Greetings from Millington! 2021 has been another dynamic and challenging year, but the community has met and overcame each and every obstacle. As we continue to drive forward, we must focus on accomplishing our mission in the face of uncertainty and adversity. This community continues to impress me with its ingenuity and grit, and I can honestly say I have never been more proud to be a Surface Warfare Officer.

Here at PERS, our mission is to provide the best service possible to the fleet in order to put each and every one of you into a place where you can succeed. We continue to prioritize fleet engagements having recently completed trips to San Diego and Norfolk, and we have upcoming trips to SNA, Mayport and Japan on the calendar. We will continue to seek out opportunities to interact with the fleet while balancing COVID mitigations.

Congratulations to all of our new Major Command and Commander Command selects! These milestones represent a culmination of years of tireless effort and I encourage you to take a moment to reflect upon your success. This newsletter will delve deeper into the statistics of each of those boards and will hopefully shine some light toward what our community values.

The upcoming boards to keep on your radar are:

- Active O-6 Line 12-Jan-22
- Active O-5 Line 15-Feb-22
- Active O-4 Line 9-May-22

** For these statutory boards, please ensure you are consistently checking the NPC website for updated board guidance and to stay abreast of correspondence cut-off dates. If you have any questions, please do not hesitate to reach out to your detailer.

As always, reach out if you have any questions or issues. Early and often communication is key to our ability to serve you best. Fair winds and following seas!

Kevin Kennedy
PERS-41
Happy New Year and all the best to you and your family in 2022!

Later this month we will bid farewell to CAPT Ben Oakes who faithfully served the community as the 410/411 Branch Head and then Deputy Director from July 2019 until February 2022. He is headed back to the waterfront. Ben has been a cornerstone of PERS-41 and our efforts to best serve you and the fleet, while shaping the future of our community. CDR Alex Mamikonian, who was previously the 410/411 Branch Head, will take over as our new Deputy Director (41A) and will be handling Captain detailing with LCDR Dave Cook (41C).

FY-23 MAJOR COMMAND BOARD DISCUSSION
Congratulations to all of our newly selected Major Commanders! 59 of 154 SWOs screened for SWO Major Command and 4 of 4 SWOs screened for Acquisition Professional Major Command. As always, proven and sustained superior performance in Commander Command was the primary consideration for selection. SWO Community production experience, DC/Joint experience, and potential for future contributions following Major Command also proved to be significant factors. All new selects have outstanding records and are welcome additions to our senior leadership team as we actively build our future fleet.

**FY-23 SWO Overall Board Statistics:**
- 38.31% (59/154) screened for SWO Major Command
- 100.00% (4/4) screened for SWO AP Major Command
- 48.84% (21/43) Diverse
- 40.00% (8/20) Female
- 52.94% (9/17) Nuke – 4/4 sitting ROs selected
- 0.0% (0/6) FTS
- 46.40% (58/125) CO Afloat Screened Officers
- 15.15% (5/33) CO-SM Screened Officers
- 49.40% (41/83) DDG CDR CMD
- 30.77% (4/13) LSD CDR CMD
- 44.83% (13/29) LCS CDR CMD
- 30.43% (14/46) on sea duty or overseas duty

**Performance in Milestone tour stats for 1st Look officers:**
- 43 of 79 (54.4%) eligible 1st look Officers earned HBO in CDR CMD tour (EP in summary group greater than 1), of which 23 were selected (53.49%)
  - 26 x DDG (17 selected, 65.38%)
  - 8 x LCS (5 selected, 62.50%)
  - 3 x LSD (1 selected, 33.33%)
  - 6 x CO-SM (0 selected, 0.0%)

**FY-23 Screened Officer Experience Statistics:**

<table>
<thead>
<tr>
<th>Category</th>
<th>Eligible</th>
<th>Selected</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Masters and JPME I</td>
<td>151</td>
<td>60</td>
<td>39.74%</td>
</tr>
<tr>
<td>JMPE 2</td>
<td>60</td>
<td>27</td>
<td>45.00%</td>
</tr>
<tr>
<td>JQO</td>
<td>33</td>
<td>16</td>
<td>48.48%</td>
</tr>
<tr>
<td>OPNAV-served</td>
<td>59</td>
<td>32</td>
<td>54.24%</td>
</tr>
<tr>
<td>NPC/BUPERS-served</td>
<td>31</td>
<td>13</td>
<td>41.94%</td>
</tr>
<tr>
<td>IA/GSA - served</td>
<td>4</td>
<td>3</td>
<td>75.00%</td>
</tr>
<tr>
<td>JCS tour</td>
<td>6</td>
<td>4</td>
<td>66.67%</td>
</tr>
<tr>
<td>OSD-served</td>
<td>3</td>
<td>2</td>
<td>66.67%</td>
</tr>
</tbody>
</table>
**Current Duty Station for SWO eligibles:**

<table>
<thead>
<tr>
<th>Category</th>
<th>Eligible</th>
<th>Selected</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>ESG/CSG</td>
<td>11</td>
<td>2</td>
<td>18.18%</td>
</tr>
<tr>
<td>CDS/CPR/CNSS</td>
<td>6</td>
<td>1</td>
<td>16.67%</td>
</tr>
<tr>
<td>ATG/TTG/EWTG</td>
<td>9</td>
<td>4</td>
<td>44.44%</td>
</tr>
<tr>
<td>SMWDC</td>
<td>5</td>
<td>2</td>
<td>40.00%</td>
</tr>
<tr>
<td>TYCOM</td>
<td>10</td>
<td>6</td>
<td>60.00%</td>
</tr>
<tr>
<td>Fleet Staff</td>
<td>10</td>
<td>1</td>
<td>10.00%</td>
</tr>
<tr>
<td>Major Staff</td>
<td>12</td>
<td>4</td>
<td>33.33%</td>
</tr>
<tr>
<td>PERS/CNP</td>
<td>4</td>
<td>3</td>
<td>75.00%</td>
</tr>
<tr>
<td>OPNAV</td>
<td>15</td>
<td>12</td>
<td>80.00%</td>
</tr>
<tr>
<td>SWSC/MSTC</td>
<td>4</td>
<td>1</td>
<td>25.00%</td>
</tr>
<tr>
<td>PEO</td>
<td>3</td>
<td>3</td>
<td>100.00%</td>
</tr>
<tr>
<td>JCS</td>
<td>10</td>
<td>3</td>
<td>30.00%</td>
</tr>
<tr>
<td>Other Sea Duty</td>
<td>20</td>
<td>8</td>
<td>40.00%</td>
</tr>
<tr>
<td>Other Shore Duty</td>
<td>39</td>
<td>13</td>
<td>33.33%</td>
</tr>
</tbody>
</table>

**LOOKING AHEAD: FY-24 MAJOR COMMAND BOARD**

**Eligibility**

The board will be comprised of PYG 17 (1st look), PYG 16 (2nd look) and PYG 15 (3rd look).

Surface Warfare officers who have previously screened for Commander Command by administrative selection board. Specifically, the date of rank of commander promotions is as follows:

- 1st Look (PYG 17): Date-of-rank to Commander between 10/01/16 and 9/30/17
- 2nd Look (PYG 16): Date-of-rank to Commander between 10/01/15 and 9/30/16
- 3rd Look (PYG 15): Date-of-rank to Commander between 10/01/14 and 9/30/15

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

- Previous screening 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 serving in a Major Command assignment by 01 October 2022 (Bank Officers) will have their records reviewed. An officer who is slated to Major Command, but who will not have reported on board (or Fleted Up to a Commander or Commanding Officer position) by 01 October 2022 is considered a "Bank Officer" for this purpose.

**Sequential Command**

Surface Warfare Officers presently serving in Major Command and 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.

**It is never too early to review your record!**

Please reach out to LCDR Dave Cook via email (david.a.cook192.mil@us.navy.mil) ensure all your contact information is on file.
FY-23 NROTC OPPORTUNITIES

If you are interested in commanding an NROTC unit, please reach out to LCDR Dave Cook for more information. It is never too early to start the dialogue. The Captain detailing team will execute an NROTC Slate later this year with announcement correspondence and associated deadlines to follow. For your consideration, the following ROTC units will potentially be available:

- Chicago Area Consortium - Aug 2023
- Southern University and A&M - Apr 2023
- Maine Maritime Academy - Jun 2023
- SUNY Maritime - Jun 2023
- Iowa State University - Jul 2023
- University of California-Berkeley - Aug 2023
- Merchant Marine Academy - Aug 2023
- University of Minnesota - Sep 2023
- George Washington University - Oct 2023
- University of Mississippi - Oct 2023
- Auburn Tuskegee Consortium - Nov 2023
- University of Missouri - Dec 2023
- University of San Diego and SDSU - Dec 2023

BOARD OPPORTUNITIES

The following boards require voting members:

- Reserve CWO-3/4/5: 1-3 JUN  
Nominations due: 3MAR
- Active CWO-3/4/5: 13-17 JUN  
Nominations due: 15MAR
- Active E-7: 5-29 JUL  
Nominations due: 6APR
- 4th Quarter Spot Promote: 10-11 AUG  
Nominations due: 12MAY
- Stockdale Leadership: 9-10 AUG  
Nominations due: 10JUN
- NROTC / STA-21 (Pensacola, FL): 13SEP-19SEP  
Nominations due: 15JUL
Greetings from PERS-410/411

I wish everyone a belated Happy Holiday Season, and that if able you spent it among family and friends. Those overseas and deployed thank you for your sacrifice and standing the watch. I extend a big Congratulations to all of our newly screened Commanding and Executives Officers and your families! Each of your selections is a testament to your continued hard work and performance in challenging billets at sea and ashore, the support of your great Sailors, and your faith in the detailing process and your detailers.

Surface Commander Command Board
The FY23 Commander Command Board was conducted the week of 06-12 December. Once again, proven and sustained superior performance as a Department Head Afloat was the primary consideration for selection. Additionally, continued At-Sea or Overseas duties, as well as Community/Waterfront production tours proved to be significant factors.

From an initial group of 268 first-look officers, of which 128 were Command Qualified (47.76%) and eligible for Command on their first look:
- 50 Officers selected for Command Afloat
- 8 of these Officers were identified as Surface Acquisition Professional candidates. These Officers will be assigned a SWO AP Flag mentor and encouraged to consider applying for the AP community.

From a group of 229 second-look officers, of which 118 were Command Qualified (51.53%) and eligible for Command on their second look:
- 57 Officers selected for Command Afloat
- 27 Officers selected for Executive Officer Afloat
- 77 Officers selected for Executive Officer Afloat*
- 16 Officers selected for Executive Officer Special Mission
- 6 of the 57 Officers selected for Command were also identified as AP candidates, and will be assigned a SWO AP Flag mentor.

From an initial group of 89 third-look officers, in which 47 were Command Qualified (52.81%) and eligible for Command on their third look:
- 20 Officers selected for Command Afloat (42.55%)
- 15 Officers selected for Command Special Mission (31.91%)

FY-23 Screened Officer Experience Statistics:

<table>
<thead>
<tr>
<th>Category</th>
<th>Eligible</th>
<th>Selected</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Masters and JPME I</td>
<td>290</td>
<td>186</td>
<td>64.14%</td>
</tr>
<tr>
<td>JMPE Ph. I</td>
<td>216</td>
<td>150</td>
<td>69.44%</td>
</tr>
<tr>
<td>TYCOM-served</td>
<td>36</td>
<td>26</td>
<td>72.22%</td>
</tr>
<tr>
<td>OPNAV-served</td>
<td>40</td>
<td>29</td>
<td>72.50%</td>
</tr>
<tr>
<td>NPC/BUPERS-served</td>
<td>17</td>
<td>11</td>
<td>64.71%</td>
</tr>
<tr>
<td>IA/GSA – served</td>
<td>35</td>
<td>25</td>
<td>71.43%</td>
</tr>
<tr>
<td>WTI</td>
<td>55</td>
<td>40</td>
<td>72.73%</td>
</tr>
<tr>
<td>Early Command</td>
<td>23</td>
<td>22</td>
<td>95.65%</td>
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Current Duty Station for CO Afloat/CO SM Selects:

<table>
<thead>
<tr>
<th>Category</th>
<th>Eligible</th>
<th>Selected</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>ESG/CSG</td>
<td>30</td>
<td>15</td>
<td>50.00%</td>
</tr>
<tr>
<td>CDS/CPR/CNSS</td>
<td>31</td>
<td>24</td>
<td>77.42%</td>
</tr>
<tr>
<td>ATG/TTG/EWTG</td>
<td>19</td>
<td>12</td>
<td>63.16%</td>
</tr>
</tbody>
</table>
Current Duty Station for CO Afloat/CO SM Selects:

<table>
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<tr>
<th>Category</th>
<th>Eligible</th>
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<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>SMWDC</td>
<td>33</td>
<td>25</td>
<td>75.76%</td>
</tr>
<tr>
<td>TYCOM</td>
<td>18</td>
<td>11</td>
<td>61.11%</td>
</tr>
<tr>
<td>Fleet Staff</td>
<td>20</td>
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<tr>
<td>Major Staff</td>
<td>24</td>
<td>15</td>
<td>62.50%</td>
</tr>
<tr>
<td>PERS/CNP</td>
<td>9</td>
<td>5</td>
<td>55.56%</td>
</tr>
<tr>
<td>OPNAV</td>
<td>33</td>
<td>23</td>
<td>69.70%</td>
</tr>
<tr>
<td>SWSC/MSTC</td>
<td>27</td>
<td>18</td>
<td>66.67%</td>
</tr>
<tr>
<td>Sea Duty USS</td>
<td>72</td>
<td>53</td>
<td>73.61%</td>
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</tr>
<tr>
<td>Other Shore Duty</td>
<td>63</td>
<td>36</td>
<td>57.14%</td>
</tr>
</tbody>
</table>

OVERALL Statistics (across all Milestones):

<table>
<thead>
<tr>
<th>Category</th>
<th>Eligible</th>
<th>Selected</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Eligible</td>
<td>404</td>
<td>262</td>
<td>64.85%</td>
</tr>
<tr>
<td>Male</td>
<td>349</td>
<td>227</td>
<td>65.04%</td>
</tr>
<tr>
<td>Female</td>
<td>55</td>
<td>35</td>
<td>63.64%</td>
</tr>
<tr>
<td>Nuke</td>
<td>30</td>
<td>20</td>
<td>66.67%</td>
</tr>
<tr>
<td>FTS</td>
<td>27</td>
<td>13</td>
<td>48.15%</td>
</tr>
<tr>
<td>White</td>
<td>291</td>
<td>189</td>
<td>64.95%</td>
</tr>
<tr>
<td>African American</td>
<td>37</td>
<td>27</td>
<td>72.97%</td>
</tr>
<tr>
<td>Am Ind/AK Native</td>
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<td>1</td>
<td>33.33%</td>
</tr>
<tr>
<td>Asian</td>
<td>13</td>
<td>9</td>
<td>69.23%</td>
</tr>
<tr>
<td>Multi</td>
<td>14</td>
<td>10</td>
<td>71.43%</td>
</tr>
<tr>
<td>Native HI/Pac Islander</td>
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<td>2</td>
<td>66.67%</td>
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<tr>
<td>Hispanic</td>
<td>31</td>
<td>16</td>
<td>51.61%</td>
</tr>
<tr>
<td>Decline to Respond</td>
<td>12</td>
<td>8</td>
<td>66.67%</td>
</tr>
</tbody>
</table>

Post DH Operational Assignments

In the last 12 months, 46% of post-Department Head rollers reconciled to at-sea or operational staff billets. If an officer has not yet screened for CDR CMD and desires assignment to a billet which would 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 background and experience while serving in demanding billets at sea.

***2DH to PD1 Rollers: Although your Projected Rotation Date (PRD) includes you in this month’s reconciliation, unplanned DH losses across the Fleet have created widespread shortfalls in DH inventory at sea. The resulting trend can push Expected DETACH Dates (EDDs) out an average of ~4 months past PRDs. We will still reconcile you now, but please work with your XOs on relief expectations and timing.

****Engineers: There is a shortage of PD1/2 officers filling engineering-centric billets. If you have afloat engineering experience, expect that you will be considered for highly valued PD1/2 jobs in commands such as EAA/EAP and CDS/CPR N4.
Post DH Detailing Process and Advanced Qualifications
You can expect to reconcile to your next Post-DH position seven or eight months prior to your current PRD. Reach out to your detailer well in advance of reconciliation in order to shape your list of preferences, making sure to discuss your long-term career goals in the context of community health and needs of the Navy. These discussions will be guided by your record’s strength and focused on milestone screening. The current 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/.

Please do not delay earning your TAO and EOOW qualifications during your Department Head tours. 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 last SWO Career Manual, EOOW/TAO qualifications are now a requirement to serve in any XO Milestone. You can be selected for the Milestone but will be unable to serve until the qualification is complete (the same as JPME Phase 1 is required for Command).

Post Commander Command Executive Detailing
Discussions for your Post Command Assignment (PCC1) begins no later than 10 months from your PRD/Change of Command. 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 always a monthly demand 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 into Major Command.

Review your record: Missing a FITREP? An award? In grade photo? FITREP dates incorrect? You are the best judge of your record’s accuracy! There are several record items to review: degree information, Command Qualification AQDs, EOOW/TAO AQDs, JPME I AQD (if complete), FITREP Continuity (zero gaps greater than 90 days). For questions regarding record accuracy please contact your detailer. Please update your contact information in NFAAS, this is your detailer’s primary means of contacting you in preparation for boards and reconciliation.

Engage your Detailer: Ask questions early and often. We are here to help work through the slating and reconciliation process with you. Please contact us if you have questions about upcoming boards, your record, or the community – the earlier the better!

Sail Safe & Very Respectfully,

CDR Alex Mamikonian
410/411 Branch Head
**Detailer Turnover**
There has been significant turn-over within the 410/411 shop. Double check who your new detailer is (Flankspeed migrations are scheduled for January):

**Branch Head/ Post-Command Commander Detailer:**
CDR Alex Mamikonian - alexander.s.mamikonian2.mil@us.navy.mil  
*Anticipated turnover in February ’22 with CDR DonAnn Gilmore*

**Command-screened officers:**
**CDR Brent Holloway - brent.holloway2@navy.mil**

**PERS 411 Detailers:**

**CDR/LCDR Detailers**
*Letters A-F LCDR Martelley Graham - martelley.s.graham1@navy.mil*
*Letters G-M LCDR Jamie Jordan - jamie.jordan2@navy.mil*
*Letters N-Z LCDR Christina Appleman - christina.c.appleman@navy.mil*

**XO-Afloat and XO-SM Screened officers:**
*** LCDR Martelley Graham - martelley.s.graham1@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 Command (Afloat or Special Mission), their detailer is CDR Brent Holloway.
*** Once an officer screens for XO-Afloat, XO-Afloat*, or XO Special Mission, their detailer is LCDR Martelley Graham, until serving in the XO milestone tour.
Greetings from PERS-412! I am CDR Ryan Kendall and I recently took the reins from CDR Rosie Gosinski as PERS-412. I am coming from FDNF-E in Rota, Spain as Commanding Officer of USS ROOSEVELT (DDG-80). For those of you with whom I’ve had the opportunity to speak and work with already, I look forward to supporting the fleet. Please feel free to reach out any time; we are here to assist you as you navigate through your career or work to support the officers working for you. Be it FITREPs, career timing, or slating questions PERS 412 is here to be your ADVOCATE. It is important we have ALL the information ahead of time when we are considering your slates in order to help us make the best possible recommendations for slating for your next assignment. Communicate early and often – even before it’s time to slate!

Below are a few JO items I would like to highlight.

**Midshipmen Early Ship Selection Initiative (“Blue Chips”).** During Summer 2021 Midshipmen cruised an unprecedented 27 Blue Chips were offered across the fleet! During the Winter 2021 NROTC Ship Selection, all Blue Chips accepted their offer. We look forward to a high Blue Chip acceptance rate this coming Spring Ship Selection cycle. As you receive Midshipmen onboard for summer training, if there is a First Class Midshipman who you would like to see return as an Ensign to your wardroom, you are able to offer them a Blue Chip. This Blue Chip will allow them to have a reserved billet to your ship on the ship selection list. Please note three specific policies that accompany this initiative:

1. You are authorized up to three (3) Blue Chip Offers. This will ensure that the ship selection lists maintain port and platform diversity for officers not Blue Chipped and will ensure that the Blue Chip process maintains its desired selectivity.

2. Operational detailing of Ensigns is still applicable to the Blue Chips. This policy states that an Ensign cannot spend nine or more months of their first year onboard the ship in a maintenance availability. The Midshipmen you will receive this summer are from the class of 2023 and will arrive onboard between October 2023 and April 2024. This means that if your ship has a maintenance availability of nine months or greater between October 2023 and August 2024, you may be ineligible to receive New Accessions from the Class of 2023. We understand that schedules change and do not want to stymie your decision to offer Blue Chips. If you could possibly meet the operational detailing policy and desire to offer a Blue Chip, please do so and we at PERS-41 will verify your ship’s eligibility closer to Ship Selection. Please take this into account when considering offering Blue Chips this summer.

3. There is not a requirement that the Midshipman accepts the offer prior to departing your ship during summer training, or before you inform PERS-41 that you’ve extended the offer. MIDN will have up until their ship selection to accept or decline the blue chip offer.

If you do desire to offer a Blue Chip to one of your summer trainees, please ensure that you contact the New Accessions Detailer (LT Noelle Kaufmann, noelle.r.kaufmann.mil@us.navy.mil) and the JO Sea Coordinator (LCDR Donny Northrup, donald.s.northrup.mil@us.navy.mil). We keep a database of the Blue Chip offers so that we can accurately maintain the ship selection list.

**Lateral Transfers.** Lateral transfers are an accepted and standardized process. As such we fully expect to field questions and assist officers through this process. Please let your detailer know if you intend to apply for lateral transfer. There is no stigma or repercussion for telling us or for applying. We fully recognize that the Navy needs good officers, 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 2DIVO or Shore tour. This is because if you slate, and are subsequently selected for lateral transfer, the churn incurred by other officers as a result can be significant. Letting us know of your intentions before you enter your slating negotiation is best for you, your shipmates, and the fleet.
**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. If you or your Command are having trouble with this new functionality, please contact your detailer and resignations.fct@navy.mil.

Again, thanks for all you do in the fleet! My team and I are happy to serve you here in PERS-412!

CDR Ryan Kendall
PERS-412

**DIVO Sea and Shore Slate Schedule**

Always engage your detailer early and often! Please review the slate schedule below and be prepared to execute during your respective slate window. If you have questions, please ask your detailer.

### PERS-412: FY2022-2023 SEA and SHORE Slate Schedule

<table>
<thead>
<tr>
<th>Officer PRD</th>
<th>Slate Month</th>
<th>Officer PRD</th>
<th>Slate Month</th>
</tr>
</thead>
<tbody>
<tr>
<td>Oct-Dec 2022</td>
<td>Mar-22</td>
<td>Nov-Dec 2022</td>
<td>Feb-22</td>
</tr>
<tr>
<td>Jan-Mar 2023</td>
<td>May-22</td>
<td>Jan-Feb 2023</td>
<td>Apr-22</td>
</tr>
<tr>
<td>TALENT MANAGEMENT PRDs OCT 2022-SEP 2023</td>
<td>Aug-22</td>
<td>Mar-Apr 2023</td>
<td>Jun-22</td>
</tr>
<tr>
<td>Apr-Jun 2023</td>
<td>Oct-22</td>
<td>May-Jul 2023</td>
<td>Sep-22</td>
</tr>
<tr>
<td>Jul-Sep 2023</td>
<td>Dec-22</td>
<td>Aug-Sep 2023</td>
<td>Nov-22</td>
</tr>
</tbody>
</table>

*Updated: December 2021

***Dates are subject to change***
Greetings from Millington Tennessee! I am LCDR Donny Northrup and I am currently serving as your Sea Coordinator. Please reach out if you have any questions or concerns – the entire team is here to help you wherever you are in your first two DIVO tours.

1DV/2DV Tour Timing – the “DIVO Imbalance”
When the Surface Force shifted from 24/24 to 30/18 tour lengths, there was an imbalance in Tour Division Officer (2DV) Billets. Three year groups worth of officers were affected, and they all rolled to their Second Division Officer tour 6 months later than their predecessors. Additionally, we increased the 2DV Billet Base by making MCM and LCS wardrooms only Second Tour Division Officers. The above two items are the cause; the effect is a deficit of rollers that we are currently recovering from. Meaning that many of our 2DV Officers have slated for a post DIVO tour but do not have a relief identified yet. Or, in the worst case, they are extended.

We have implemented two primary actions to correct the deficit:
• Rolling 1DVs Earlier: IAW the MPM, Officers are eligible to transfer +/- 3 months from their PRD. We are requesting to roll ALL 1st Tour Division Officers at 27 months instead of 30 months to rectify the above deficit. Once we are back to parity, relieving all 2DVs on time, we will re-institute the 30/18 construct.
• Decreased the 2DV Billet Base: We have shifted 3 of the LCS Division Officers Billets (AUXO, ORDO, CICO) to New Accession Officers.
• We are also entertaining fleeting officers up and rolling early qualifiers into their 2nd Tour earlier. If you have qualified SWO prior to 18 months, discuss when you can roll to your 2nd Tour with your chain of command and then discuss it with your detailer. You may be eligible to slate early.
• On the November 2021 Slate: The average Second Tour Division Officer is being relieved at PRD +3. If you are awaiting orders for a relief, please keep this in mind.

When do I contact my detailer?
Whenever you have a question. We are here to help. Don’t forget to send us your OOD and SWO letters when you earn them. THERE IS NEVER A “BAD” TIME TO CONTACT YOUR DETAILER! The more information we have the better we understand your individual desires/career timing and the higher the level of service provided!

When will I slate to Second Tour?
You can expect to slate 8-10 months prior to your PRD. The specific schedule can be found on our website and above. Please remember that a PRD is a Projected Rotation Date, not Promised Rotation Date. We are making every attempt to roll First Tour Division Officers early to rectify the DIVO Imbalance. If your chain of command has agreed to let you roll earlier, contact your detailer.

IMPORTANT! Changes to the Second Tour Slating Process:
Beginning on the April 2022 Slate, the majority of officers will slate regardless of their qualification status. The new process is described below:
• If you are scheduled for the April Slate, and you have a SWO or OOD letter, you will slate.
• If you do not have one of the above letters, PERS-41 will ask your CO for an endorsement. A CO’s endorsement only states that you are ON TRACK to qualify SWO by 30 months.
• If you do not meet one of the above two points, or you defer the slate for any reason (intent to lateral transfer), you become a post slater.
Why? We saw a drastic uptick in officers still awaiting their OOD qualifications at their 21 month mark which puts PERS-41 in a position where officers on station don’t have an identified relief because of an excess of post slaters. Commanding Officers expressed to us that the majority of these officers will qualify but needed more time. This is our means to allow that time but plan accordingly for 2DV Reliefs.

Second Tour Slating Calculation and CO’s Inputs
When it comes time to slate officers for their second division officer tour the calculation is:

\[
\text{Slate Score} = \left( \frac{\text{Trait Average (TA)}}{\text{Reporting Senior Cumulative Average (RSCA)}} \right) \times 2 + \text{Advanced Qualifications (AQ)}
\]

EOOW = 0.25  TAO = 0.25

*** Read: You have the most control over your Advanced Qualifications. Get your EOOW early and set yourself up for success on slating. ***

Commanding Officers – if you have special circumstances regarding the slating status of your officers, FITREPs on file or delayed qualifications – please reach out and we will be happy to work with you.

SWO Qualification
You must have your SWO qualification prior to executing your orders to your second Division Officer tour. We fully expect that if you are able to qualify OOD Underway, then you should be more than able to qualify SWO prior to detaching from your command.

*** 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 billet. ***

Post Slating answers to Commonly Asked Questions:
There are no future career implications for post slating. Your options for 2nd Tour are reduced to keep your timing intact.

For Post Slating, a member is offered 3-5 billets that best meet member's preferences to the earliest available requirements. We do this to best maintain the member's career timing. In some cases, we are able to offer a hot fill billet that closely meets preferences. In these cases, we just assign a billet.

Pack standing is always tied to your FITREPs and not your SWO qualification date. In fact, qualifying SWO does not add/detract from the Slate Ranking. That is based on your TA against RSCA and your Advanced Qualifications (see above). No one will ever know that you qualified SWO late in any future Administrative or Statutory board. This does not include member’s that execute POCR, quit or non-attain.

DIVOs have a tendency to perceive that post slating and being pushed to a billet is "career detrimental." This is not actually the case. Every DIVO billet is weighted equally in FITREP review for statutory and administrative boards.

One case that I want to be sure and mention: A member that qualifies late enough that their record goes to DH Board without a SWO qualification. This would be possible for officers that execute OPSDEF, LIMDU or some other circumstances. These member's will likely have issues being selected for DH without converting to 1110. Officers in these cases should discuss a “delayed look” with their detailer.
How long will I spend at sea in my DIVO tours?
In your first two DIVO tours, you are required to execute a minimum of 48 months of sea time (DGM #4104-1905: SWO DIVO Tour Lengths). This means that if you departed your first ship before 30 months, you will execute the amount of time to reach 48 months minimum in your second tour.

First Tour Lengths: Many of you are concerned about your start date onboard. Time spent onboard the ship prior to BDOC does not count; in fact you should not be onboard the ship prior to BDOC. Time spent onboard between BDOC and OOD PH I due to extraneous circumstances (like COVID) can count, as long as it was actually spent attached to a ship. I have also heard of concerns that time spent executing BDOC and OOD PH I is a COVID issue. 6 months to execute BDOC, OOD PH I and Billet Specialty Training is the new norm. You may hear stories from your senior officers about reporting directly to the ship but this is no longer the case. You will execute BDOC, OOD PH I and BST prior to reporting.

Fleeting Up: This is driven by the officer. The command calls the Sea Coordinator to hold the billet from being filled. The Fleet-Up Officer routes the paperwork and send it to the Detailer.

Shore Coordinator Updates

Salutations from the JO Shore Coordinator desk! I am LCDR Anna Hall and I am currently the shore coordinator.

Talent Management FY-23. PERS-412 will conduct the Talent Management Board (TMB) in August 2022. Our Talent Management board announcement provides the programs and billets available to Department Head screened officers with PRDs of October 2022 to September 2023. The TMB announcement will be released in April or May of 2022. As a reminder, a signed Department Head Retention Bonus (DHRB) contract is NOT required to apply to the TMB, but officers will be required to provide a contract when/if they accept a billet or nomination to a Talent Management program. If you have any questions, please contact your detailer.

Quotas and/or nominations will be offered for the following programs (pending finalization of community quotas): Fleet Scholar Education Program (FSEP), Georgia Tech Research Institute Program, USNA Leadership Education and Development (LEAD), USNA Graduate Education and Teaching (GE+T), Purdue Military Research Initiative (PMRI), MIT-WHOI, Naval Reserve Officer Training Corps (NROTC), Graduate Education Voucher (GEV), SECNAV Tour With Industry (SNTWI), Naval Post Graduate School (NPS), Army War College (AWC), and select professional initiatives abroad! The bevy of academic and professional opportunities has never been better! Please review the Talent Management announcement for the complete details and requirements for all the programs listed above.

Executive Detailing. Under our executive detailing policy, DHRB signers select 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!

The executive detailing process runs like regular slate detailing – similar rules. First and foremost, you must be qualified for the billet requested (e.g. TS Clearance, AQDs, etc.) as signing DHRB will not overrule the inherent billet requirements. Second, if more than one contract signer wants the same billet, we will resort to an abbreviated slating process for the tie breaker. To date, we have not had any significant conflicts amongst the DHRB signers and the experience has been very positive for the officers. Please keep in mind that the billets offered will be tied to the officer’s PRD and corresponding slate window –
in other words, we will not pull billets a year out to support DHRB signer requests. It is never too early to reach out to your detailer and talk about what may interest you. Your final billet assignment will be refined during your slating window.

Nominative Billets (Flag Aides/Flag LTs). We always have opportunities for officers to serve as Flag Aides/Flag LTs. The NOM list constantly changes and is available to all officers, regardless of when they slate to shore. For officers with sustained superior performance at sea, nominative billets are very rewarding shore tours with executive detailing options. 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 collate 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 to department head school.

Notes on Slating to Shore.

- EOOW and TAO qualification letters provide a full point towards slate ranking. Keep working on those qualifications!
- Slate rank is primarily based on FITREPs. If we do not have the most recent FITREP on file, it could be a significant disadvantage in slating. Verify your most recent FITREP is in your Electronic Service Record.
- As we continue to refine the SWO career path to improve our professional development, second tour division officers will no longer fill staff duty positions. DESRONs, PHIBRONs, and MCMRONs will be filled for 18 months by officers leaving their second division officer tour. This means there will be more sea duty requirements on the traditional shore slate.

**All officers are required to include (2) DESRON/PHIBRON/MCMRON billets and (1) additional Sea Duty billet in their preferences. Not providing preferences will NOT preclude you from possibly slating to a staff. All personal preferences, circumstances, and career implications will be considered as we match talent to task.**

- AQDs are awarded for certain advanced qualifications, as listed below. If you have one of these qualifications, but your officer data card (ODC) does not reflect it, please send your designation letter to your detailer.

<table>
<thead>
<tr>
<th>Qualification</th>
<th>AQD</th>
<th>Qualification</th>
<th>AQD</th>
</tr>
</thead>
<tbody>
<tr>
<td>OOD</td>
<td>LB2</td>
<td>AAWC</td>
<td>BE1</td>
</tr>
<tr>
<td>SWO (Steam)</td>
<td>LA9</td>
<td>BMDWO</td>
<td>BM1</td>
</tr>
<tr>
<td>EOOW</td>
<td>LC1</td>
<td>Dahlgren CSO B/L</td>
<td>KA6</td>
</tr>
<tr>
<td>EOOW (Diesel)</td>
<td>LC2</td>
<td>ASWE</td>
<td>BA1/BA2</td>
</tr>
<tr>
<td>EOOW (Gas Turbine)</td>
<td>LC3</td>
<td>AASWO</td>
<td>KX1</td>
</tr>
<tr>
<td>EOOW (CVN – Nuclear)</td>
<td>LC5</td>
<td>Strike Trained</td>
<td>BS1</td>
</tr>
<tr>
<td>EOOW (LCS 1-Variant)</td>
<td>LC6</td>
<td>Strike Qualified</td>
<td>BS2</td>
</tr>
<tr>
<td>EOOW (LHD/LHA GT/Elec)</td>
<td>LC7</td>
<td>Navigator</td>
<td>LG1</td>
</tr>
<tr>
<td>EOOW (DDG 1000)</td>
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<td>WTI (Select)</td>
<td>KWS</td>
</tr>
<tr>
<td>EOOW (LCS 2-Variant)</td>
<td>LC9</td>
<td>WTI (ASW/ASUW)</td>
<td>KW1</td>
</tr>
<tr>
<td>TAO (MCM/LSD)</td>
<td>LF6</td>
<td>WTI (IAMD)</td>
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<tr>
<td>TAO (NTDS)</td>
<td>LF7</td>
<td>WTI (AMW)</td>
<td>KW3</td>
</tr>
<tr>
<td>Weapons Control Officer</td>
<td>LD9</td>
<td>WTI (MIW)</td>
<td>KW4</td>
</tr>
</tbody>
</table>
Greetings from Millington! I’m LCDR Cory Zebian and I’m 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. If you’ve signed DHRB, I have DH class assignments for YG14, YG15, YG16, and YG17. 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 and I will happy to provide you the information.

I am interested in becoming a DH, what can I expect?

First, you can expect an amazing experience that will challenge and develop you like no other job you’ve ever had. You will command a Department and have the opportunity to positively impact the personal and professional lives of officers and Sailors onboard your ship. Serving your nation as a DH in the most powerful Navy is not easy, but nothing great comes from avoiding challenges or staying in your comfort zone. The relationships that you will build will be life changing and the things you will learn about processes and yourself will be empowering and incredibly rewarding.

Second, you can expect to be well prepared and thoroughly trained for this important job. During your Shore Tour, you will be assigned a DH Class and send in preferences for your first DH slate (you will know your first DH tour billet approximately 3 months before commencing DH school). You will attend 6 months of DH training at SWSC, instructed by the top SWOs and civilians we have in the Navy, followed by 3-9 months of tactical training depending on your billet and platform.

About 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 Performance Summary Report (PSR) to receive an honest assessment of your record
- Valuable lessons learned with recommendations for success
- Plenty of time to individually answer any other DH or career related questions

Third, you can receive a bonus of up to $105,000 for completing three years as a DH…if you are interested in a monetary incentive.

Updates to PERS-412 Department Head Website since Last Newsletter.

- Upcoming Department Head Class Slate Timelines (Starting with DHC 265 adjusted to shifting DH slate preferences released to 4 months prior to the start of DH School and the approved slate released 3 months prior the start of DH School)
- FY-22 DH Board FAQs
- FY-22 DH Board Example Special Request Letters

FY-23 Active-Duty O-4 Statutory Promotion Selection Board – 9-20 May 22
Know your lineal number! You can find it on your ODC or in NSIPS. The FY-23 promotion zone NAVADMIN has yet to be released, but we expect it in the next few weeks. A short training video is posted on the PERS-41 Facebook page that explains how to read the NAVADMIN and determine if you’re in zone or not. The NAVADMIN sets the senior and junior eligible ‘in-zone’ lineal range for each grade in the upcoming calendar year. If your lineal number is lower than the number of the junior in-zone eligible officer, then you are in-zone for the upcoming O-4 promotion board. Should you have any questions about your lineal number and O-4 board eligibility, please contact me at (901) 874-3890.

Once we have the FY-23 O-4 promotion zone NAVADMIN, I will reach out to all of those officers in zone with amplifying guidance.

**FY-22 Surface Warfare Department Head Screen Board – Tentatively Scheduled for 1-12 AUG 21**

The Surface Department Head Screening Board is tentatively scheduled to convene on 1 Aug 2022. The timely submission of latest FITREPs and SWO qualifications are CRITICAL to your success at the board. Eligible and bank officers should review their records for completeness to ensure there are no FITREP gaps greater than 90 days, and that all awards and qualifications are correctly displayed in your OSR. If you cannot update your record in time for the board, you are encouraged to submit electronic Letters to the Board with the necessary documentation via BOL. The keys to an officer screening for Department Head are completion of a SWO qualification, consistent FITREP Block 40 DH Afloat recommendations, and superior performance documented in individual trait averages (relative to RSCA). We left a number of talented YG18 officers unscreened last year due to increased selectivity. The correspondence due date is 2359CST on 20 July 2021. Contact SWO_DH.fct@navy.mil if you have any questions.

Don’t forget that the FY-23 DH Screening board convenes 1 Aug 2022! All board correspondence is due NLT 2359CST on 20 July 2021. Amplifying information on how to review your record has been e-mailed out to all those eligible for screening this year (YG19, YG18, and YG17). Record review training is posted on the PERS-41 Facebook page and at the PERS-41 DH webpage:


Details:
1. This year’s board will review the records of YG 17 (3rd and final look), YG 18 (2nd look), and YG 19 (1st look) officers, plus those bank officers previously screened who have not yet begun the Department Head training pipeline.
2. All officers (1160 and 111X) will be considered for DH by the DH Screen Board.
3. Officers are afforded the opportunity to formally request a delayed look. This is for officers who are disadvantaged due to a unique circumstance; late additions to the SWO community, LIMDU, operational deferments, etc. An approved delayed look allows another year of at sea performance to occur prior to their next respective look. Determination of disadvantage is a board decision; therefore, approval of a delayed look request is not guaranteed and will not be known if it was upheld until the board results are released.
4. Officers not screened for DH after the third look will be considered for separation or re-designation through the Probationary Officer Continuation and Redesignation (POCR) Board.
5. Last year’s DH board consisted of 17 board members representing the broad and diverse force of Surface Warfare. The board used a "best and fully qualified" standard for screening. Demonstrated superior performance at sea was the key measure for selection. The board reviewed the records of more than 3,000 Surface Warfare Officers – including officers previously screened through board action. 

6. Detailers are only able to update non-Joint AQDs (OOD, SWO, EOOW, TAO) in your record. Guidance on how to update your OSR and PSR can be found on the PERS-41 DH webpage.

**Stats from the FY-22 DH Board**

<table>
<thead>
<tr>
<th>Look</th>
<th>Selection Rate</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st Look (YG 18)</td>
<td>58%</td>
<td>468/805</td>
</tr>
<tr>
<td>2nd Look (YG 17)</td>
<td>56%</td>
<td>123/220</td>
</tr>
<tr>
<td>3rd Look (YG 16)</td>
<td>46%</td>
<td>27/59</td>
</tr>
</tbody>
</table>

**2nd Tour Department Heads**

Greetings from the 2DH and Early Command Detailer seat! I’m LCDR Dan Stayton and I hope everyone’s year is off to a great start. I appreciate everyone’s patience as we work through the fiscal challenges of timely orders release and encourage you to reach out with any questions about your 2DH tour or the Early Command Program. Our YG-12 Officer DH Bonus Taker total was 10% below our target. This means that inventory of available Officers is low, and in many cases this could result in an extensions in your 1DH or 2DH tour. Reach out early with questions or concerns. I look forward to working with you all and stand ready to take your calls, answer your questions, and provide you with the customer service you deserve!

Not sure which DH Detailer to contact, please see below:

**1DH Detailer**
Email: swo_dh.fct@navy.mil
Phone: 901-874-3890

**Commence engagement:** Officers that are executing their Post DIVO Shore Tour and signed DHRB. Assigning DH Class assignments up to YG15.

**Shift to 2DH Detailer or Nuke:** Approximately 9 months into your 1DH Tour (receive 2DH Slating Preference Email or fleet-up orders).

**2DH/Early Command Detailer**
Email: swo_dh.fct@navy.mil
Phone: 901-874-3485

**Commence engagement:** Officers that are approximately 9 months into their 1DH Tour. See 2 DH Schedule and Info Sheet on PERS-412 Department Head website for more information.

**Shift to LCDR Detailer:** Approximately 7 months from the completion of 2DH Tour.
PERS-412 – Junior Officers

DH Career Path Updates

The option for COs to select the officer they’d like to fleet-up to 2DH billet is open to CGs, DDGs, LHA/LHDs, LPDs, and LSDs. Commands must submit a written request to PERS-41 for any fleet-up other than WEPS to CSO fleet-up prior to slating. Without the paperwork, we will assume that WEPS will fleet-up to CSO and we will write orders accordingly.

The single-long tour CHENG onboard Flight I and Flight II DDGs will continue and may be eligible for spot promotion. The experience and continuity that a three-year CHENG brings to the fight necessitates this longer tour.

In order to create additional breakout opportunities for 1DH officers onboard LHA/LHD, we are transition the training Officer Billet to a 1st Tour DH officer. All currently serving LHA/D TRAINOS will be relieved by a 1DH officer. This change will allow us to maintain balanced demand between 1DH/2DH billets, and provides peer breakout opportunities at both the 1DH and 2DH level. Please reach out to the DH detailing team if you have any questions.

PERS-41 began a pilot program for a small number of officers to roll from a 24-month single longer DH tour to a CDS or CPR billet. Officers must be selected by their DESRON/PHIBRON. The DESRON/PHIBRON will inform PERS-41 of their nomination prior to the Officer’s slating for 2DH. Criteria for consideration include:

- Sought out by Commodore or Deputy Commodore
- Recommended by CO for the pilot program
- Qualified EOOW and TAO
- Quality operational time as recommended by CO
- Complete 24 months of assigned 1DH tour (single longer tour)
- Nuclear officers not eligible due to PA tour requirement
- MCM OPS not eligible

Early Command

The next Early Command Board will occur with the Department Head Board, late July/early August. If you are interested, please contact: LCDR Dan Stayton at: swo_dh.fct@navy.mil.

For those in their Department Head or Post -Department Head tours – Command is challenging and rewarding! With approximately 40% of all Post Department Head tours being afloat, why wouldn’t you want to go back to sea as a Captain? With all of our Command opportunities forward deployed, you can expect a challenging and rewarding tour leading America’s Sailors while making a difference daily by maintaining presence and building critical relationships with regional partners. Available commands include MCM (XO/CO) and PC (CO)!

NEXT EARLY COMMAND BOARD: Late July/Early August

Applicable Reference:
CNSFINST 1412.7 SWO Career Manual, Chapter 5
Greetings from PERS-413 – Surface Placement!

As we head into 2022 I’d like to introduce myself as the new Placement Branch Head and introduce the newest members of our team. LCDR Carissa Moore (PACFLT CRUDES), LCDR Gerry Sellars (LANTFLT CRUDES) and LCDR Gabby Francisco (Executive Placement) have all joined the team over the last few months. I recommend you keep in contact with your Placement Officer every 1-2 months to sync on your wardroom’s manning.

What follows below is a discussion of some of the recurring questions we field from the fleet regarding wardroom manning, sequencing, and pipeline training. It is by no means exhaustive, but will assist in focusing specific discussions about your concerns.

Gaps and Unplanned losses

This may seem like parsing words, but the distinction is important. Gapping a billet is an intentional choice while an unplanned loss is caused by uncontrollable or semi-controllable forces.

We plan all rotations to have a contact relief and very rarely accept gapping afloat billets. Please note that contact relief does not always happen at PRD (discussed below). If you have a reason to gap a billet please discuss the situation with your Placement Officer. The general rule is that we will extend your incumbent Officer onboard until their relief arrives.

Unplanned losses occur when an Officer is removed from the ship early for a variety of reasons (e.g. LIMDU or DFC).

We work to fill unplanned losses quickly, but these are well inside our turning radius so you can expect a relief to take some time to arrive. Any intermediate support should be requested from your administrative chain of command while you wait for the permanent fill.

PRD Expectations

We work to sequence Officer reliefs at PRD, but due to a variety of factors this is not always possible. In particular, afloat second tour DIVOs and DHs are seeing relief at PRD +3 on average as of our most recent slate. We expect these extensions to decrease over the next year, but your Officers should expect that they will remain onboard until their relief arrives.

Please note this is different from an Operational Hold. The OPHOLD process only applies for enlisted Sailors; Officer rotation timelines are handled by PERS-41.

DIVO Fleet-up

One of the greatest tools you can use to shape your wardroom and have additional influence over Officer timing is through Division Officer Fleet-up. There is no limit on the number of fleet-ups you can have. The only constraint is that your Officer must fleet-up to a valid second tour DIVO job.

Communicating your desire to fleet-up an officer should happen early. Once we slate a relief to one of your second tour jobs the window to fleet-up to that job is closed.

You can either communicate your desire to fleet-up an Officer to your Placement Officer or to our DIVO Sea Coordinator (LCDR Donny Northrup) but that only holds the billet for fleeting up. Remember that the officer in question should be driving the fleet up process. They owe the fleet up paperwork with your endorsement to their detailer.


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

Ensign (1160) Pipeline Training
The Billet Specialty Training Instruction (COMNAVSURFORINST 1211.3) details a list of 8 courses, up to one of which can be added to your inbound 1160 training tracks. XO's should submit requests to their Placement Officer.

Schoolhouse Changes
Frequently, ORDMODs are required because a schoolhouse makes changes to a schedule. We work with the schoolhouses, but cannot predict when they require updates/changes. Placement can often provide insight if you have questions. When we cannot answer these questions, we will refer you to the right POC at the schoolhouse.

Activity Manning Slate (AMSL) Periodicity
Please anticipate receiving a new AMSL quarterly. There are not going to be many changes to make it a week-to-week or monthly requirement. If there is a special circumstance please work with your placement officer on those specific questions.

AMSL / LORTARP / BSC Changes
Please continue to update your LORTARP and coordinate with your Placement Officer any changes. 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 Jared Carlson
PERS-413

Placement Officers
Branch Head
PAC CRUDES
LANT CRUDES (DDG 1000/AAMDS)
AMPHIB/MSC
DESRON/LCS/MCM/PC/RIVGRU
EXECUTIVE

LCNR Jared Carlson  jared.l.carlson4.mil@us.navy.mil
LCNR Carissa Moore carissa.d.moore.mil@us.navy.mil
LCNR Gerry Sellars gerald.sellars@navy.mil
LCNR Ezra Hatch ezra.t.hatch.mil@us.navy.mil
LCNR Eric “KJ” Kaijankoski eric.a.kaijankoski@navy.mil
LCNR Gabby Francisco gabrielle.m.francisco.mil@us.navy.mil
Greetings from the Fantail!

Happy New Year Mustangs!

The LDO/CWO detailers will continue providing top notch customer service to all of our officers. When you’re in your detailing window, engage them about any of the following: changes in the community, mentorship, record reviews and updates, promotion trends and what you need to stay competitive. They are here for you! They are a wealth of knowledge and the first to know when anything changes in our community.

Lastly, continue to be and stay world-wide assignable. If your detailer says they need you to fill a billet in Japan, they do! The LDO/CWO Community manning changes daily based on retirements, LIMDUs, HUMs and many other factors. Our community fluctuates much more than our URL counterparts due to the age and time in service our officers have. Unlike the URL community, our LDOs can retire as a LT. This creates unplanned losses that your detailer needs to fill; especially major leadership positions. Although, our manning fluctuates, our goal is still to keep your career competitive and balance your personal desires with the Navy’s needs. Therefore, be ready at all times. I sincerely appreciate your patience throughout this process. We look forward to working with each of you in your upcoming details.

COVID-19 Update

NAVADMIN 283/21 provides execution guidance regarding separation of service members refusing the COVID-19 vaccine. If this NAVADMIN affects you, please notify your detailer immediately. More information can be found at the below link:

https://www.mynavyhr.navy.mil/Portals/55/Messages/NAVADMIN/NAV2021/NAV21283.txt?ver=nHu1nrr-3hkdLrBAZ_aKg%3d%3d

Time-in-Grade Change for LCDR

As of January 1, 2021 H.R. 6395 (116th) changed the lieutenant commander voluntary retirement service-in-grade requirement (Title 10, USC, Sec 1370) from two years of service-in-grade to three years.

Milestone Assignments

Milestones assignments are at sea. If you are currently on shore duty, you should expect to rotate into your next milestone afloat. If you are completing a tour at sea, then we’ll work to offer you the next priority tour for your paygrade. **Please remember, selection boards selected and promoted you to lead at the next level at sea!**

Our ranks are in high demand across the waterfront and globe, and we value your ability to remain world-wide assignable – supporting the war fighter at sea. We seek to provide a transparent and predictable detailing process that will give you the best opportunity for continued success amongst our ranks. Know and understand your career progression. You should know the milestone jobs your detailer will offer you BEFORE you call them. You can find your career progression chart at the following:

Administrative Boards

Congratulations to all FY-23 Surface Major Command Selects! This is a significant achievement and milestone in their Naval career…Well done to the following individuals:

CAPT Kenneth Allison (6410)
CAPT Roy Henkle (6120)
CAPT Omar Martinez (6410)

Congratulations to all FY-23 Surface Commander Command Selects! This is a significant achievement and milestone in their Naval career…Well done to the following individuals:

CDR Kevin Bacon (6130)  LCDR Antonio Barcelos (6180)
CDR Brandon Dehaan (6410)  LCDR William Barksdale (6120)
CDR Todd Grahek (6180)  LCDR Jason Blickens (6110)
CDR Todd Kamins (6110)  LCDR Abdeslam Bousalham (6490)
CDR Art Palalay (6130)  LCDR Jessica Christiansen (6140)
CDR Julio Peterson (6410)  LCDR Quentin Cooper (6130)
CDR Mark Rinschler (6180)  LCDR Jeffery Hanson (6130)
CDR Corey Sylve (6180)  LCDR Michael Harmon (6180)
CDR Katherine Vester (6410)  LCDR Jason Hinkley (6110)
LCDR William Snider (6410)  LCDR Alfred Williams (6120)
LCDR Ricardo Tovar (6180)  LCDR Lynn Wall (6410)

Department Head Screening

Although LDOs do not follow the traditional SWO Department Head career progression, we are still screened at the same time as Surface Warfare officers. The following reasons have been a trend for non-selection:

- Lack of sustained superior performance (at sea)
- No Department Head at sea recommendation documented in FITREPs (BLK 40)

Knowing your career progression will assist you in understanding your next career milestone that should be placed in block 40 of your fitness report. Specifically, for LDOs on your first two sea tours, one of those two blocks should say “Dept Head”. Contact your detailer when in doubt. It’s your FITREP so make sure it’s correct before you sign it!

Commander Command and Major Command Screening

To be eligible for Commander Command and Major Command tours, you must first have completed the Command Ashore Qualification and be screened for those respective boards. LDOs should strive to complete their Command Ashore pre-requisites before they zone for Commander. Your first opportunity at screening is the Commander Command board that succeeds the statutory Commander Selection board.

*Officers must complete the qualification and be awarded the 2D1 AQD prior to the Commander Command screening board.*
For the LDO Command Ashore qualification, submit the following items to your detailer for review and processing:

1. PQS. Completed with all lines signed and dated. Ensure the 301 Final qualification coversheet is signed by the Regional Captain and Oral Board President.

Note: **Subject matter experts may sign in areas regarding SAPR, JAG, etc.**

2. Training course certificates. Be sure to annotate on the PQS line item the courses that are not available as each will be reviewed and validated. Justification will be required.

3. Board completion letter and Command/Immediate Superior in Charge endorsement letter (as applicable).

Upon submission, review, and approval, you will be awarded the 2D1 AQD. Expect 3-4 weeks to reflect in BOL.

**FY23 General Board Information**


**Active Duty Officer Promotion Boards Information**

https://www.mynavyhr.navy.mil/Career-Management/Boards/Active-Duty-Officer/

**Road Shows**

We are currently working to schedule road shows to engage the fleet one on one. We look forward to meeting you face to face. All new candidates and spouses are encouraged to attend the briefs and the socials!

**LDO/CWO Detailers**

<table>
<thead>
<tr>
<th>Branch</th>
<th>Name</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>Branch Head</td>
<td>CAPT Cassius Farrell</td>
<td><a href="mailto:cassius.a.farrell.mil@us.navy.mil">cassius.a.farrell.mil@us.navy.mil</a></td>
</tr>
<tr>
<td>Admin/Security</td>
<td>LT Marina Novakovich</td>
<td><a href="mailto:marina.m.novakovich.mil@us.navy.mil">marina.m.novakovich.mil@us.navy.mil</a></td>
</tr>
<tr>
<td>Deck/Operations</td>
<td>LCDR Jason Race</td>
<td><a href="mailto:jason.e.race.mil@us.navy.mil">jason.e.race.mil@us.navy.mil</a></td>
</tr>
<tr>
<td>Engineering</td>
<td>LCDR Johnny Stevenson</td>
<td><a href="mailto:johnny.l.stevenson1.mil@us.navy.mil">johnny.l.stevenson1.mil@us.navy.mil</a></td>
</tr>
<tr>
<td>Electronics</td>
<td>LCDR Carlos Veasley</td>
<td><a href="mailto:carlos.a.veasley.mil@us.navy.mil">carlos.a.veasley.mil@us.navy.mil</a></td>
</tr>
</tbody>
</table>

As always, I encourage you to share this newsletter with your fellow Mustangs. Keep the press on and continue delivering world class service to the Fleet. I sincerely appreciate all you are doing at the tip of the spear!

CAPT Cassius Farrell
Branch Head, Surface LDO/CWO Assignments (PERS 414)
Greetings from the TAR SWO Detailers!

- Recently, the FTS Community has been renamed TAR (Training and Administration of the Reserves) and NOSCs have been renamed NRCs (Navy Reserve Centers) to better reflect Reserve Force priorities of warfighting readiness and the mass activation of Sailors in support of Fleet requirements.

-- Congratulations to our Fall FY-22 TAR SWO selects!
LCDR Christopher Bourque
LCDR Sean Dulaney
LCDR Jeffrey Joyce
LCDR Anthony Ortman
LCDR Joanna Reid
LT Damien Treshman

-- Congratulations to our Fall FY-22 TAR SWO selects!
LCDR Michael Claus
LCDR Nyssa Halford
LT Naushad Kabir
LCDR Andy Owusu-sekyere
LCDR Wesley Schlesinger

-- Interested in applying for TAR?
The TAR Lateral Transfer/ Redesignation board is held twice a year (Spring and Fall). The TAR SWO career path closely mirrors active duty, with the key distinction being shore duty. TAR shore duty billets focus heavily on reserve management. 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/

-- Congratulations to the TAR SWOs slated for NRC Command!
CDR Colin Kennedy- NRC Newport RI
CDR Katrina Conley- NRC Charleston SC
CDR Jason Howell- NRC West Palm Beach FL
LCDR Brian Matic- NRC Guam
LCDR Mia Marbella- NRC Amarillo TX

-- Congratulations to the TAR SWOs that screened for a SWO Milestone!

Major Command Sequential Command
CAPT Jon Rigby

CO Afloat
CDR Steven Gonzalez
LCDR Travis Snover
LCDR Adam Turpin

XO Afloat
LCDR Benjamin Gabbard

XO Afloat*
LCDR Jhon Alcide
CDR(s) Bradley Feige
LCDR Stephen Graber
LCDR Joseph Gulledge
CDR(s) Emily Laraway
LCDR Logan Swogger
LCDR Robert Turner
LCDR Robert Yawn

XO-SM
LCDR Christien Edwards

Your Detailers:
O5 and above CAPT Tyrone “Ty” Bush tyrone.bush4.mil@us.navy.mil
O4 and below LCDR Casey Travis casey.j.travis2.mil@us.navy.mil
Happy Holidays Team! As we start the New Year I wanted to highlight two new initiatives focused on retaining our top talent and provide some important information about our upcoming community management boards. It truly is an exciting time to be a SWO! If you have any questions, please shoot me an email: william.a.fensterer@navy.mil & william.a.fensterer.mil@us.navy.mil (transitioning to flank speed this month). –CDR Wil Fensterer

**SWO Senior Officer Retention Bonus (SORB):** The NAVADMIN establishing the SORB will release in the near future. SORB pays $48,000 for eligible SWOs who commit to serve year of commissioned service (YCS) 19 through the completion of YCS 23.

**ELIGIBILITY:** Officers must meet all of the following requirements:

1. Qualified and serving as an active duty SWO (1110/1117)
2. Permanently appointed CDR
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

**NOTE:** Officers must be found fit for sea duty if assigned to a sea duty billet

Year group 2003 and junior are eligible for payments if signed by the YCS 19 anniversary. Applications received after the YCS 19 anniversary date will not be accepted or approved.

Year group 2002 eligible officers are able to receive the 20th, 21st, and 22nd YCS payment for a commitment to serve through YCS 23. Year group 2002 applications must be received and approved by PERS-41 by the YCS 20 anniversary.

**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
- 23rd YCS: 0 dollars for AC, 0 dollars for RC FTS

**OBLIGATION:**
YCS 19 through the completion of YCS 23

**HOW TO APPLY:**
Application templates can be found on the PERS-41 pay & incentives webpage once the NAVADMIN releases:
Submit your application with command endorsement via email (preferred) or snail mail to your detailer and the SORB Manager, Mrs. Lucille Jones (lucille.jones41.civ@us.navy.mil), or send a hardcopy to
Commander, Navy Personnel Command (PERS 41)
PERS-410/SWO SORB
5720 Integrity Drive
Millington, TN 38055
**JO Exit Survey:** Attention all O1-O3 1110/1160s with approved separations, resignations, or confirmed selections out of SWO via lateral transfer (includes RL options) and POCR re-designation. CNSF recently signed out the junior officer exit survey as our latest effort towards boosting JO retention. The community is constantly trying to improve the JO experience and increase quality of service across the waterfront. Before you transition, tell us about your personal SWO experience. We want your input! We value your input! Your feedback will help us capitalize on the things we do well and spur changes on the things we need to improve on. Make a positive impact on the future of our community by helping us better understand why our current SWOs leave. The survey is linked below:

https://surveys.max.gov/838192?lang=en

In addition to this newsletter and afloat leadership engagement, our detailing team will reach out to eligible officers as part of the normal orders process to ensure you have an opportunity to provide feedback before you transition!

**Officer Candidate School (OCS):** The SWO OCS program is governed by program authorization 100 (PA 100) found at the following website under “SWO references”:

It’s been updated in the last year to be as straightforward as possible on what makes a competitive fleet package. Ship program managers and triads, please read it before you endorse your candidate ... it takes 10 mins and will save you hours of administrative rework. The program is designed to CREATE DEPARTMENT HEADS with the aptitude and motivation to lead our Sailors AT SEA! … Does your Sailor have the potential and desire to be a future OPS/WEPS/1LT/CSO/etc. in your Wardroom? I need your help using that as the benchmark. Can you see them commissioning and putting in 10-11 years for the privilege of leading two departments downrange? If so, there are 4 boards a year ... apply now!

**February Lateral Transfer Board:** I’ve received a ton of questions about the upcoming lateral transfer board. If you’re looking for a place to start: read MILPERSMAN article 1212-010 and visit the below website for application details, letter of intent instructions, and program references.
https://www.mynavyhr.navy.mil/Career-Management/Boards/Administrative/Transfer-Redesignation/

I take the overall health of your specific year group into account to calculate if we’re on glideslope to meet future SWO requirements. It’s a combination of uncommitted officers, # of DH contracts required, # of applicants, and if we’re projecting gapped billets by year group and rank. For perspective, YG15-18 are below contract goals and LCDRs are a prized commodity right now. Lots of folks ask how many out quotas will there be and the truth is I won’t know until right before the board due to fluctuations in all the above categories … the out quotas aren’t assigned to individual officers or gaining communities either, they’re assigned to specific year groups. If you’re still interested verify your eligibility and apply. If you’re selected, expect to start your new community’s pipeline as soon as a SWO turnover is complete. YOU MUST MEET ALL of the following to be eligible for release from SWO: 2 years of commissioned service, SWO qualified, not under contract (no DHRB, nukes need to clear with nukes), less than 12 months to PRD when the board convenes (Feb 2023 and in), and not slated or under orders to a follow on assignment (I won’t gap a future command for someone trying to leave SWO). It also helps to reach out to the gaining community’s OCM so you can tailor your package to break out from the crowd. Expect them to say yes we want you … that’s expected, lateral transfer is an experienced warfare qualified officer that they get for free. If you’re on the fence, take in a few sunsets, head out to the bridge wing while you’re cutting through waves or launching Marines … and reach out, let’s talk about how awesome of a DH and future XO/CO you’re going to be!
PERS-41 Contact Information

PERS-41
Director
CAPT Kevin Kennedy
kevin.m.kennedy4.mil@us.navy.mil

41A Deputy / CAPT Detailer
CAPT Ben Oakes
benjamin.w.oakes.mil@us.navy.mil

41B Assistant Director
LCDR Michael Walker
michael.a.walker318.mil@us.navy.mil

41C CAPT Detailer
LCDR Dave Cook
david.a.cook192.mil@us.navy.mil

41M Metrics
LCDR Ryan Appleman
ryan.p.appleman.mil@us.navy.mil

41S Strategic Communications
LCDR Cait Cunningham
caitlin.e.cunningham4.mil@us.navy.mil

41N Surface Nuclear Placement
CAPT Craig Trent
craig.m.trent.mil@us.navy.mil

41N1 Surf Nuc Community Mngr
LCDR Cory Hardy
corwin.j.hardy.mil@us.navy.mil

PERS-410/411
CDR/LCDR Branch Head
CDR Alex Mamikonian
alexander.s.mamikonian2.mil@us.navy.mil

410A PCC/Human Resources Specialist
Ms. Lucille Jones
lucille.jones41.civ@us.navy.mil

410B CDR CMD Detailer
CDR Brent Holloway
brent.j.holloway.mil@us.navy.mil

411A CDR/LCDR Det A-F
LCDR Martelley Graham
martelley.s.graham.mil@us.navy.mil

411B CDR/LCDR Det G-M
LCDR Jamie Jordan
jamie.l.jordan24.mil@us.navy.mil

411C CDR/LCDR Det N-Z
LCDR Christina Appleman
christina.c.appleman.mil@us.navy.mil

411M Human Resources Assistant
Ms. Sherray Bailey
sherray.a.bailey.civ@us.navy.mil

PERS-412
JO Branch Head
CDR Ryan Kendall
ryan.r.kendall.mil@us.navy.mil

412A JO Shore Coordinator
LCDR Anna Hall
anajoy.l.hall.mil@us.navy.mil

412B JO Sea Coordinator
LCDR Donny Northrup
donald.s.northrup.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 Sam Cromer
samantha.r.cromer.mil@us.navy.mil

412I Divo Detailer N-S/POCR
LT Chuck Klatt
charles.s.klatt.mil@us.navy.mil

412K Divo Detaller H-M
LT Nick Clayton
nicholas.p.clayton.mil@us.navy.mil

412M 1st Tour DH Detaller
LCDR Cory Zebian
cory.zebian.mil@us.navy.mil

412N SWO(N) Detaller
LCDR Rhett Gilman
rhett.n.gilman.mil@us.navy.mil

412O SWO(N) Divo & All New Accessions
LT Noelle Kaufmann
noelle.r.kaufmann.mil@us.navy.mil

412S 2nd Tour DH Detaller
LCDR Dan Stayton
daniel.f.stayton.mil@us.navy.mil

412T Human Resources Specialist
Ms. Robbie Richard
roberta.j.richard.civ@us.navy.mil

PERS-413 Placement Branch Head
LCDR Jared Carlson
jared.l.carlson4.mil@us.navy.mil

413A PAC CRUDES
LCDR Carissa Moore
carissa.d.moore.mil@us.navy.mil

413B LANT CRUDES
LCDR Gerry Sellers
gerald.c.sellers.mil@us.navy.mil

413E CDS/LCS/PC/MCM/RIVRON
LCDR Eric Kaijankoski
eric.a.kaijankoski.mil@us.navy.mil

413F AMPHIB/MSC
LCDR Ezra Hatch
ezra.t.hatch.mil@us.navy.mil

413X Executive/New Accession
LCDR Gabrielle Francisco
 gabrielle.m.francisco.mil@us.navy.mil

PERS-414 LDO Branch Head
CAPT Cassius Farrell
cassius.a.farrell.mil@us.navy.mil

414A Security/Admin Detaller
LT Rina Novakovich
marina.m.novakovich.mil@us.navy.mil

414B OPS/Deck Detaller
LCDR Jason Race
jason.e.race.mil@us.navy.mil

414C Engineering/Repair Detaller
LCDR Johnny Stevenson
johnny.l.stevenson4.mil@us.navy.mil

414D Ordnance/Electronics
LCDR Carlos Veasley
carlos.a.veasley.mil@us.navy.mil

414S Human Resources Assistant
Mr. Stephen Armstrong
stephen.a.armstrong2.civ@us.navy.mil

PERS-415 NSW Detaller
CAPT Matthew Peterson
matthew.p.peterson2.mil@us.navy.mil

415B NSW Mil Admin Assistant
LCDR Robert Battle
robert.h.battle.mil@us.navy.mil

415B1 NSW JO Detaller
LT Zach Johnson
zachary.t.johnson76.mil@us.navy.mil

PERS-416 EOD Detaller
CDR Nicholas Quihuis
nicolas.r.quihuis2.mil@us.navy.mil

416A Human Resources Assistant
Ms. Karen Rublaitus
karen.a.rublaitus.civ@us.navy.mil

416B EOD JO Detaller
LT Ryan Wheeler
ryan.w.wheeler2.mil@us.navy.mil

PERS-46B TAR Surface Branch Head
CAPT Tyrone Bush
tyrone.bush4.mil@us.navy.mil

46D TAR Surface JO Detaller
LCDR Casey Travis
casey.j.travis2.mil@us.navy.mil

BUPERS-311 SWO Community Manager
CDR William Fensterer
william.a.fensterer.mil@us.navy.mil

PERS-441 DC Placement
CDR Matt Cox
matthew.b.cox10.mil@us.navy.mil

PERS-41 Newsletter
January 2022