessed these members' records, you will notice that their records reflect being worldwide assignable, taking hard tours with significant scopes of responsibilities, and having qualifications that exceeded designator-specific qualifications – they truly embody what it means to balance Navy's needs with personal goals – job WELL DONE to each of you!

LCDR Quentin Albea, 6410
LCDR Robert Coats, 6430
LCDR Aloysius Elzie, 6120
LCDR Joshua Hemming, 6180
LCDR Vincent Junor, 6130
LCDR Robert Lilly, 6180
LCDR Lisa Milligan, 6410
LCDR Lawrence Scott, 6490
LCDR Kyle Strobeck, 6490
LCDR Edward Weekley, 6410

LCDR Paul M. Allen, 6130
LCDR Jonathan Davis, 6130
LCDR Dominic Frank, 6480
LCDR Mark Hovan, 6180
LCDR Patrick Key, 6120
LCDR Marlon Love, 6490
LCDR Duane Motley, 6410
LCDR Johnny Stevenson, 6130
LCDR Abdoulaye Sylla, 6130
LCDR Thomas Williams, 6180

LCDR Joshua Bunte, 6180
LCDR Brent Dunagan, 6180
LCDR Frank Gates, 6410
LCDR Gary Hudson, 6410
LCDR Shawn Kline, 6490
LCDR Douglas Martin, 6120
LCDR Derek Sadzinski, 6120
LCDR Kyle Strobeck, 6490
LCDR Daniel Topper, 6490

PERS-414 – LDOs / CWOs

Retire Retain

MILPERSMAN 1811-101 provides information on officers desiring to remain in the Navy beyond statutory retirement dates, in the current billet occupied, if necessary to allow an orderly turnover, or to successfully accomplish a mission requirement. Requests may be for up to one year or until the end of the fiscal year of the statutory retirement date. If the requested date crosses the FY, it will require a quota. Fleet-wide, there are only 25 authorized quotas per year, therefore, requests must contain valid justification, such as “CDR James is serving as the Commanding Officer and the identified relief cannot report until (specified date) due to being assigned to a Priority 1 billet, which cannot be gapped.” All requests requiring quotas will be boarded prior to going to DCNP for final adjudication. For further information or questions, contact your Detailer, PERS-835 or refer to MILPERSMAN 1811-010.

LDO to SWO Lateral Transfer Opportunity

The SWO community is interested in offering first-tour LDOs an opportunity to expand assignment, bonus, and education opportunities. All interested personnel must possess a 4-year degree. Once qualified Surface Warfare Officers, members will officially convert from 1160 to 1110 and follow the typical SWO career path. While this opportunity is advantageous to the 61XX designators, we invite all interested LDOs to look into whether this opportunity. For more information, feel free to contact LCDR Cory Zebian at cory.zebian.mil@us.navy.mil.

Priorities for Assignment of Officers

- Distribution Guidance Memorandum 0402-2301 of January 2023 sets forth policy for the assignment of officers. Inventory is not sufficient to ensure all billet requirements are met, therefore PERS 4 may be required to gap billets. As such, for clear transparency, when negotiating for one's next assignment, members can expect NPC to adhere to the detailing prioritizations as set forth below:

- *Pri 1: Operational, nominative and nuclear support – 100% manned
- *Pri 2: Major Staff – 85% manned
- *Pri 3: Supporting Commands – 65% manned

- Controlled grade (CG) Officers (O4-O6) will not be assigned to Pri 2 & 3 commands unless a billet is deemed a critical position (i.e., CO, XO, OIC, etc).
- Officers will not be detailed to non-funded billets or to commands with manning thresholds in excess of the percentages listed above.
- Filling a billet that is a lower grade than your current or selected to paygrade, will be by exception and will require valid justification.

Exceptional Family Member Program (EFMP)

The EFMP ensures medical treatment availability for certain medical conditions of dependents. Within PERS 414, there are nearly 400 Surface LDOs and CWOs personnel with family members enrolled in EFMP. Detailers will work with members whose dependents are enrolled, however, there may be times when stabilization cannot be met due to the availability of valid billets, community priorities, and milestone obligations. If stabilization cannot be met, the Detailers will diligently work with PERS 454 to identify locations that are suitable to ensure medical treatment availability. Having EFM dependents does not preclude a Service Member from being detailed to sea duty, unaccompanied, and global support assignments. For further information, refer to MILPERSMAN 1300-700.

PERS-414 – LDOs / CWOs

Record Management

All officers are responsible for ensuring their records are always up to date. Although detailers conduct a courtesy review of records for administrative/statutory boards, it is imperative that you review your own record for discrepancies. The below link is a resourceful tool to aid you with submitting updates to your official service record.

[https://www.mynavyhr.navy.mil/Portals/55/Career/Detailing/Officer/SurfaceWarfare/LDOCWO/414_Officer_Record_Management_Brief_OCT%2022.pdf?ver=vzW11MNPcAeVwRnOejOq0Q%3d%3dficerRecord_Management_Guide-OCT2022\(navy.mil\)](https://www.mynavyhr.navy.mil/Portals/55/Career/Detailing/Officer/SurfaceWarfare/LDOCWO/414_Officer_Record_Management_Brief_OCT%2022.pdf?ver=vzW11MNPcAeVwRnOejOq0Q%3d%3dficerRecord_Management_Guide-OCT2022(navy.mil))

Department Head Screening

The FY-24 Department Head (DH) screening board will convene on 12 June 2023 for Surface designators. Previous trends affecting non-selection for DH include the lack of sustained superior performance (afloat) and DH Afloat recommendation being documented in FITREP block 40. Factors that may impact selection versus non-selection include the following:

- Soft breakout in block 41
- Individual Trait Average in comparison to the RSCA (best indicator of superior performance)
- Consistent DEPT HEAD recommendations in FITREP block 40
- Advanced qualifications and education

Knowing your career path will assist you with understanding the next career milestone that you should document in block 40. During your first two sea tours, one of those two blocks should say “DEPT HEAD.” It’s your FITREP and career, we invite members to have open conversations with Reporting Seniors about where one’s trait average falls in comparison to the Reporting Senior’s Cumulative Average. This is also a great opportunity for members to address or request a correction of any concerning or missing verbiage in the report. Situations such as Air Gaps, back-to-back Promotable or Must Promote recommendations, or why a tour may have ended earlier that affected a “tracking right” picture. Members should make sure the report is correct before signing and prior to it being mailed/uploaded.

LDO Command Ashore Qualification Program

COMNAVSURFPACINST/COMNAVSURFLANTINST 1412.3A, CH-1 is under revision and is expected to be released this summer. All Surface and General Line Limited Duty Officers in the paygrades of LCDR and CDR are encouraged to complete this qualification. Once complete, email the entire package to your detailer, including the entire 100 and 300 series, certificates for required courses, all board letters, and PQS page 26 signed by the oral board president. Once approved, the 2D1 AQD will be entered into your official record. It is highly recommended that members have the qualification completed prior to zoning for O5. The first opportunity to screen is at the Commander Command Board which occurs in the fall following the statutory Commander Selection Board.

Joint Interface Control Officer

Currently, JICO requirements exceed the inventory of qualified JICOs. In support of SECNAV priorities and to stabilize Fleet JICO inventory, more OPS TECHs will be detailed to JICO billets. Members will attend the JICO course prior to reporting to the future JICO billet. The ideal target audience to support Fleet objectives and remedy the JICO deficit are post-second tour DIVOs, which will ensure one’s Carrier Strike Group milestone and other significant tours are completed. Another avenue to increase JICOs includes first and second-tour DIVOs garnering command support to attend any associated/pre-requisite schools as available at the command’s discretion. Commands will incur all TDY expenses.

PERS-414 – LDOs / CWOs

Flag Secretary Opportunities

Nominative Flag Secretary tours and are categorized as Priority 1 billets. Most Admin LDOs can expect to complete at least two Flag Secretary assignments. Although the timing of available billets and officers dictate when members can complete Flag Sec tours, the ideal timeframe is following an operational tour. Due to the demands and movements of Flag Officers, all Administrative LDOs should be prepared at any given time to be included in a package, for any geographical location. Individuals are highly encouraged to maintain updated official photos and biographies. Doing so enables rapid package submissions and aids with expediting processing times.

MyNavyHR Transformation Update

As the transformation of pay and personnel initiatives continue to evolve, the Transaction Support Centers (TSC) and Region Support Centers (RSC) are all officially funded and have opened opportunities for the Administrative LDO community. All TSCs are O-5 XO/CO Fleet-up billets that alternate with HR Officers, with the exception of TSC Norfolk (O-6 billet) and TSC Memphis (O-4 billet). All RSCs are LT OIC billets, the specific billets are:

Command Ashore

- TSC Norfolk
- TSC San Diego
- TSC Pensacola
- TSC Great Lakes
- TSC Naples
- TSC Yokosuka

* To be eligible for any of the above billets, members must have a 2D1 in their official record, and be screened and selected for Surface CDR CMD.

Officer in Charge

- TSC Memphis
- RSC Bahrain
- RSC Everett
- RSC Norfolk
- RSC Naples
- RSC Washington D.C.

MNCC

- NPPSC Millington, CDR, XO
- MNCC Millington, LT, FLAG SEC
- MNCC Millington, LTJG, PERS PLN
- MNCC Millington, ENS, Training Off
- MNCC Millington, CWO5, PERS PLN

Road Show Schedule

EXCITING NEWS! The Surface LDO/CWO team is commencing Road Shows; see the schedule below. Visit PERS-41 LDO/CWO page on myNavyHR page for the most current information.

- San Diego: 26-30 Jun
- Hawaii: 27-31 Aug
- PACNOR: 18-22 Sep
- Great Lakes/Rhode Island: 2-6 Oct
- Future trips (dates TBD): Norfolk/Dahlgren/DC/Mayport/Bahrain/Spain

People are our greatest and most valuable and valued assets!!! We appreciate all you are doing for our Community and Navy - keep up the great work and continue with daily personal and professional growth. We look forward to serving you; DON'T hesitate to reach out if there is anything we can address or do for you – even if the conversation will be difficult.

CDR Katherine Vester
Branch Head, Surface LDO/CWO
Assignments (PERS 414)

PERS-460 Training and Administration of the Reserves (TAR)

Greetings from your TAR SWO Detailers! The PERS-46 team has turned over recently. CDR Jeff Gerring has taken the helm as the Senior SWO Detailer (O5's) and LCDR Jon Cassel has taken over as the Junior SWO (O4 and below) detailer and NRC Placement Officer. CDR Gerring is joining us after his command tour on USS Billings (LCS15). LCDR Cassel recently completed a tour at CNSP as the Current Operations Officer.

-- Congratulations to the TAR SWOs slated for NRC Command!

As TAR Officers, we **TRULY** have the opportunity to command early and often! NRC Command is a dynamic and exciting opportunity to command ashore for our top performing officers and is a key milestone tour. Slates occur twice a year in the Spring and Fall and require the 2D1 qualification (LN7 also fulfills the requirement) to be eligible. See COMNAVRESFORCOM INSTRUCTION 1412.1E for more details on eligibility.

CDR Christopher Seeley - NRC Phoenix
LCDR Kenneth Perfido – NRC New London
LCDR Joseph Dearing - NRC Manchester
LCDR Zachary Berglan – NRC Tulsa
LCDR Chris Bourque – NRC Cheyenne

CDR Kevin Mesecher - NRC Orlando
LCDR Joshua Duvall - NRC El Paso
LCDR Christopher Cedros - NRC Tucson
LCDR Nicholas Hieber – NRC Little Rock

-- Interested in applying for TAR?

The TAR Lateral Transfer/ Redesignation board is held twice a year (Spring and Fall). The TAR SWO career path mirrors the conventional SWO sea/shore rotation, with the key distinction being TAR specific shore duty billets. Officers are still **expected** to complete:

- 2 Division Officer tours afloat
- 2 Department Head tours afloat
- Compete for and serve in traditional SWO milestone screening, including CO/XO Afloat.

TAR shore duty billets focus heavily on reserve management. Key milestones include NRC Command, Staff duty at CNRFC and OCNR, and RPD on major staffs. There is also significant opportunity to serve in NECC and MESG operational tours alongside the Reserve Forces. The majority of our shore billets are located in Washington DC, Norfolk, and Millington.

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/>

The Spring FY-23 TAR Officer Lateral Transfer/Redesignation Board (#325) has adjourned. Congratulations to our 25 new TAR SWOs! 13 of the 25 selectees came from the 1110 community and 12 came from the 1115 community.

-- Command in the TAR Community

TAR Officers have a unique opportunity to truly command early and command often. There are 123 total NRCs throughout the country, with at least one NRC in every state, plus Guam and Puerto Rico. NRC Commanding Officer billets start at LCDR and continue through CAPT, but it is possible to serve as a CO as early as a LT. In addition to NRC Command, TAR SWOs have the opportunity to compete for and serve in Command at sea roles, as well as CO-Special Mission.

PERS-460 Training and Administration of the Reserves (TAR)

-- Congratulations to our newly selected Captains!

- CDR Clint Blankenship (CO, NTAG PNW)
- CDR Sam Hoard (CO, USS GABRIELLE GIFFORDS Gold Crew)
- CDR Bobby Rowden (CO, USS McFAUL)
- CDR Christopher Seeley (CO, NRC Gulfport)

Of our new selectees, 1 Officer was picked above zone, 2 in zone, and 1 below zone for a total overall selection rate of 26.67%. XO/CO Afloat service was THE key discriminator this year. Well done to all!

**FY-24 Selected Officer Experience Statistics:

Category Percentage

Masters - 100.00%

JMPE Phase I - 100.00%

RESFOR served - 25.00%

NPC/BUPERS served - 50.00%

Command Afloat - 50.00%

NRC Command - 75.00%

Your Detailers:

O-5 and above CDR Jeff Gerring jeffrey.a.gerring.mil@us.navy.mil

O-4 and below LCDR Jon Cassel jonathon.d.cassel.mil@us.navy.mil



BUPERS-311 – SWO Community Manager

Team! If you've been paying attention to the PERS-41 Facebook page you can quickly tell that summer PCS season is in full force. In addition to the detailers turning over, I'd like to welcome CDR Eric Winn as the new SWO OCM! Eric is coming to us as the former Commanding Officer of USS HARPERS FERRY (LSD 49) with prior experience in the amphib fleet and front offices of PERS-41 and N95. Eric and I have known each other for half our careers and I can 100% tell you ... he is a SUPERSTAR Officer and will be a HUGE resource to you and a GREAT advocate for the community! Feel free to contact him at 901-874-3173 or shoot him a note at eric.winn2.mil@us.navy.mil. As I wrap up my tour, I'd like to spend a few moments discussing retention within the community and a cool new initiative rolling out to the fleet that I think will set our Wardrooms up for long term success!

New Accessions & Future Retention. Every week I talk to Junior and Senior Officers across the fleet wanting smaller Wardrooms, meaningful training opportunities, and legitimate jobs in charge of people, programs, and equipment. No one likes being the assistant to the assistant. We're listening, and for the next three years we're bringing in ~200 less SWOs per year to make that happen. What that means for new Ensigns is that you'll hit the deck plates running on day ONE leading real divisions and your lateral transfer opportunity (YG23 and junior) will be limited. For the current JOs, it means your reps and sets doing major evolutions and watches are going to increase and you'll be able to pursue shore duty earlier (SLT, flt up, etc). For the control grade officers, (DHs, XOs, & COs) your leadership and mentorship to maintain our competitive edge is now the vital link to our community health. SWO is looking at you in terms of our retention key performance indicators – how well do you retain SWO talent? Are you creating an environment that gets folks excited about DH and beyond? How long does it take your JOs to qualify SWO, EOOW, and TAO? With smaller ensign groups coming in, we need you now more than ever to focus on teambuilding and motivating your replacement! The days of organic 35% retention are over! The target is 41% - 2 of every 5 second tour DIVOs! Ship Captains – It's achievable! Get after it!!

Lateral Transfer & TCT. Nearly 70 officers were selected for transition at February's lateral transfer board. That's a huge increase from previous years and was done deliberately as we're trying to reduce Wardroom size and release folks who've made it clear they're not retainable. YG21 and junior are eligible to apply this year, but full disclosure - YG17-18 are still our most challenging cohorts in terms of retention and out quotas. We've been working really hard with the EDO, FAO, and MSO communities on the tailored community transition (TCT) pilot (see PERS-412 section for details) and we expect it to be approved before the June SWO DH Board. The gist of TCT is that it's offered to non-DHRB signers to commit to two DH afloat tours in exchange for an automatic designator change to the gaining community without having to deal with lateral transfer out quotas. AND you get DHRB! AND we align your shore duty assignment to make sure your gaining community pre-reqs are complete so you can start your new community job on day one. It's a win-win for all four communities, but we are quota limited to 10 EDOs, 15 FAOs, and 3 MSOs each year.

SORB & the CO-SM path to O6. Unlike previous years, this year we picked double digit CO-SMs for CAPT so if you're a current XO-SM, XO*, XO afloat, or CO-SM there is a legitimate pathway to O6. SORB (\$48K over 4 years – YCS 19-23) is aligned to take you through your O6 in zone look as long as you sign before your YCS 19 anniversary. PERS-410 is reaching out to YG04 this year and is ready to answer your questions and offer slating options that meet your personal and professional goals. It's free \$ that didn't exist 2 years ago so if you're willing to sign, we're willing to work with you on assignments and give you the best chance at selecting for CAPT with potentially a 30 year retirement!

V/r, CDR Wil Fensterer

PERS-41 Contact Information

PERS-41	Director	CAPT Jeff Heames	jeffrey.l.heames.mil@us.navy.mil
41A	Deputy / CAPT Detailer	CDR Donann Gilmore	donann.m.gilmore.mil@us.navy.mil
41C	CAPT Detailer	LCDR Gabrielle Francisco	gabrielle.m.francisco.mil@us.navy.mil
41M	Metrics	CDR Ryan Appleman	ryan.p.appleman.mil@us.navy.mil
41N	Surface Nuclear Placement	CDR Matt Curnen	matthew.e.curnen.mil@us.navy.mil
41N1	Surface Nuclear Community Manager	LCDR Aaron Jean	aaron.a.jean.mil@us.navy.mil
PERS-410/411	CDR/LCDR Branch Head	CDR Bralyn Cathey	bralyn.e.cathey.mil@us.navy.mil
410B	CDR CMD Detailer	LCDR Jamie Jordan	jamie.l.jordan24.mil@us.navy.mil
411A	CDR/LCDR Detailer A-F	LCDR Audrey Munji	audrey.l.munji.mil@us.navy.mil
411B	CDR/LCDR Detailer G-M XO Afloat/XO*/XO-SM Detailer	LCDR Zach Martens	zachary.b.martens.mil@us.navy.mil
411C	CDR/LCDR Detailer N-Z	LCDR Veronica Camiolo	veronica.a.camiolo.mil@us.navy.mil
411M	Human Resources Assistant	Ms. Mikey Nusselt	michael.l.nusselt.civ@us.navy.mil
PERS-412	JO Branch Head	CAPT Ryan Kendall	ryan.r.kendall.mil@us.navy.mil
412A	JO Shore Coordinator	LCDR Rob Allen	robert.r.allen29.mil@us.navy.mil
412B	JO Sea Coordinator	LCDR Eric Kaijankoski	eric.a.kaijankoski.mil@us.navy.mil
412F	Divo Detailer T-B	LT Jessica Yang	jessicalynn.b.yang.mil@us.navy.mil
412H	Divo Detailer C-G	LT Griffin Buskill	peter.g.buskill.mil@us.navy.mil
412I	Divo Detailer N-S/POCR	LT Tatihana Moreno	tatihana.v.moreno.mil@us.navy.mil
412K	Divo Detailer H-M	LT Justice Swett	justice.swett.mil@us.navy.mil
412M	1st Tour DH Detailer	LCDR Cory Zebian	cory.zebian.mil@us.navy.mil
412N	SWO(N) Detailer	LCDR Derek Mockel	wade.d.mockel.mil@us.navy.mil
412O	New Accessions Detailer	LT Benjamine Miller	benjamine.a.miller@navy.mil
412S	2nd Tour DH Detailer	LCDR Cory Zebian	cory.zebian.mil@us.navy.mil
412T	Human Resources Specialist	Ms. Robbie Richard	roberta.j.richard.civ@us.navy.mil
PERS-413	Placement Branch Head	CDR Pia Chapman	pia.m.chapman.mil@us.navy.mil
413A	CRUDES	LCDR Gerry Sellars	gerald.c.sellars.mil@us.navy.mil
413E	CDS/LCS/PC/MCM/RIVRON	CDR Pia Chapman	pia.m.chapman.mil@us.navy.mil
413F	AMPHIB/MSC	LCDR Ray Sanders	raymond.a.sanders.mil@us.navy.mil
413X	Executive/New Accession	LCDR Ezra Hatch	ezra.t.hatch.mil@us.navy.mil
PERS-414	LDO Branch Head	CDR Kat Vester	katherine.vester.mil@us.navy.mil
414A	Security/Admin Detailer	LCDR Rina Novakovich	marina.m.novakovich.mil@us.navy.mil
414B	OPS/Deck Detailer	LCDR Matthew Blanton	matthew.w.blanton2.mil@us.navy.mil
414C	Engineering/Repair Detailer	LCDR Johnny Stevenson	johnny.l.stevenson4.mil@us.navy.mil
414D	Ordnance/Electronics	LCDR Rahsan Deavers	rahsan.a.deavers.mil@us.navy.mil
414S	Human Resources Assistant	Ms. Sonya Bradley	sonya.d.bradley3.civ@us.navy.mil
PERS-415	NSW Detailer	CAPT Matthew Peterson	matthew.p.peterson2.mil@us.navy.mil
415B	NSW Placement/Asst. Detailer	LCDR Robert Battle	robert.h.battle.mil@us.navy.mil
415C	NSW Asst. Detailer - JO	LT Taylor Peterson	taylor.j.peterson9.mil@us.navy.mil
415D	NSW Asst. Detailer – CWO	CWO3 Robert Loss	robert.f.loss@navy.mil
PERS-416	EOD Detailer	CDR Jack Damon	john.d.damon.mil@us.navy.mil
416A	Human Resources Assistant	Ms. Karen Rublaitus	karen.a.rublaitus.civ@us.navy.mil
416B	EOD JO Detailer	LT Doug Swezey	douglas.p.swezey.mil@us.navy.mil
PERS-46B	TAR Surface Branch Head	CDR Jeffrey Gerring	jeffrey.a.gerring.mil@us.navy.mil
46D	TAR Surface JO Detailer	LCDR Jonathon Cassel	jonathon.d.cassel.mil@us.navy.mil
BUPERS-311	SWO Community Manager	CDR Wil Fensterer	william.a.fensterer.mil@us.navy.mil