



PERS-41

January 2025

Newsletter

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From the Director

Happy New Year and greetings from Millington!

2024 was an exciting year for the Surface Warfare Community, marked by significant operational accomplishments ranging from deterring aggression in the Red Sea to strengthening alliances in the Indo-Pacific.

SWOs are adaptive, well-rounded, and critical thinkers. Our Officers benefit GREATLY from serving in leadership positions earlier than any other URL community. As the Director of Surface Officer Distribution, I witness first-hand the daily demand for 1110s throughout the Fleet - from Maritime Operating Centers to Afloat and Ashore commands, SWOs are highly sought out because we are problem solvers who distill complex issues into their most salient points. We are trained to identify root causes and solve our most significant challenges in a creative and enduring way. This unique skill set sets us apart from our adversaries. SWOs provide our commanders with response options and decision space needed for the future fight.

It has been a pleasure meeting many of you throughout the past year during our Fleet engagements! This newsletter serves to highlight and provide crucial details on career management changes relevant to you. From Ensign to Captain, there's information here you need to know. Here's a preview of what's in this issue:

DIVISION OFFICERS

Career flexibility options for Division Officers have never been more abundant. Due to initiatives like Single Longer Tour (SLT), we have JOs who are completing their DIVO tour on a single ship, rolling ashore as LTJGs with \$150K DHRB contracts, and enjoying incredible shore tour opportunities provided through our Talent Management or detailing process. Hear it from me, we are rewarding officers who commit early to Department Head.

More exciting opportunities below. However, additionally we are expanding our presence in unmanned systems. The establishment of USVRON-7 presents new challenges and rewarding command opportunities for qualified officers. Your technical and tactical expertise is highly valued in this evolving domain. Contact your Detailer today to explore OIC and early command in USVRONs.

From the Bridge

Finally, **the Department Head Board is shifting to late April**. Ensure your record is up-to-date to maximize your chances of success.

DEPARTMENT HEADS AND EARLY COMMAND

Department Heads are in high demand, and I commend the exceptional leadership you bring to our wardrooms daily. Due to a current surplus of Department Heads in *some* year groups, we are temporarily adjusting the Plans and Tactics Officer (PTO) billet assignment policy. This will allow us to optimize officer assignments and ensure the most effective utilization of our talented officers. While the PTO billet is being temporarily adjusted to primarily focus on Destroyers (AMDCs) and Cruisers, we intend to fully restore the PTO billet as Department Head inventory returns to historical levels.

In other exciting news, we are **thrilled** to announce a new early command opportunity! Expeditionary Fast Transport (E-TPF) vessels will soon be commanded by LCDRs! These high-speed vessels will have a hybrid crew of military and civilian mariners, offering invaluable leadership and operational experience. This unique opportunity will be available alongside Mine Countermeasures Command and Beach Assault Unit Commander positions. Apply for these exciting command opportunities by April 2025 during the FY-26 Department Head Board selection process.

EXECUTIVE OFFICERS AND COMMANDING OFFICERS

Congratulations to our newest Major Commanders, CO Afloat, CO-SM, XO, XO*, and XO-SMs! I encourage you to take time to reflect on your career successes and to share these significant promotions and milestone achievements with your families and those who have supported you along the way.



Effective 9 December 2024, the Surface Warfare Command Leadership Assessment (SWCLA) replaced the Surface Command Oral Board. These boards are administered at the CNSL and CNSP, so schedule your board **early**.

Finally, we understand the need for career flexibility not only for junior Officers, but for senior Officers. That's why in the last Major Command Board, we expanded opportunities for who could apply for an

Early 1st Look. This is NOT an additional free look, so be sure to read about this recent change, speak to your mentor, and discuss it with your detailer, before applying for an early look.

We are fully aligned with the Surface Community's priority of producing 80% combat surge-ready ships by 2027 for the high-end fight. From a personnel perspective, this is achieved by ensuring we get the right talent, at the right level, at the right time. We get there by continuing to develop our Officer core at every step of their career path and empowering them to own their career development.

From the Bridge

My team is dedicated to assisting you as you chart your course to a rewarding career. We encourage open and frequent communication. Please reach out with any questions or issues you may have. Early and consistent communication is key to our ability to best serve you. We look forward to the opportunity to connect with you during our upcoming visits!

Rob Francis
PERS-41

The upcoming administrative boards to keep on your radar are:

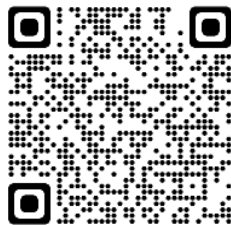
Department Head Board/Early Command Board

28-Apr-25

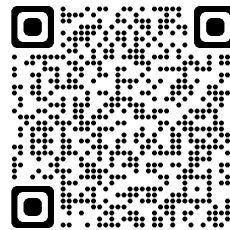
NOTE: We are still seeing eNavFit reports displaying truncated Block 41 write-ups in the board software system. Until further notice, please scan your eNavFit FITREPs into the boards (statutory and administrative) as correspondence to ensure board members are able to read all Block 41 content.

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.

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PERS-41A - Captains

We hope your family had a wonderful Holiday season!

As we bid farewell to CDR Gabrielle Francisco (PERS-41C, Assistant Captain Detailer) and CDR Katie Ball (Deputy and Captain Detailer), we want to extend a heartfelt thank you for their hard work and dedication to the Fleet! Katie and Gabby did exceptional work to ensure Captain Detailing was expertly executed. Fair winds and following seas as you head back out to the Fleet!

I am CDR Jason Garfield and have assumed the duties as the Deputy Director and Captain Detailer in PERS-41. Also, LCDR Liz Moten, who previously served as the 2DH/Early Command Detailer, has taken over as our new PERS-41C. We look forward to working with you and are standing by to assist in anything you may need. To be clear, our PRIORITY is to serve you in any way can. Please DO NOT hesitate to contact us!

FY-26 Major Command Board

Congratulations to all of our newly selected Major Commanders! Overall, we selected 69 SWOs for Surface Major Command over the three looks, and 10 SWOs for Acquisition Corps Major Command. In our three special tanks, we selected 2 eligible officers for CTF 64 command, 2 eligible officers for Navy Recruiting Region Commodore, and 2 eligible officers for Naval Beach Group Commodore. Additionally, we selected 48 SWOs for Sequential Major Command.

****FY-26 SWO Major Command Board Statistics:**

Category	Eligible	Selected	Selection%
Overall	146	69	47.26%
1 st Look	100	42	42.00%
2 nd Look	31	21	67.74%
3 rd Look	15	6	40.00%

****FY-26 Command Type for SWO 1st Look Eligibles:**

Command Type	Eligible	Selected	Selection %
DDG	45	26	57.78%
LCS	24	10	41.67%
LSD	9	6	66.67%
CO-SM	20	5*	25.00%*

*selected for selected for CTF 64, NRRC, or NBG

****FY-26 Command Type for SWO 1st Look Eligibles with HBO in Command:**

Command Type	Eligible w/ HBO	Selected	Selection %
DDG	33	28	84.85%
LCS	12	9	75.00%
LSD	6	5	83.33%
CO-SM	11	5*	45.45%*

*selected for selected for CTF 64, NRRC, or NBG

****FY-26 SWO Overall Diversity Statistics:**

Category	Eligible	Selected	Selection %
Male	122	60	49.18%
Female	24	9	37.50%
Nuke	18	8	44.44%

PERS-41A - Captains

TAR	5	1	20.00%
Diverse	34	19	55.88%
Non-diverse	112	50	44.64%
White	105	48	45.71%
African American	11	6	54.55%
Am Ind/AK Native	0	0	N/A
Asian	5	2	40.00%
Multi-racial	2	1	50.00%
Hispanic	15	10	66.66%
Decline to Respond	7	2	28.57%

****FY-26 SWO Experience Statistics for Selected (All Zones):**

Category	Eligible	Selected	Selection %
Masters and JPME I	145	75	51.72%
JMPE 2	39	23	58.97%
JQO	14	9	64.29%
OPNAV-served	40	23	57.50%
NPC/BUPERS-served	23	13	56.52%
IA/GSA - served	27	13	48.15%
JCS tour	12	8	66.67%
OSD-served	8	4	50.00%
WTI	12	7	58.33%

****Current Duty Station for SWO Eligibles:**

Category	Eligible	Selected	Selection %
ESG/CSG	10	5	50.00%
CDS/CPR/CNSS	3	2	66.67%
ATG/TTG/EWTG	10	3	30.00%
SMWDC/SCSTC	8	2	25.00%
TYCOM	15	9	60.00%
Fleet Staff	7	6	85.71%
Major Staff	12	7	58.33%
CNP/PERS/BUPERS	7	5	71.43%
OPNAV	8	3	37.50%
SWSC/MSTC	3	1	33.33%
JCS/OSD	9	6	66.67%
Sea Duty USS	15	9	60.00%
Other Sea Duty	7	1	14.29%
Other Shore Duty	37	20	54.05%

Senior Officer Career Flexibility

At the recent Major Command Board, we expanded early look consideration for Major Command selection to support career flexibility. In the past, Major Command early look opportunities have traditionally been for officers selected for promotion to Captain ahead their Commander Promotion Year Group (PYG). In an effort to provide career flexibility to our senior officers, early look considerations were expanded to include officers who had not yet been selected for promotion to Captain by a statutory board and are one PYG junior to the first look eligible PYG. The eligible officers must have also met the criteria below:

PERS-41A - Captains

- Completed CDR CMD tour by 01 Oct of the board year
- Have a personal reason of which early screening for Major Command could alleviate
- Have a competitive record

If selected for Major Command, these officers should be prepared to return to sea at first opportunity.

Retire/Retain

Statutory retirement is the 1st day of the next month following 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; 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!

PMC Detailing

Post Major Command Detailing is conducted approximately 6-8 months prior to your PRD. At the O6 level, PRDs adjust often based on nominations and other circumstances that require us to remain flexible.

During the detailing process, we will discuss your short and long range goals, the strength of your record, your personal desires, and the priority options we have available. PMC Detailing is unique in that is truly one on one. What options may be available for orders will depend on many things. We continue to have a shortfall of O6 officers – this means that we must prioritize the most impactful billets first.

SWO PMCs are the most sought after talent in our Navy. The demand for this level of experience is unmatched at any paygrade. Following promotion to Captain and serving in Captain or Major Command, you are in a small pool of officers that are desired at every level. Once we determine the best option for you and following approval, we will work to finalize the details and start the order writing process.

We value your service and will not be ready for the future fight without you. Please email/call me or Liz early for us to best understand your personal desires so we can work hard to find a place where you can thrive personally and professionally.

Both Liz and I look forward to working with you! HOOYAH!



V/R,
CDR Jason Garfield
PERS-41A



Greetings from PERS-410/411!

Happy New Year – I am pleased to introduce CDR Mike Bencini, who will be triple hatted as both PERS-410/411 and PERS-412 (Triple H!) until the summer of 2025.

Congratulations to all the FY-26 Commander Command Board selectees! Commander Command boards remain our most competitive milestone screening and this year's board was no exception. Detailed statistics are at the end of this section – but successful performance in afloat Dept Head tours remain the single largest factor in milestone screening.

Make sure your record is up to date! O-5 Statutory promotion boards are right around the corner. As a reminder, any admin sent to the CDR CMD board via letter to the board (LTB) is not a part of your official record. Always review your record before any administrative milestone screening or statutory promotion selection board.

Correspondence due date: 10 days prior to boarding convening date IAW NAVADMIN 220/19. Example board correspondence includes: FITREPs missing from your PSR that cannot be updated permanently in time for the board, designation letters / awards / education missing from your OSR, letters to the board, and “do not pick me” letters. Please talk to your Detailer before you submit a “do not pick me” letter.

Post DH Operational Assignments: In the last 12 months, 35% of post DH rollers reconciled to overseas or at-sea operational staff billets. If an Officer has not yet screened for CDR CMD and desires assignment to a billet that will enhance their record, there is no stronger message to the CDR CMD Board than to take a sea duty assignment. In pursuing such sea duty assignments, Officers strengthen their professional record and experience while serving in demanding billets.

PERS-410/411 – PCCs / CDRs / LCDRs

Reconciliation Timeline: We will shift to reconciliation occurring every month starting in January 2025. We will not reconcile anyone in Nov-Dec due to CDR CMD Board. 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/>. We include every funded billet assigned to PERS-41; however, we must prioritize which billets we fill based on our Officer inventory.

Surface Warfare Commanders Leadership Assessment (SWCLA):

Be on lookout for CNSF SWOMAN Advanced Change Notice and FY25 SWCLA Board Convening dates for details and requirements.

Surface Warfare Commanders Leadership Assessment (SWCLA) will replace the Surface Command Oral Board requirement as part of the Command Qualification Process. If you have not completed the Surface Command Oral Board **prior to 09 December 2024**, you will be required to complete SWCLA as part of your Command Qualification to be eligible for Commander Command Afloat, Commander Command Special Mission or LCDR Early Command. This board differs from the previous Command Qualification Oral Board in that this board assesses Commanding Officer candidates in a board setting, where each candidate has access to follow-on leadership coaching. Board members include a senior enlisted leader, an operational psychologist, and post-command Captains.

SWCLA focuses on leadership and character development, assesses which traits are essential in a leader, and provides invaluable feedback for our leaders as they prepare for command. It is a new avenue to provide coaching and mentorship to future Surface Warfare leaders. SWCLA is just the first step in the development of a larger assessment program which will support the Surface Force's intentional development of Captains of Warships. It is important to schedule your assessment earlier rather than later due to quota control and to ensure you have successfully completed it prior to your first look at CDR CMD.

Lieutenant Commander Retention Bonus (LRB):

NAVADMIN 247/24 RELEASED announcing the renewal and modification of the Surface Warfare Officer (SWO) Lieutenant Commander (LCDR) Retention Bonus (LRB) for eligible SWOs up to \$66,000.

****NEW PAYMENT SCHEME**:** Approved applicants will receive payments at YCS 12, 13, and 14.

- \$22,000 at 12 YCS for AC, \$12,000 for RC FTS
- \$22,000 at 13 YCS for AC, \$12,000 for RC FTS
- \$22,000 at 14 YCS for AC, \$12,000 for RC FTS

To be eligible, you must meet all four of the following requirements:

- 1) Qualified and serving as an active duty SWO (111X)
- 2) Permanently appointed Lieutenant Commander
- 3) Have at least 11 YCS, but no more than 12 YCS (applicant must submit prior to commencement of 12 YCS to receive all three installments).
- 4) Completed two afloat Department Head tours or a Single Longer Tour according to the Department Head Sequencing Plan as assigned by PERS-4.

LRB POC: Mr. Nathan Griffin - nathan.d.griffin.civ@us.navy.mil

PERS-410/411 – PCCs / CDRs / LCDRs

Senior Officer Retention Bonus (SORB): SORB was renewed until 29 Nov 2027. Please be on the lookout for the updated NAVADMIN soon.

SORB pays \$48,000 for eligible SWOs who commit to serve through 23 years of commissioned service (YCS 19-23).

To be eligible, you must meet all of the following requirements:

- 1) Qualified and serving as an active duty SWO (1110/1117)
- 2) Permanently appointed Commander
- 3) Have at least 18 YCS, but no more than 19 YCS (applicant must submit prior to commencement of YCS 19 to receive payments).
- 4) Administratively screened and serving in or completed a XO-SM, XO-Afloat, XO-Afloat*, CO-SM, or CO-Afloat milestone tour as assigned by PERS-41.
- 5) Must be found fit for sea duty if assigned to a sea duty billet.

PAYMENT SCHEME: Approved applicants will receive payments on the 19th, 20th, 21st, and 22nd YCS anniversary.

19th YCS: \$12,000 dollars for AC, \$12,000 dollars for RC FTS

20th YCS: \$12,000 dollars for AC, \$12,000 dollars for RC FTS

21st YCS: \$12,000 dollars for AC, \$12,000 dollars for RC FTS

22nd YCS: \$12,000 dollars for AC, \$12,000 dollars for RC FTS

SORB POC: Mr. Nathan Griffin - nathan.d.griffin.civ@us.navy.mil

Post Commander Command Executive Detailing (410): Discussions for your Post Commander Command (PCC) assignment will begin no later than 9 months from your PRD/Change of Command. While you do not compete across a slating cohort from billets appearing on the DSF, your performance while in command largely shapes PCC options. Post Command Officers are in high demand for SWO community billets (TYCOM, CNSG, ATG, SMWDC, SWSC, N95/N96, etc.), nominative Front Office billets, in addition to CSG/ESG/Fleet Staff billets that are coded for Post Command Officers. As I prepare to begin Major Command pipeline in the New Year, I wanted to say that it has been an honor to serve you, and I am proud of the work our team continues to do to manage your careers while balancing the requirements of our community. All the best and look forward to seeing you in the Fleet!

Sail Safe & Very Respectfully,

CAPT Kelechi Ndukwe
410/411 Branch Head

Branch Head / Post-Command Commander Detailer:

CAPT Kelechi Ndukwe - kelechi.r.ndukwe.mil@us.navy.mil

CDR Mike Bencini - william.m.bencini.mil@us.navy.mil

Command-Screened Officers:

LCDR Aaron Jochimsen - aaron.a.jochimsen.mil@us.navy.mil

XO-Afloat and XO-SM Screened Officers:

CDR Antonio Jones - antonio.t.jones.mil@us.navy.mil

PERS-410/411 – PCCs / CDRs / LCDRs

CDR/LCDR Detailers (Non-milestone screened Officers)

Letters A-M LCDR Benjamin Kozlowski - benjamin.kozlowski3@navy.mil

Letters N-Z LCDR Alex Schneider - alex.d.schneider.mil@us.navy.mil

* Approximately nine months from an officer's 2nd DH tour PRD, they will be assigned alphabetically to the appropriate 411 detailer.

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

*** Once an officer screens for XO-Afloat, XO-Afloat*, or XO-SM, their detailer is CDR Jones.

FY-26 COMMANDER COMMAND BOARD STATISTICS:

OVERALL SWO STATS FOR ALL LOOKS			
Cohort	Eligible	Selected	Selection Rate
1st Look Overall (CO Afloat)	117	40	34.19%
2nd Look Overall (CO Afloat, XO Afloat, XO Afloat*, XO Special Mission)	163	154	94.48%
2nd Look (CO Afloat)	90	45	50.00%
2nd Look (XO Afloat)	118	35	29.66%
2nd Look (XO Afloat*)	118	64	54.24%
2nd Look (XO Special Mission)	118	10	8.47%
3rd Look Overall (CO Afloat and CO Special Mission)	64	30	46.88%
3rd Look (CO Afloat)	49	10	20.41%
3rd Look (CO Special Mission)	49	20	40.82%

1st Look Overall (YCS 12)

From an initial group of 202 first look officers, of which 117 were Command Qualified (47.00%) and eligible for Command on their first look:

- 40 Officers selected for Command Afloat
 - 5 of these Officers were identified as Surface Acquisition Corps Candidates. These Officers will be assigned a SWO AC Flag mentor and encouraged to consider applying for the Acquisition Corps.
 - Nuclear Trained officers: 8/15 (53.33%)

2nd Look Overall (YCS 13)

From a group of 164 second look officers, of which 88 were Command Qualified (54.88%) and eligible for Command on their second look:

- 45 Officers selected for Command Afloat
- 35 Officers selected for Executive Officer Afloat
- 64 Officers selected for Executive Officer Afloat*
- 10 Officers selected for Executive Officer Special Mission
- 6 of the 45 Officers selected for Command were also identified as Surface Acquisition Corps Candidates, and will be assigned a SWO AC Flag mentor.
- Nuclear Trained officers: 13/14 (92.86%) - 7 CO Afloat, 2 XO Afloat, 2 XO Afloat*, 2 XO SM

3rd Look Overall (YCS 15)

From an initial group of 89 third look officers, of which 49 were Command Qualified (55.06%) and eligible for Command on their third look:

- 10 Officers selected for CO Afloat
- 20 Officers selected for CO Special Mission

PERS-410/411 – PCCs / CDRs / LCDRs

FY-26 SWO Overall Diversity Statistics

Category	Eligible	Selected	Percentage
Male	281	181	64.41%
Female	63	41	65.08%
Nuke	32	23	71.88%
TAR	21	7	33.33%
White	229	153	66.81%
African American	34	17	50.00%
American Indian/Alaskan Native	1	1	100.00%
Asian	19	15	78.95%
Multi	18	13	72.22%
Native Hawaiian or other Pacific Islander	5	2	40.00%
Hispanic	24	11	45.83%
Decline to Respond	14	10	71.43%

Hard Break Out (HBO) vs 1st and 2nd Look Screening

Performance in an afloat milestone tours remained the largest factor in screening.

1st Look HBO Selection to CO Afloat				
HBOs	Selects	Non-Selects	Total	% Selection
Zero	2	17	19	10.53%
One	4	20	24	16.67%
Two	9	23	32	28.13%
Three	15	10	25	60.00%
Four or more	10	7	17	58.82%

2nd Look HBO Selection to CO Afloat				
HBOs	Selects	Non-Selects	Total	% Selection
Zero	3	20	23	13.04%
One	13	12	25	52.00%
Two	17	9	26	65.38%
Three	8	4	12	66.67%
Four or more	4	0	4	100.00%

#OWN YOUR CAREER...AND WIN! Shipmates, greetings from 412. A lot of great waterfront engagement over the last couple of months in 2024, from our far-flung shipmates in Bahrain and Rota to those in Pearl and Everett. Big take-aways from my seat - our focus is on YOU with a personal investment in your career, you must USE us outside of your slating window, and it is our ultimate goal to get you to SHORE to enhance your experience as a more capable and ready DH. Let's dive into it:

FY-26 DH / Early CMD Screening Boards. The FY-26 Department Head Board is MOVING! This year's board will convene in April 2025! Your career matters and as much as we work for you, your true, best advocate is YOU. Take the time NOW to look at your OSR and PSR. To be considered Fully Qualified for Department Head, you must have your SWO qualification before the board correspondence deadline. Check chart the following items:

- FITREPS: Are they all listed? Double check continuity; each FITREP end date should flow from one day to the next. Longest acceptable gap is 90 days.
- ADDITIONAL QUALIFICATION DESIGNATORS (AQD): All advanced quals reflected? OOD/SWO/EOOW/TAO quals all have an associated alphanumeric code. If you are ATRC Dahlgren-trained, ensure your AEGIS AQD is intact.
- EDUCATION: Degrees reflected and correct? Subspecialty codes missing or in error?
- AWARDS: Annotated correctly by type and number?

*Sit down with your DHs/XO/CO and discuss your record.

**Screening matters and performance at-sea remains directly tied to DHRB compensation!

USNA / NROTC Ship Selection. Exciting times are coming up for our future SWO leaders. For both USNA and NROTC Ship Selections I need all my future SWO leaders to bring MAX HOGAS. Our accessions detailer will be working BDOC convening's and additional COIs enroute this spring post commissioning. The sooner we can gain them to you ACC 100, the better for the command and most certainly for our new cadre of leaders.

MIDSHIPMEN Blue Chip Program. We had 15 Blue Chips coming off the 2024 Summer Cruises (down 6 Blue Chips from 2023). Every ship receives 3 Midshipmen Blue Chips available for use. This is your opportunity to recognize and choose your wardroom talent early and lock them into your command. If a command makes a connection with a First Class Midshipman outside of summer training, let us know – on or off hull, we value it. Without true connectedness we are likely doing a disservice to our obligation to top-rate distribution. Specific policies surrounding the program are still at play; LT Ben Miller, benjamin.a.miller@navy.mil, has the CONN for any specific questions.

DIVO Single Longer Tour. To the 86 SLT Officers, congratulations on your decision to serve as a SWO DH – leading Sailors at sea and contributing to our Navy's mission is an incredible privilege. I want you to know that our goal is to help you be the best possible DH and we will ensure you are prepared for the most honest and selfless line of work available across any industry and any sector. We work for you and know there are always more than a couple of ways to get to "yes". To those that are on the fence about SLT: bottom line, the 412 Arena is ready to discuss your situation. Work for us, we'll work for you.

DHRB Update. DHRB revision NAVADMIN is out! (NAVADMIN 149/24, 301941ZJUL24). It authorizes maximum compensation of **up to \$150k** and increases payment amounts at each YCS anniversary in exchange for execution of your Department Head tours. Review the NAVADMIN for detailed explanation of payment schemes and eligibility. If you have questions, contact the 412 Arena.

Warfare Tactics Instructor. Leveling up and pursuing WTI is about warfighting...it is the best thing we have done as a community in a decade. The current landscape in every AOR demands trained tactical warriors and thinkers. You can apply to be a WTI as early as during your first Division Officer tour. Looking ahead, we must ensure our return on investment is being met with getting WTI production tours complete early, prior to classing up at DH school. If interested, reach out to the WTI program managers via SWO_WTI@navy.mil to discuss application specifics.

LCDR Screening. Expansion of In-Zone eligibility over the past two years has resulted in a one-year shift left for Lcdr. Starting next year (FY-2026) all officers should expect to be In-Zone in their YCS-8 and to promote to O4 by their YCS-9. Expect the Promotion Zone NAVADMIN 247-24 for the FY-26 statutory boards to be released this December. Make sure you are checking it against your lineal for eligibility.

LA5 AQD. All DH screened and DHRB signed officers are receiving the LA5 AQD. This AQD reflects that you are both screened and have signed for DHRB. Those are the current precept requirements for the O4 statutory board. AQD is designed to communicate to the board that you meet SWO community values!

Flexible Career Timing. Based on earlier In-Zone eligibility and promotion to O4 there will be more restrictive thresholds to attend DH School past your YCS-8 anniversary starting in June 2025. This is designed to maintain officer's ability to meet and screen for milestones with changes to statutory board timing. All existing approved requests will be honored. Any timing concerns, contact our 1DH Detailer.

Orders Update. We get a LOT of questions about when you will see your orders in message traffic after you have been slated. Right now, our orders release posture is to release orders for those of you transferring in 2502. We understand that this timeline does not afford you or your families a lot of slack and we are doing our best to mitigate. Continue to be patient and do reach out if you have any questions.

Shipmates, nothing but the best in 2025; truly hoping you and your families finished 2024 strong! You are notching wins out there for our community...keeping Surface Warfare lethal and leading the fight in the most complex AORs...with the greatest generation of the 21st Century at the ready to answer the call...our Sailors. My team and I couldn't be more proud to serve you here in the PERS-412 Arena. Can't wait to meet this year to enable the best path and plan for your careers as SWOs.

All the best and V/r, CDR Mike Bencini



PERS-412 – Division Officers

DIVISION OFFICERS

FY-26 Surface Warfare Department Head Screen Board – Scheduled April 25. Amplifying information will be e-mailed out to all those eligible for screening this year (YG22, YG21, and YG20). Look for the convening message to be released soon. 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 22 (1st look) officers, YG 21 (2nd look), and YG 20 (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). DH Board FAQs are available on our PERS-41 webpage: <https://mynavyhr.navy.mil/career-management/detailing/officer/pers-41-swo/detailers/412-division/>

Observations from the FY-25 DH Board.

- Ship/platform on which JOs serve or served was not a factor. Performance was the driving factor.
- Ship employment was not a factor in screening. The Board recognized that ship's schedule is beyond the officer's control; performance (outlined in FITREPs) was the driving factor in screening.
- Billet assignment was not a discriminating factor in screening.
- Attainment of additional qualifications was favorably viewed. Officers without EOOW letter(s) are still encouraged to pursue during their Division Officer tours at sea.
- Advanced warfare qualifications (such as Air Warfare Coordinator) were also favorably viewed.

Statistics from the FY-25 DH Board.

- 1st Look (YG 21): 70% selection (671/954)
- 2nd Look (YG 20): 61% selection (137/224)
- 3rd Look (YG 19): 48% selection (39/81)

When should I be qualified SWO? Set your target to 18 months after reporting to your command from BDOC. If you have the opportunity to start working on your SWO qualifications prior to attending BDOC due to your course schedule, do not limit your reach. There is no reason you cannot get ahead. SWO qualification is the Fully Qualified threshold for your DH Screening!

Single Long Tour. Career-minded DIVOs can request a SLT (36 months minimum tour). Recommend request be submitted prior to 24 months into 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)
- Once DH screened, DHRB contract will be approved
- 300 qualified OOD hours recommended to apply
- Prior to transferring, you must complete a min 600 OOD hours, EOOW, and one deployment/patrol
- SLT DIVOs can complete ADOC and OOD Phase 2 after they qual SWO, prior to transfer from their ship, when timing best meets ship schedule. XO's work with Placement to reserve seats.

SLT officers will work with their detailers one-on-one to define post-DIVO shore duty paths, which may include NPS, NROTC, WTI COI, SMWDC production tour, or rolling to DH tours early. For more information, please refer to the CNSP SLT message (062155ZMAR23) or contact your detailer.

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Mean Lower Low Water (MLLW) OOD hours. 1DV rollers are required a minimum of 50 qualified OOD hours (at-sea/simulator/combo) to transfer to their 2nd Division Officer Tour. If you qualify OOD Underway, you should be afforded the opportunity to gain experience by standing the watch!

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 do not 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.

PERS-412: FY2025-2026 SEA and SHORE Slate Schedule

Updated: Oct 2024

Dates are subject to change

SHORE Slate Schedule		SEA Slate Schedule	
Officer PRD	Slate Month	Officer PRD	Slate Month
Jul-Sep 2025	Dec-24	Jul-Sep 2025	Nov-24
Oct-Dec 2025	Mar-25	Oct-Nov 2025	Feb-25
Jan-Mar 2026	May-25	Dec-Jan 2026	Apr-25
TALENT MANAGEMENT	Aug-25	Feb-Apr 2026	Jun-25
Apr-Jun 2026	Oct-25	May-Jun 2026	Sep-25
Jul-Sep 2026	Dec-25	Jul-Sep 2026	Nov-25

When will my billet be advertised on the 2DV slate? Expect to have a relief identified at the closest slating window to your PRD minus the training pipeline for your billet. This includes ADOC and OOD Phase II. Training track timing can be as short as 5 months and as long as 10 months. Additionally, if you would like to add WTI course of instruction in between division officer tours, add an additional 4 months. We strive for face to face turnovers for all at-sea billets. For Captains and Executive Officers, if you intend to Fleet Up or SLT any officers onboard, please inform PERS-412B Sea Coordinator as early as possible (12-14 mos from PRD is required). Templates for Fleet Up, SLT, and Division Officer Sequencing Plan (DOSP) 24/18 and 27/18, PRD Adjustments can be found on MyNavyHR website.

New 2DV Billets. 2DVs are able to select Afloat Staffs for their 2DV tour as long as they are recommended by the CO and have 600 OOD hours. This is a great opportunity to serve at a DESRON, PHIBRON, MCMRON, or ESG and gain a staff/support perspective. Additionally, USVRON and Expeditionary Sea Bases (ESB) are open for 2DVs. More unique options continue to open up and become available for those officers crushing it on their 1DV tour.

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USVRON Billets. TASK FORCE FIVE NINE, USVRON 1 and USVRON 3 are up and running with USVRON 7 coming online in spring 2025. Make no mistake these billets will be at the tip of the spear of tactics and TTP development to support the CNO's #2 priority! If you desire to have influence and have a direct impact on the future of the Navy's latest and greatest program, look no further than USVRONs. Ask your detailer for more details as we have begun slating DVs to these high visibility jobs.

WTI Scholar Graduate Education. We've partnered with SWMDC to send sharp and motivated WTIs serving in a production tour to graduate education on the back of production tours. Because their timeline to Department Head school after 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 in Monterey, CA! You must apply for this on the annual Talent Management Board!

Talent Management Board (TMB) 2025. BLUF: Applying to TMB costs you NOTHING! If you are interested in FSEP (Fleet Scholar Program), GEV (Graduate Education Voucher), PEP tours, LEAD program at the United States Naval Academy (Leadership Education and Development), SECNAV Tours with Industry (SNTWI), or Naval Post Graduate School, the board you need to ask your detailers questions about is the Talent Management Board. The purpose of the Talent Management Board is to identify TOP TALENT officers who are committed to serving as a Department Head and put them into billets where they will have direct impact on the future of our Navy. Next year's board is scheduled for August 2025 for those with PRDs between November 2025 – December 2026 and it is not too early to ask your detailer if your timing works to apply. A signed DHRB contract is NOT required to apply to the TMB, but if you accept the billet you are offered, then you MUST submit a DHRB contract to secure that billet. Again, TMB costs you nothing and opens some phenomenal doors ashore!

Tailored Career Transition (TCT). Calling all 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 DH tours aligned with their future communities. Officers will remain 1110s throughout their tours, which allows them 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.

Lateral Transfers. The next lateral transfer board is February 2025. There is no stigma for telling us you are applying. We fully recognize that the Navy needs good officers, both in and out of the SWO community. 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 from O3 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.

Resignations. 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 NSIPS, contact your detailer and resignations.fct@navy.mil. When submitting resignation requests, keep in mind going beyond PRD will not be approved if a relief is identified and enroute.

PERS-412 – Department Heads

PROSPECTIVE DEPARTMENT HEADS

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. Provide your spouse's detailer information so we can meet requirements for both involved early and avoid reslates/ORDMODs later. Inconsistencies make it difficult for us to correctly interpret your preferences.

Executive Detailing. No new news here. In the formal slating process, DHRB signers will slate first to give maximum opportunity to select a preferred billet. The PERS-412 Arena is committed to our enterprise players who have locked in to continue to lead at sea!

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, time to apply. NPS or War College are popular follow-on assignments, but there are plenty of options that will support career timing prior to DH school.

DEPARTMENT HEADS

1st Tour Department Heads

Greetings from Millington! I'm LCDR Matt Hein, 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 \$150,000 for completing three years as a DH!

If you've signed DHRB, I have DH class (DHC) assignments for YG17-YG21. I will be sending out confirmation emails for all officers with a DHC assignment to confirm your PRD and class timing a year from that course convening. 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 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
- Advanced copy of your post DH school tactical training track and answer any questions you may have. Recommend reviewing JTR, My Navy HR website, and applicable MILPERSMANs to streamline conversations!
- 1 on 1 meetings to review your record

Don't hesitate to reach out, matthew.b.hein.mil@us.navy.mil

DH School Timing. DHRB signers are assigned an initial DH classes based on their YG and projected first look for O4. Based on earlier In-Zone eligibility and promotion to O-4 there will be more restrictive thresholds to attend Department Head School past your YCS-8 anniversary starting in June 2025. This is designed to maintain officer's ability to meet and screen for milestones with changes to statutory board timing. All existing approved requests will be honored.

PERS-412 – Department Heads

PEO Course for non-EOOW Department Heads. Approximately 25% of prospective Department Heads do not have an EOOW qualification prior to serving as a DH. To better position officers to complete this during their DH tours, those officers will attend the Prospective Engineering Officer Course prior to starting DHC. These courses do not result in an automatic EOOW qualification, but will greatly increase opportunity to qualify EOOW early during the 1DH tour.

Single Long Tour – Operations Officer. We heard your request and we are answering the call! Single Longer tour Operations Officer is now in run. Officers slated to be Operations Officers on FLT IIA DDG's for their Department Head tours will now serve three-year tours on a single ship. There will be a select amount of ships reserved as 18-month tours to allow Nuclear Officers the opportunity to serve as OPS. For serving OPS, or non-SLT OPS, selective conversion may be available on a limited basis.

UxS Tours. We are detailing limited number of officers to USVRON 2DH tours. UxS experience is desired for officers pursuing these tours. If you are interested and think you may have applicable experience please reach out to discuss.

LCS Single Crewing. All Mayport-based LCS have converted to Single Crews. Diego LCS are in the process of converting to single crews and project to be complete by 2027. This will lower the amount of DH opportunities on LCS. If your ship is transitioning to a single-crew, reach out early to discuss options to complete your DH tours.

FY-26 Active-Duty O-4 Statutory Promotion Selection Board. Know your lineal number and commit it to memory. Promotion zones are promulgated every December by SECNAV – it sets the senior and junior eligible 'In-Zone' (IZ) for each grade in the upcoming calendar year. If your lineal number is lower than the number of the junior IZ eligible officer, then you are IZ for the upcoming O4 Board. The key to O4 promotion is sustained superior performance at sea. Expansion of eligible In-Zone officers over the last two years means a preponderance of officers will receive their In-Zone look for O4 during their YCS-8. This change shifts O4 timing left one year from historical norms. SWO precepts for O4 have been adjusted to value officers who are SCREENED DH and SIGNED for DH.

LA5 AQD. All Department Head Screened and DHRB Signed Officers are receiving the LA5 AQD. This AQD reflects that you are both screened and signed for SWO Department Head. Those are the current precept requirements for the LCDR Statutory board. This AQD is designed to communicate to the O-4 Board that you meet SWO Precepts, check your OSR and make sure you see it reflected!

2nd Tour Department Heads

Shipmates! I am LCDR Nick Bonsall, the Second Tour Department Head (2DH) and Early Command Detailer! You can expect to slate for your 2DH tour approximately 8-10 months prior to your PRD. The slating schedule can found on the PERS-41 website. The current 2DH extension is approximately 3-4 months due to unplanned losses and training track delays. If you did not receive substantial operational experience during your 1DH tour, you should expect to be sent to a homeport which will facilitate you getting operational experience. Additionally, during 2DH slating you are NOT guaranteed to remain in the same homeport unless stabilization is required for co-location or EFM.

There are A LOT of Early Command opportunities available for both post-Division Officers and Department Heads! If you are interested, reach out early to ensure you have enough time to complete all of the requirements. I look forward to working with you! Sail Safe!

Standing by to assist, nicholas.a.bonsall.mil@us.navy.mil

PERS-412 – Department Heads

PTO Throttling. PERS-41 is now only detailing PTOs to CG, DDG FLTHI, AMDC DDG, and DDG 1000. If you are a sitting PTO on any platform outside of those listed, you will rotate at your PRD without a relief unless your ship is already slated to receive a PTO behind you. As DH manning begins to increase, flexibility will exist to throttle PTO back into the rotation for 2DH billets on more ships.

AMDC DDGs. As Cruisers across the waterfront decommission, certain FLT IIA DDGs are being converted to AMDC DDGs. These ships will have O6 COs, and will have the ability to serve as AMDC during Strike Group Operations. As these ships go through conversion, the Department Head construct onboard will match that of the CG, with OPS being converted to a 2DH billet! If you are coming up on your slating window, these billets will be delineated as DDG (AMDC) if there are any available.

****EARLY COMMAND OPPORTUNITIES****

****NEW EARLY COMMAND OPPORTUNITY**** Starting in Fall 2025, PERS-41 will be assigning Early Command (EC) LCDR's to command Spearhead-class Expeditionary Fast Transport (T-EPF) crews. This exciting opportunity will consist of an 18-month tour in command of a hybrid civilian and military crew. These billets will be homeported in San Diego and operate globally in execution of Military Sealift Command (MSC) missions.

Beach Assault Unit (BAU) is an EC 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 18mos command tour post-DH.

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 USVRON Task Group Commander are two cutting-edge new LT Command billets located in Bahrain, Port Hueneme, and San Diego. 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, and the first officers to be detailed to these positions are in their command training pipeline as you read this! The next Early Command Board will occur with the Department Head Board the week of **28 April 2025**. Contact me for questions!



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.

Meet the Team!

413 A/B	CRUDES	LCDR Vincent Fontana
413 E/F	CDS/LCS/MCM/NECC/AMPHIB/MSC	LCDR Jaclyn Salvatini
413 & X	Executive and Shore	LCDR Rob Van Winter

2024 NAVY OFFICER MANNING PLAN (OPNAVNOTE 1301.4537)

This notice sets the policy for the distribution of Unrestricted Line (URL) officers in O4-O6 billets, prioritizing deployable commands (Type 2/4 Sea duty) and accepts risks at staff and support commands. Type Commanders and Navy Personnel Command (NPC) have the flexibility and responsibility to manage these officers to meet mission requirements. All commands are reminded to continuously evaluate the makeup of their workforce. Utilizing a mixture of military, civilian and contractors will better serve the mission and optimize the utilization of URL officer to meet the "military essential" needs of the Navy.

Category	Category Description	Types of Command (Not all Inclusive)	Target % (Median Fill)*
1	Operational Duty & Strategic Shore	Strategic and Nuclear Forces and Support, Operational Special Operations Forces, Afloat Deployable units (ships, subs, aviation squadrons), high interest commands**	100%
2	Other Operational Duty and Operational C3 Commands	3 and 4 Star Warfighting MOCs, ISICs of deployable units (DESRON, SUBRON, CVW, CCSG), forward deployed CTFs	85%
3	Major Staff	OSD and SECNAV, OPNAV, Joint Staff and CCMDs, USFF and USPF, Numbered Fleets, TYCOMs	74%
4	Fleet Support: Training, Certification, & Repair	School houses, Shipyards, Training Squadrons, Support units	67%
5	Initial Training	RTC, OTC, NROTC, USNA	60%
6	Other Staff	CNIC regions, all other flag staffs, NPS, NWC, MNCC, JFSC & NDU	60%
7	All Other Shore Duty***	All other shore duty, CNIC installations & OCONUS shore duty	59%

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.

PERS-413 - Placement

Adjusting Training Tracks

All training tracks are constrained by the Billet Specialty Training (BST) Instruction (COMNAVSURFORINST 1211.3A) or the Staff Training Continuum Instruction (COMUSFLTFORCOM/COMPACFLTINST 1500.49D) which details the requirements for training and any delay in training questions. If you wish to receive an inbound Officer earlier than their orders, the strongest toll is the Delay in Training Request. This request is sent from the Ship to ISIC to PERS to CNSP/CNSL N7. Once ISIC endorses, forward the request to placement and we will route it. Request for some schools is highly unlikely to be approved, e.g. ATRC, SWOS PEO, DCASE, etc. Any request to waive any BST required training will require CNSF approval. Contact your Placement Officer early if you are looking to contact a delay or waiver request.

Due to constraints put in place by NETC, PERS-41 is limited to ability to schedule several key schools that are critical to your ship and historically part of the Billet Specialty Training. These schools must be scheduled by the ship; if able to work with NETC to get them scheduled during their training then placement can include it in the Officers' orders. Some schools entail:

- i. KOAM (CIN: A-4C-1340)
- ii. BSIC (CIN: K-3A-5034)
- iii. ICMC (CIN: A-202-0041)
- iv. GCCS-M (CIN: A-221-0204)
- v. VMS-9 (CIN: A-061-0044)

Ensign (1160) Pipeline Training

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

- i. Auxiliary Engineering Division Officer
- ii. Electrical Engineering Division Officer
- iii. Legal Officer
- iv. Tactical Tomahawk Weapons Control System (TTWCS) Watch Officer (TTWO)
- v. Ordnance Officer
- vi. Electronic Warfare (EW) Officer Surface
- vii. Boatswains Mate Division

Ships in maintenance are restricted on receiving First Tour Division Officers (1DV) based on the policy that 1DVs cannot spend greater than nine months of their first twelve months in a maintenance phase. We are provided maintenance schedules by NAVSEA and use those for planning purposes. If your avail dates shift (left or right) please notify us early and we can work to manage the level of 1DVs onboard.

By default, your prospective 1DVs will be assigned a 30-month tour from the time they are gained ACC 100. This will not happen until completion of their entire training track. They can request a PRD adjustment that will be approved to align their PRD with BDOC graduation. This is a requested through their detailer and is not an automatic action when they are gained ACC 100.

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. We strive to send our AMSL quarterly however if you need an updated one off-cycle please contact your Placement Officer.

PERS-413 - Placement

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.

LCDR Jaclyn Salvatini
PERS-413 Branch Head





Greetings from the Fantail

Our Limited Duty Officer and Chief Warrant Officer community is a critical source of support across the Unrestricted Line, Restricted Line or Staff Corps warfare domains. Although inventories are strained, our leadership, technical proficiency, and experience remain vital to sustaining war-fighting capability and readiness of Naval Forces. There are several factors negatively influencing distributable inventories across numerous designators, including LIMDUs, HUMs, EFM, disciplinary issues, and open investigations. The stressed inventories have forced leaders throughout the Fleet continuously use creative solutions to man, train, and equip a more robust force, including prioritizing billets and missions. The detailers will attempt to balance Navy priorities and requirements against Sailors' personal desires. In the end, detailing officers to a particular location may not be feasible. The next section discusses priorities driving current detailing practices.

Priorities for Assignment of Officers: Distribution Guidance Memorandum (DGM) 0402-2301 dated January 2023 sets forth policy for the assignment of officers. Inventories are insufficient against billet requirements; therefore, PERS 4 may be required to gap billets. For clear transparency, when negotiating for one's next assignment, members can expect NPC to adhere to the detailing prioritizations and manning thresholds as follows:

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

- Controlled grade officers' (O4-O6 and W5) assignments to Pri 2 & 3 commands will be limited, unless a billet is deemed a critical position (i.e., CO, XO, OIC, one-of-one skill set, etc.).
- Officers will not be detailed to unfunded or non-funded billets, or to commands with manning thresholds in excess of the percentages listed above.
- Filling a lower grade billet will be by exception and will require valid justification.

Helpful Order-Writing Information: With the exception of DoD-mandated tour lengths, the following information may provide insight into common questions detailers receive:

- CONUS shore duty orders will be 36 months; however, DGM 4103-1612 LDO/CWO Sea/Shore Rotations, authorizes change PRDs to 24 months. Detailers will communicate when this happens.
- There are times when the detailer need to contact the member concerning orders or boards, please ensure the most up-to-date recall/contact information is in NFAAS, DEERS, and NSIPS. The information reported in these systems interact with the order-writing system.
- Often times, members' PRDs may shift to the left or right for the best interest of members and/or commands to allow a face-to-face turnover.
- The JTR drives rental car allocations, which may result in a declined request. Immediately upon receipt of orders, members need to make lodging reservations for each I-STOP. If you receive a certificate of non-availability (also known as a CNA), notify the detailer the moment you get a CNA as this may affect travel allowances.

PERS-414 – LDOs / CWOs

Available Billets Listings: Detailers will make every effort to have the Available Billets lists posted no later than the first workday of each month. The lists are available at <https://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-41-SWO/LDO-CWO/>, on the right side of the screen, under the "Available Billets" link. Lists may appear redundant with billets from a previous month – hotfills and other higher priority billets will remain on the lists until the billets are filled. After assessing the respective list based on one's designator, select 3 to 5 options and order them according to your desires. Email your options to your detailer prior to calling your detailer. This allows the detailer time to review one's record to ensure their options align with paygrades, milestones, PRDs, etc. This will also ensure productive conversations between the detailer and member.

Please keep in mind that while detailers try to match LDO to LDO billets and CWOs to CWO billets, priorities, HUMs, LIMDU, spouse co-lo, and rollers play a significant role in detailing and can be main drivers in officer assignments. The detailer's primary aim is always to align officers in jobs commensurate with paygrades and career milestones/paths, which are crucial to keeping officers on track for promotion. This is especially important with CG officers as vacancies drive promotion opportunities.

Our detailing teams appreciate your patience and kindness as we work through increasing available personnel resources to meet the ever-changing demands across the Fleet. Additionally, remain open and flexible to worldwide assignability considering a preferred location may not be available. Thank you for your continued support and dedication to our Navy's success, especially those who are able to take time away from your demanding jobs to help with the Administrative and Statutory board processes during this busy season, which kicked off in October.

Statutory and Administrative Boards: Congratulations to all Captains and Commanders on achieving significant FY-26 Major Command and Commander Command milestones! Members' records were a culmination of versatility with worldwide assignments with vast scopes of responsibilities, advanced education, warfare qualifications (where applicable), breakout FITREPS, and strong promotion and future milestone recommendations. Each record highlighted what it means to balance the Navy's needs with personal and professional achievements – job WELL DONE to each of you!

Major Command

Borrego, Frank 6410
Catubig, Edwin 6130
May, Christopher 6180
Richardson, Dennis 6130

Borsman, Adam 6180
Chegini, Reza 6110
Mccallister, Ronald 6180
Tiner, Gregory 6410

Breckenridge, Christopher 6490
Jones, Terrence 6410
Pitkin, Blaine 6110

Commander Command

Baroni, Adam 6180
Coates, Richard 6180
Crum, Gregory 6130
Davidson, Edward 6410
Garcia, Raul 6410
Jemmott, Jermaine 6410
Ricker, Brent 6180
Uptegrove, Jacob 6130

Cady, Christopher 6410
Cole, Ivan 6410
Cunanan, Patricia 6130
Estacio, Jay 6410
Guerra, Sophia 6180
McMahon, Matthew 6490
Rosalez, Roel 6490
Westgard, Loudon 6180

Christian, Brandon 6130
Copping, Donald 6490
Dabu, Julius 6110
Familia, Gregorio 6410
Howard, Shanique 6410
Parsons, Brian 6490
Toma, Jabbur 6130

PERS-414 – LDOs / CWOs

Command Opportunities: Command opportunities are limited; there are currently 18 billeted for LDOs. Across the Surface LDO community, there is an average of 135 captains and commanders sharing these opportunities. Several of the CO billets are also specific to a certain designator, which leads to some designators, specifically 6110, 6120, and 6130 being extremely limited with command opportunities. In these situations, there are other communities (i.e. HRs and URLs) we can work with to open opportunities. If called to fill a CO billet or if asking to fill a CO billet, please understand that units may not be in the preferred locations and the individual will need to make a decision to pass on the opportunity. Because of limited opportunities, an officer may never receive another chance to serve in command. Timing, available billets and rollers, and officers in zone or nearing an in zone look are factors in filling command requirements. In summary, several LDOs will not have completed command or will not be in command when in zone, boards are made aware of the limited command opportunities and are asked to not view this as negatively when grading an officer's record.

FY-26 Boards

The boards listed below are the most significant Surface boards spanning the first six months of the year. As a friendly reminder, individuals must submit board documents 10 calendar days (NOT working days) prior to board commencement dates. ESSBD via BOL is the fastest and most preferred method of communicating with promotion and selection boards. *Do not* send letters for boards to your detailer. Pertinent board information is at <https://www.mynavyhr.navy.mil/Career-Management/Boards/General-Board-Info/>. The December promotion message for FY-26 was released, refer to NAVADMIN 237/24. To determine whether you are in zone, visit <https://www.mynavyhr.navy.mil/Career-Management/Boards/Active-Duty-Officer/>. On the right side of the screen under Board Preparation, select the "In Zone Determination" link.

<u>Brd #</u>	<u>Brd Title</u>	<u>Start Date</u>
175	2nd Quarter Spot	29-Jan-25
176	2nd Quarter Special	29-Jan-25
230	Active O-5 Line	19-Feb-25
231	Active O-4 Line Continuation	19-Feb-25
260	3rd Quarter O4 Spot Promotion	16-Apr-25
261	3rd Quarter Special	16-Apr-25
464	3rd Quarter O5 Spot Promotion	16-Apr-25
430	Surface Dept Head Screen	28-Apr-25 <i>(earlier than previous years' boards)</i>
432	Surface Early Command Screen	28-Apr-25 <i>(earlier than previous years' boards)</i>
275	Active O-4 Line	12-May-25
276	Active O-3 Line Continuation	12-May-25
329	Active Chief Warrant Officer 3	9-Jun-25
330	Active Chief Warrant Officer 4	9-Jun-25
331	Active Chief Warrant Officer 2 Continuation	9-Jun-25
332	Active Chief Warrant Officer 5	9-Jun-25
333	Active Chief Warrant Officer 4 Continuation	9-Jun-25
334	Active Chief Warrant Officer 3 Continuation	9-Jun-25

***** The dates listed above are subject to change. The most current schedule is posted on the MyNavy HR site at <https://www.mynavyhr.navy.mil/Career-Management/Boards/>.**

***** LTs and LTJGs in the 61XX competitive category will need to communicate with their XOs and COs that the DH board is happening much earlier than in previous years. All FITREPs ending 25JAN31 and 25FEB28 must be signed and submitted 10 days prior to 28 April 2025.**

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. A resourceful tool to aid you with submitting updates to your official service record can be found at:

[https://www.mynavyhr.navy.mil/Portals/55/Career/Detailing/Officer/SurfaceWarfare/Documents/Office r Record Management Brief NOV%2023.pdf?ver=Lr5dz55HbyTYKYVeoCgw3g%3d%3d](https://www.mynavyhr.navy.mil/Portals/55/Career/Detailing/Officer/SurfaceWarfare/Documents/Office%20Record%20Management%20Brief%20NOV%202023.pdf?ver=Lr5dz55HbyTYKYVeoCgw3g%3d%3d).

Officers being considered for promotion or administrative boards should review the approved SECNAV Community Value slides at <https://www.mynavyhr.navy.mil/Career-Management/Boards/Active-Duty-Officer/Community-Briefs/>. The slides contain information that each community values for promotion to the next paygrade, and are presented at selection boards. Additionally, if you are not sure of what your next milestone is, contact your detailer before selecting an assignment as this is a great time to discuss timing concerns.

Department Head Screening: The FY-26 Surface Department Head (DH) screening board will convene much earlier than in previous years. Common themes that possibly affect non-selection for DH include the lack of sustained superior performance and a DH Afloat recommendation in FITREP block 40. Other significant factors that may impact selection versus non-selection include the following:

- Soft breakout blurbs in block 41
- Individual Trait Average in comparison to the Reporting Senior's Cumulative Average (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. If you have not screened or completed a DH afloat tour, one of those two blocks should say "DEPT HEAD." Members should have open dialogues with Reporting Seniors about where one's trait average falls in comparison to the RSCA. Additionally, this is a great opportunity for members to address discrepancies or verbiage in the report such as explanations for air gaps, consecutive Promotable or Must Promote recommendations, or highlighting why a tour may have ended earlier that affects a "tracking right" picture. Lastly, members should make sure the report is correct before signing and prior to the report being mailed/uploaded.

Retire Retain Requests: Retention on or Recall to Active Duty in a Retired Status (Retire Retain), MILPERSMAN 1811-010, provides information governing officers' desires to remain in the Navy beyond statutory limitations. 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, the member 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. His/Her identified relief is serving in a Priority 1 billet which cannot be gapped, and the relief cannot report until (specified date)." The 25 quotas are competitive in nature; therefore, all requests requiring quotas will be boarded prior to going to DCNP for final adjudication. Keep in mind, community and designator health are factored into the decision-making for these limited quotas.

PERS-414 – LDOs / CWOs

Often, officers submit a Retire Retain request to achieve Time-In-Grade (TIG). Prior to submitting a Retire Retain request for this purpose, refer to NAVADMIN 249/24, Notice of Convening FY-26 Active Duty Navy Officer Continuation Selection Boards and Announcement of Continuation Policy. This NAVADMIN states, “All LDOs selected for promotion in FY-26 who are subject to mandatory retirement for YOAS prior to their scheduled promotion dates and/or prior to completing the Time-In-Grade (TIG) necessary to retire in the next higher grade after promotion will be considered for continuation. If selected, these officers will be continued for a period sufficient to allow them to accept promotion and, as required, attain sufficient TIG to retire at the higher grade.”

LDO to SWO Lateral Transfer Packages: The SWO community is interested in offering first-tour LDOs an opportunity to expand assignment, bonus, and education. All interested personnel must possess a 4-year degree. Once qualified as a SWO, members will officially redesignate from 1160 to 1110 and follow the typical SWO career path. For more information, feel free to contact LCDR Matthew Hein at matthew.b.hein.mil@us.navy.mil. The LDO/CWO Community’s health will drive out quotas for this program; check with the LDO/CWO OCM prior to submitting a package.

Joint Interface Control Officer (JICO): 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 their command’s discretion. Commands will incur all TDY expenses.

Flag Secretary Opportunities: Flag Secretary billets are categorized as Priority 1 billets. Most Admin LDOs can expect to complete at least two Flag Secretary tours. 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 Admin LDOs should be prepared at any given time to be included in a package, to 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.

In closing, people continue to be our greatest and most valuable assets. We appreciate each person’s contributions to 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

Greetings from your TAR SWO Detailers! Part of the PERS-46 team has turned over recently. LCDR Anthony Joseph has taken over as the Junior SWO (O4 and below) detailer and NRC Placement 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 Joshua Strubeck – NRC Miami
LCDR Doug Williams – NRC Omaha
LCDR Erik Bray – NRC West Palm Beach

LCDR Nyssa Halford – NRC Akron
LCDR Nick Smith – NRC Indianapolis
LCDR Jack McGee – NRC Anchorage

--Reserve MSRON Command:

The Maritime Expeditionary Security Force (MESF) is undergoing significant changes. We are in the process of expanding from 4 Reserve MSRON's to 8. This gives TAR Officers our own dedicated Command at Sea opportunities that did not previously exist. The upcoming CDR CMD board will be our first opportunity to screen in a dedicated TAR MSRON command tank. Looks will normally align with an officer's second and third look for command. Completion of the CQE (LN7 AQD is required).

-- 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/>

-- 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.

Your Detailers:

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

O-4 and below LCDR Anthony Joseph anthony.m.joseph10.mil@us.navy.mil

BUPERS-311 SWO Community Manager

What is the SWO Community Manager? Everybody knows about their Detailer, so it's easy to assume that all jobs in Millington have something to do with assignments, placement, and distribution. In fact, my billet is not aligned under PERS-41 and isn't in the same chain of command as PERS-4, the head detailer. BUPERS-3 is under NPC/DCNP for some functions and under OPNAV N13 for others. Our function is to manage community health through the various control levers we have in place to assist with talent management in aligning the force the Navy needs to meet current and future requirements. My key lines of effort include:

- | | |
|----------------------------|---|
| -Accession Planning | -POCR (Probationary Officer Continuation/Redesignation) |
| -Lateral Transfers | -Special and Incentive Pays (think DHRB, LRB & SORB) |
| -Graduate Education Quotas | -Billet Base Management |
| -Promotion Planning | -Continuation/Retire-Retain Requests |
| -Reserve Recalls | -Tailored Community Transition (TCT) |

BUPERS-3 is a much smaller organization than PERS-4, and the SWO Community Management "team" consists of myself and a single civilian assistant, so you can probably understand why we like to work closely with PERS-41 on many of the above items. As we continue to build towards a larger and more lethal Fleet, the SWO community will be presented with both challenges and opportunities that will test our resolve; however, I am confident the work we will do together will pay dividends in developing and retaining our exceptionally gifted Junior Officers as well as continuing to shape, refine, and retain our most talented control grade Officers.

As I mentioned before, I'll be including community management issues in future editions of this newsletter and other outgoing communication from PERS-41, so be on the lookout for articles regarding SWO bonuses, lateral transfers, TCT processes, promotion zone forecasting and more.

If you or your wardrooms have any community management questions or issues, I am here to help. Please do not hesitate to give me a call at (901)874-3173, send me an email at eric.winn2.mil@us.navy.mil, or drop by the Ray Building (Bldg. 453) if you happen to find yourself passing through the Mid-South. Until then, Lead well...Sail safe...Be great!



PERS-41 Contact Information

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412N	SWO(N) Detailer	LCDR Kara Vansice	kara.vansice.mil@us.navy.mil
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