Greetings from Millington! I am extremely proud of our community as we have worked diligently through the many challenges of the last year. Our community (you) met each challenge head-on and found ways to accomplish each mission despite uncertainty and confusion. As we continue to put our best foot forward, I am constantly impressed with the quality of leaders and Sailors that we have in the Surface Force. There has never been a more exciting and rewarding time to be a SWO.

We are here to advocate for you, and provide the best customer service we can as you serve the nation. As COVID travel restrictions have eased we are prioritizing personal engagement – getting back to the fleet to meet you face-to-face and better understand your concerns. We’ve recently completed a detailing visit to Bahrain and plan to visit San Diego and Norfolk later this summer. We will continue to pursue fleet-wide engagement balanced with the health and safety of the fleet.

For those of you who PCS between now and September, I ask for your patience. Because of budgetary challenges and broader shipping supply/demand, HHG pack-outs and shipments are moving at a slower rate than in the past. Please stay in contact with your detailer so that they understand your individual situation. We can’t control the market, but we will work closely with you to manage the process and ensure you and your families are taken care of.

Congratulations to all of our new O-5 selects! The Surface Community continues to lead from the front, selecting at a higher rate than board average. Our community’s performance at that statutory board prove that the difficult work you do pays real dividends.

Upcoming boards to keep on your radar:
- Surface Department Head Screen (#430) 19-Jul-21
- Surface Early Command Screen (#432) 19-Jul-21
- Surface Major Command (#085) 1-Nov-21
- Surface Early Command Screen (#431) 1-Nov-21
- Surface Commander Command (#270) 6-Dec-21

**As with all boards, please ensure you are routinely visiting the NPC website to get updated board guidance and maintain awareness of any correspondence cut-off dates. Do not wait to reach out to your detailer to review your record.

If you have any questions, please do not hesitate to reach out and my team and I will make every effort to answer your questions. Fair winds and following seas!

Kevin Kennedy
PERS-41
It's Always Sunny at NSA Bahrain!

Paddle a kayak on the warm waters of the Arabian Gulf. Tour ancient forts. Eat at world-famous restaurants. Take the family to a camel farm, or a water park. Walk among the stalls of an old-fashioned Middle Eastern marketplace. All in one of the world’s most affordable locations. This is a taste of life on an accompanied tour to Naval Support Activity Bahrain.

NSA Bahrain lies in the capital city of Manama in the welcoming island nation of Bahrain in the Arabian Gulf. It is home to U.S. Naval Forces Central Command and U.S. 5th Fleet, providing operational support to U.S. and coalition forces throughout the CENTCOM area of operations.

Manama is ranked as the number-one city for consumer purchasing power in the Middle East, and in the top 10 worldwide, according to the 2018 UBS Prices and Earnings Report. According to cost-of-living web sites, the average rent is nearly 30 percent lower than in the U.S. And the quality of life—at a high-tempo command that operates within some of the world’s most vital waterways—is equally as impressive.

“We have a lot going for us in Bahrain. We live well here, we have a fulfilling mission in an important theater, and we have great schools and family opportunities,” says Vice Admiral Brad Cooper, commander of NAVCENT and 5th Fleet. “My encouragement is that Sailors bring their families here to Bahrain. The combination of a great education for children, an opportunity to live well and a high level of professional fulfillment is tough to beat anywhere.”
I hope this summer’s newsletter finds you and your families in good health and spirits. With the relaxation of some COVID-19 restrictions, we are getting back to visiting your ships and staffs to speak with you in person. Travel helps us demystify and humanize our process and it lets us get to know you and understand your concerns better. On our schedule later this summer are planned visits to San Diego, and Norfolk. We are looking forward to seeing you soon. Below you will find some information you may find useful heading into board season. Please feel free to contact me with any follow on questions you have. Also, LCDR Dave Cook has recently relieved LCDR Jason Garfield as my Asst. O6 detailer, and is ready to assist you however he can (david.a.cook192.mil@us.navy.mil; (901) 874-3558). We bid farewell to Jason as he heads off to pipeline en route XO/CO on STERETT. Thanks for all you did for the community, Jason.

**Boards**

1. We will convene the FY-23 Major Command Board here in Millington, 01-05NOV21. In advance of both the board and the Major Command slate that we release shortly thereafter, LCDR Cook will be sending a Major Command preference card to all eligible, grouped by 1st – 3rd look. Please take your time, carefully consider your options, discuss with your spouse and/or mentors, fill out these cards, and return them to LCDR Cook. Please note that they are *NOT BINDING* and we do not provide the Major Command Board with your input. We use your preferences to inform the apportionment and slating processes after the board selects you for Major Command. That slating process will still include a confirmation that your preferences have not changed before we release the final slate. **Additionally, the deadline for any special look requests is 01OCT.**

2. If you are in the seat as a Major Commander on 01OCT, you will be eligible to screen for Sequential Major Command. This applies only to officers physically in the seat as a Major Commander on 01OCT, not to Prospective COs or Deputy Commodores preparing to fleet up. If you are Major Command screened and not yet in the seat as of 01OCT, your record will be reviewed as part of the Bank. There is not a Sequential Major Command bank review, so if you have been screened for Sequential Major Command by a previous board, no action is needed to prepare your record for this board.

3. Board timing and the relationship between the timing of your statutory and administrative boards changes after Commander Command. The easiest math to determine whether or not you are going to be eligible for Major Command is PYG O5 + 5 years = the CY of your 1st look for Major Command (e.g. a PYG16 O5 will have his or her 1st look for Major Command in the fall of 21, (16+5=21)). That timing is related to, but not directly driven by your in zone (IZ) looks for O6. The vast majority of officers will be out of Commander Command prior to their IZ look for O6, which coincidentally will happen the same year as your 1st look for Major Command. But zone sizes can change so not everyone will fit that situation. The zone forecasts are released every December in message traffic and a link to the most current forecast can be found here: https://www.mynavyhr.navy.mil/Career-Management/Boards/Active-Duty-Officer/

Based on your personal career timing, when you are IZ for O6, and what your PYG to O5 was, you may want to consider an early or deferred look for Major Command to further manage or align your career timing. This will not apply to the majority of officers. However, please ask us if you think this applies to you. One example MIGHT be if you are IZ for O6 a full year before your normally scheduled 1st look for Major Command. There is no ‘one size fits all’ approach here but ask us if you think it might be best for you.
4. A reminder that all officers are required to have a full-length color photo in their official military file according to NAVADMIN 265/18. We realize the guidance regarding official photos in boards has changed several times over the last few years, but it is a good idea to have it in your record in the event our guidance changes before the boards this fall. Specific guidance for your official photo can be found here: https://www.mynavyhr.navy.mil/Career-Management/Records-Management/Military-Personnel-Records/Officer-Record-Update/

5. Board preparation is different between statutory and administrative boards. When we (PERS-41) are the board sponsor (i.e. admin milestone boards) we scrub your record multiple (usually three or more) times to ensure accuracy and completeness in order to make the board as competitive and fair as possible and to ensure the membership selects the best and most fully qualified. We are not able to provide that same level of scrutiny for records prior to statutory boards. We are always happy to talk through your record with you and help you ensure it is complete and as strong as possible any time so if you are coming up on a statutory board feel free to ask us for that service, just please don’t assume that we’re doing it automatically across all eligible in zone.

6. We are always looking for volunteers to come to Millington for board support. For context, PERS-41 must provide 100 voting members and 30 Assistant Recorders each fiscal year. Board support is an invaluable experience and it is our intent to share this as far across the fleet as possible. I strongly encourage you to contact LT Robert “Fowler” Evans if you are able to support a board. Not everyone will be able to come directly in for our Command Boards, which are the most commonly requested. Instead, we will generally invite you to come sit a shorter duration board to learn the process, get some practice, and then invite you back for our more attractive, high visibility boards like the milestone screening boards or O4 or O5 statutory boards. If you have yet to sit a board, in any capacity, send Fowler a note (robert.c.evans4@navy.mil) – every board is fascinating and I assure you, you will learn a lot.
1. As you are aware, JQO designation is a requirement for Flag Officer and is attained by completing JPME Phase I, JPME Phase II, and a full joint tour. Many of you have inquired about the 10-week JPME Phase II course taught in Norfolk at the Joint Forces Staff College (JFSC). This is a great opportunity and a time-friendly way to complete JPME Phase II however, the quotas to these convenings are limited and the school requires >50% Joint out placement from each convening. I must give priority of our limited quotas to our more senior officers who have less time remaining in their careers to earn JPME II. If you are an O6 or O6 select and don’t have JPME II yet, particularly if you have career timing to go Joint immediately afterward, I am going to be looking to send you sooner rather than later. If you leave Major Command and still need JPME II, I am most likely going to send you directly there after your Major Command tour.

2. Statutory retirement is the 1st day of the next month after your 30-year commissioning anniversary. Retire/Retain is a fantastic way to continue on active duty beyond your statutory retirement date and continue to provide meaningful contributions to the fleet. Please note that there is a finite number of retire/retain quotas each fiscal year and so to ensure we are using our limited quotas as best we can, we will be slating them semi-annually, the first in September and the next in March. Preference will be given to seniority, sea duty billets, and longer retire/retain periods. If you have a desire to retire/retain or have questions, please contact our O6 detailing team.

CAPT Ben Oakes
PERS-41A

USS NEW YORK (LPD 21) arrives at Naval Station Norfolk
Greetings from PERS-410/411!
Congratulations to all of our newly selected CAPTAINs and COMMANDERs and your families! This 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.

Detailer Turnover
Earlier this year, PERS-410/411 saw LCDR Sarah Lynch move up to the 41M Metrics position, overseeing all data and metrics analysis for PERS-41. In her place, we welcomed LCDR Brent Holloway as 411B (G-M). Each of our remaining 411 team members will be turning over in the coming months – stay tuned to the webpage and out of office announcements from your detailers for more info!

FY-21 O6 Board
SWOs selected for CAPTAIN at a rate of 96.20%; well over our “fair share” (board rate was 64.92%). What continues to be proven is what we value as a community and what we will continue to message: ‘Service at Sea & Successful performance in Command at Sea’. Additionally our goal remains to complete the CO milestone tour PRIOR to your IZ look for O6. If your detailer is saying you need to slate now, he means it!

- SWO selections: 26 Above Zone (AZ) / 49 In Zone (IZ) / 1 Below Zone (BZ)
- 79 SWOs were IZ with 50 CO AFLOAT served / serving
- 8 of the 10 CO Afloats who were still in command selected. The two non-selects did not have competitive FITREPs in Command.
- One SWO BZ pick was CDR CMD milestone complete with observed and documented superior performance in Command.
- 3 CO-SM selected for O6.

FY-21 O5 Board
177 of 183 eligible SWOs selected for COMMANDER at a rate of 96.72% (board rate was 89.95%). As in previous years, milestone selection remains the biggest discriminating factor for SWOs selecting for O5. The overall selection rate for CO Afloat screened was 107.25% (rate over 100% due to above zone selects). The selection rate for XO milestone screened was: XO Afloat - 129.41%, XO Afloat* - 100%, and XO Special Mission - 271.43% (rates over 100% due to above zone selects).

The biggest change to selection rates can be seen in our new milestone of XO Afloat*. Prior to the FY22 CDR CMD board, officers who screened for XO fell into 2 categories: XO Afloat or XO SM, which included big deck DCA/AUXO/C5I, ACU, SUW/MIW DIV, AEGIS Ashore, etc. Last year, the XO/CO Board screened additional XO-Afloat officers and then apportioned a number to XO Afloat*. XO Afloat* are screened and qualified for XO-USS billets but due to insufficient opportunity assigned to LHA/LHD/CVN as ARO, DCA, AUXO, C5I, or NTDS-CICO. These are extremely difficult assignments and the SWO community wants to ensure these officers have the best chance to select for O5. Officers who screened for XO SM at the FY22 CDR CMD board were slated to shore-based XO jobs such as ACU/BMU, AEGIS Ashore, LCS DIV CSO, etc. The purpose of the screening status change was to highlight our community value – sustained superior performance at sea – and provide these officers additional training commensurate with their afloat responsibilities including “re-bluing” shiphandling experience.
Over the last three years, IZ eligible XO-SM screened officers selected at an average rate of 22.5%. This year, IZ XO Afloat* officers selected at a rate of 80.95%.

SWO selections: 42 Above Zone (AZ) / 135 In Zone (IZ) / 0 Below Zone (BZ)

- 183 SWOs were IZ
- CO Afloat screened: 74 selects (7 AZ eligible, 67/67 IZ selects, 0 BZ selects; 2x IZ FOS)
- CO-SM screened: 2 selects (2 AZ eligible, 0 IZ selects, 0 BZ selects)
- XO Afloat screened: 44 selects (11 AZ selects, 33/34 IZ selects, 0 BZ selects; 1x AZ FOS, 1x IZ FOS)
- XO Afloat* screened: 21 selects (4 AZ selects, 17/21 IZ selects, 0 BZ selects; 1x AZ FOS, 4x IZ FOS)
- XO-SM screened: 19 selects (18 AZ selects, 1/7 IZ selects, 0 BZ selects; 24x AZ FOS, 6x IZ FOS)
- Non Milestone screened: 17 of 35 selects (13 have their 2nd look for CDR CMD in December; 22 are non-due course)

FY-23 Surface Commander Command Board (06-10 December)
We are only five months out from the FY23 CDR CMD Board. Your detailers have begun a thorough record scrub of those officers who are eligible for the board (YCS12 1st Look, O-4 PYG18 or YCS13 2nd Look, and O-4 PYG16 3rd Look). In the next few weeks you will receive an initial email from your detailer asking to provide updated contact information to include: work email, home email, work phone, and cell phone. If you anticipate this information changing in the near future due to a PCS, please update your detailer once you arrive at your new duty station.

One note on board eligibility: starting with last year’s board, the timing of your first look is dependent on your Years of Commissioned Service (YCS) as of the board’s convening date, rather than strictly based on year group. If you were commissioned prior to December 6th, 2009 and you have not already had your first look at last year’s board, then your first look for Commander Command will be at this board.

Command Qualification: While COVID travel restrictions continue to ease, in some instances it remains logistically challenging for travel to Newport to complete the Command Assessment (CA), or retake the Shiphandling or Tactical portions of the CA. If your first or second look is this December and need to retake a portion of the CA in Newport please reach out your detailer ASAP. CNSP and CNSL will have all Command Qualification packages received by 01 November 2021 routed and approved prior to this year’s board. If you anticipate having your qualification complete after 01 November but prior to the board’s convening, please contact your detailer ASAP to determine if an exception can be made to include your qualification for consideration by the board.

Post DH Operational Assignments
In the last 12 months, 49% 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.

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, and to discuss your long-term career goals. 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.

**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.

**Engage your Detailer:** Ask questions early and often. We are here to help educate you on your choices and 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

**Branch Head/ Post-Command Commander Detailer:**
CDR Alex Mamikonian - alexander.s.mamikonian@navy.mil

**PERS 411 Detailers:**
**CDR/LCDR Detailers**
*Letters A-F LCDR Ron Jenkins - ronald.jenkins3@navy.mil
*Letters G-M LCDR Brent Holloway - brent.holloway2@navy.mil
*Letters N-Z CDR Kris Tester - kristofer.tester@navy.mil

Command-screened officers:
**LCDR Tom Brewer - thomas.k.brewer@navy.mil**

XO-Afloat and XO-SM Screened officers:
*** LCDR Ron Jenkins - ronald.jenkins3@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 LCDR Tom Brewer.
*** Once an officer screens for XO-Afloat, XO-Afloat*, or XO Special Mission, their detailer is LCDR Ron Jenkins, until serving in the XO milestone tour.
Greetings from PERS-412! I am CDR Rosie Goscinski and our team is excited for the upcoming months and board season is in full swing! For those of you with whom I’ve had the opportunity to speak and work with already, it has been my distinct privilege and I look forward to working with you in the future. 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 overarching JO items I would like to highlight.

**Mariner Skills Logbooks.** Commands are reminded to send in the end of tour summary letters to swo_logbook.fct@navy.mil. All officers are required to receive end of tour summary letters when they transfer. Please email the same email address with any questions.

**Department Head Retention Bonus.** As a reminder, DHRB has been revised! The new DHRB payment scheme removes most DHRB signing time limits and now allows DH-screened officer up to three years to commit to DH without sacrificing total DHRB payout. Everything else remains in place. Overall payment schemes based on when an officer screens remain in place. First look DH screener are eligible for $105k, second look is $95k and third look is $75k (FTS officers are limited by law to $60k). Officers that sign/signed DHRB after OCT19 will fall under the new DHRB Payment Scheme below.

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**New DHRB Payment Schemes**

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**Midshipmen Early Ship Selection Initiative (“Blue Chips”).** With the return of Midshipman Summer Training, we happily welcome back the Midshipman Blue Chip initiative! 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 in 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 two 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 six or more months of their first nine months onboard the ship in a maintenance availability. The Midshipmen you will receive this summer are from the class of 2022 and will arrive onboard between August 2022 and February 2023. This means that if your ship has a maintenance availability of six months or greater between August 2022 and August 2023, you may be ineligible to receive New Accessions from this graduating class. All that being said, we completely 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.

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.kaufmann@navy.mil) and the JO Sea Coordinator (LCDR RJ DaPrato, richard.j.daprato@navy.mil). We keep a database of the Blue Chip offers so that we can accurately maintain the ship selection list.

**Warfare Tactics Instructor.** NSMWDС is looking for top-tier second tour Division Officers rolling ashore and exceptional first tour Division Officers interested in tactical second tour billets. If you are interested in jump-starting your career through a specialty in tactics and tactical training, reach out to the WTI program managers via SWO_WTI@navy.mil to discuss the specifics of the application and tour requirements. NSMWDС holds selection boards every other month, so plan ahead and get your package in one to two months before you slate. Please keep in mind that even though you apply for the WTI program, you will still be slated to a second tour billet with every other PRD roller in your PRD slating window.

**WTI Scholar Graduate Education.** We’ve partnered with NSWMDC to send sharp and motivated WTIs to grad-ed on the back of their production tours. Because their timeline to get to Department Head school after that tour is tight, we are now offering opportunities for WTIs to attend NPS prior to Department Head school. Don’t miss out! You can achieve a master’s degree and JPME Phase I while experiencing a fantastic quality of life!

**Flag Aides.** We always have opportunities for officers to serve as Flag Aides/Flag LTs. Our listing is regularly updated on our Facebook page and website. If you are interested in travel opportunities, exposure to strategic/operational levels of thinking and coordination, and can easily multitask, a flag aide job may be perfect for you! Each flag aide billet is nominative – we work with you on the nomination package, you will be interviewed by your prospective boss, and then we work on your career timing to get you there. And we can probably work some grad-ed into your timeline if that is one of your professional goals. If interested, call your detailer.
**Lateral Transfers.** Lateral transfers are an accepted and standardized process and as such we fully expect to field questions and assist officers through this process. **I CANNOT SAY THIS CLEARLY ENOUGH – LET US KNOW IF YOU INTEND TO APPLY FOR LATERAL TRANSFER!** There is no stigma or repercussions 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 2DV 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.

**Engagement Control Officers.** Engagement Control Officers (ECOs), past and present, have you submitted your ECO qualification letter to your detailer? The ECO letter qualifies you for the BS2 AQD! Your detailer can add the AQD to your record, which opens up more billet opportunities in the future. If you have any questions, contact your detailer! Again, thanks for all you do in the fleet! My team and I are happy to serve you here in PERS-412!

CDR Rosie Goscinski
PERS-412

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The Independence-variant littoral combat ship USS Mobile (LCS 26) arrives at its new homeport Naval Base San Diego after completing the ships first transit as a newly-commissioned vessel.
Greetings from the JO Sea Coordinator Desk! I am LCDR RJ Daprato 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 a 24/24 Division Officer sequencing plan to the 30/18 sequencing plan, we changed the balance between 1DV officers ready to slate for the 2DV tour (1DV rollers) and the number of 2DV officers ready to slate for their post-DIVO shore tour (2DV demand signal). Essentially, the 2DV demand signal grew to a size larger than the 1DV roller inventory. Additionally, when we put this policy into place, we paused slating of officers to their 2DV tour for a period of six months (the time required to cover between the 24 month tour and the 30 month tour). This created a “backlog” of billets which would have normally had a relief assigned; however, did not receive that.

In the summer of 2020 we put multiple measures in place to correct from this imbalance. The most impactful is that we are optimizing the use of the MILPERSMAN regarding transfer windows to a maximum extent possible. This means that our initial stance when determining EDDs for 1DV officers is PRD – 3 and EDDs for 2DV officers is PRD + 3 (48 months minimum total DIVO sea tour). Please keep this in mind as you are looking at your plans for the future and when managing your LORTARPs. If you have any questions, I am standing by to answer your questions.

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 NOT A “BAD” TIME TO CONTACT YOUR DETAILER! The more information we have the better we understand your desires and the better level of service we can provide!

When will I slate to 2nd Tour?
You can expect to slate 7-9 months prior to your PRD. The specific schedule can be found on our website and later in this newsletter. Please remember that a PRD is a Projected Rotation Date, not Promised Rotation Date. You will receive two regular slating opportunities based on your PRD. If you do not qualify as OOD Underway by your second regular slate opportunity, you will post-slate upon full SWO qualification.

2nd Tour Slating
When it comes time to slate officers for their second division officer tour the major driving factor in slate rank is where an officer compares to their CO’s RSCA on their last at sea FITREP. EOOW and TAO qualifications provide bonus points. Commanding Officers – if you have special circumstances regarding the slating of your officers – please reach out and we will be happy to work with you and remember the inputs you provide are invaluable!
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.

We consider your transfer window to be within +/- three months of your PRD. Due to required training and relief timing, your orders may have you detaching as early as three months prior to your PRD, which could shorten your maximum SWO qualification timeline. Plan accordingly and drive those quals!!

*** 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

If you have missed your two regular slating opportunities due to non-qualification, once you earn your SWO pin you will post slate. Notify your Detailer upon qualification and provide them your job preferences. We will then slate you on an individual basis taking into account your preferences and the earliest available billets. These billets are not better, worse, or different – they are just the earliest ones we have available that will allow us to get you through the required training track and arrive on time to relieve the incumbent. These billets are same quality as the billets on the regular slates, but fewer in number. The objective is to avoid any further delay in your second tour timing that could cause significant impacts to Department Head screening and your post Division Officer shore duty options.

How long will I spend at sea in my DIVO tours?
In your first two DIVO tours, you are required to do a minimum of 48 months of sea time. This means that if you departed your first ship before 30 months, you will do the amount of time to reach 48 months minimum in your second tour.

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. There were some major changes due to COVID, so ensure you are tracking when you are slating. If you have questions, please ask your detailer.
Salutations from the JO Shore Coordinator desk! I am LCDR Anna Hall and I am currently the shore coordinator.

**Talent Management FY-22.** PERS-412 will conduct the Talent Management Board (TMB) in August 2021. Our Talent Management board announcement provides the programs and billets available to officers with PRDs of October 2021 to September 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 and be screened already to Department head 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: 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), SEACNAV 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 early 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.** 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.
Greetings from Millington! I’m LCDR Cait Cunningham 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 and YG15. YG16 DH classes are expected to come out later this year. I will send class assignment notifications to those of you who have signed once I receive the YG16 official convening dates.

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 two full days or virtually for a week 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 Announcement Message
- FY-22 DH Board Example Special Request Letters
FY-23 Active-Duty O-4 Statutory Promotion Selection Board – TBD

Know your lineal number! You can find it on your ODC or in NSIPS. The FY-22 promotion zone NAVADMIN was released on 15 March, 2021. I’ve posted a short training video 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 – 19 July 2021

The Surface Department Head Screening Board will convene on 19 July 2021. 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 YG17 officers unscreened last year due to increased selectivity. The correspondence due date is 2359CST on 01 July 2021. Contact SWO_DH.fct@navy.mil if you have any questions.

Don’t forget that the FY-22 DH Screening board convenes 19 July, 2021! All board correspondence is due NLT 2359CST on 01 July 2021. Amplifying information on how to review your record has been e-mailed out to all those eligible for screening this year (YG18, YG17, and YG16). 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 16 (3rd and final look), YG 17 (2nd look), and YG 18 (1st look) officers, plus those bank officers previously screened who have not yet begun the Department Head training pipeline.
2. All officers (1160, 1170, 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-21 DH Board

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There were 100 additional SWO qualified eligible officers compared to previous boards based on the board convening COVID delay from May to September.

2nd Tour Department Heads

Greetings from the 2DH and Early Command Detailer seat! I’m LCDR Dan Stayton and I hope everyone’s summer 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. 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.
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 are eligible for spot promotion. The experience and continuity that a three-year CHENG brings to the fight necessitates this longer tour.

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 are selected during 2DH slating and fill squadron billets prioritized according to deployment schedule. Criteria for consideration include:

- Sought out by Commodore or Deputy Commodore
- Recommended by CO for the pilot program
- Qualified EOOW and TAO at time of 2DH slating
- 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, the week of 19 July. 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 most of our LCDR 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: 19 July 2021

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

Why did my officers get a set of orders without a training track?
In recent months, Navy Personnel Command is facing funding shortfalls in the Temporary Duty under Instruction (TDI) account. TDI pays for training stops. In order to allow for move planning, we have been issuing orders with the training track booked and listed in the final text just above where Commander, Navy Personnel Command (CNPC), RADM Holsey, signs. This set of orders will have a PCS Line of Accounting to start setting up household goods shipments. Then, an ORDMOD will follow shortly after orders go out with a fully funded training track.

Can “X” course be removed so that this officer can arrive sooner?
The bar for this is high and that bar is usually an operational requirement. Please review the Billet Specialty Training Instruction (COMNAVSURFORINST 1211.3) which details the requirements for training and any waiver questions.

Can I schedule other courses for my inbound Ensigns?
The Billet Specialty Training Instruction (COMNAVSURFORINST 1211.3) details which courses we can add for New Accession Ensigns. XO’s should submit requests to their Placement Officer.

What lays out the training requirements for an officer en route a DESRON/PHIBRON/Strike Group?
The BST Instruction mentioned above applies to surface ships. The Strike Group and Staff Tactical Training Continuum (COMUSFLTFORCOM/COMPACFLTINST 1500.49C) lays out the requirements. We use this reference to write training tracks for officers en route those commands.

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.

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.

AMSL Periodicity
Please anticipate 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 (HPC or unplanned losses), please work with your placement officer on those specific questions.

LCDR Kevin Walter
PERS-413

Placement Officers
Branch Head: LCDR Kevin Walter kevin.w.walter@navy.mil
CRUDES: LCDR Brittany Kaluscak brittany.kaluscak@navy.mil
AMPHIB/MSC: LCDR Mike Walker michael.a.walker13@navy.mil
DESRON/LCS/MCM/PC/RIVGRU: LCDR Donny Northrup donald.s.northrup1@navy.mil
EXECUTIVE: LCDR Stephan Lubosch stephan.a.lubosch1@navy.mil
Greetings from the Fantail!

Hooyah Mustangs! There is no challenge too difficult for the LDO/CWO Community! COVID-19 truly tested our force and we are finally starting to see the light at the end of the COVID tunnel. I encourage each of you and your families to remain vigilant as we continue to overcome this pandemic. The LDO/CWO detailers have worked through one of the toughest challenges ever faced by the Fantail and they have worked diligently to provide top notch customer service to our force. I sincerely appreciate your patience throughout this process. We look forward to working with each of you in your upcoming details.

COVID-19 Update

COVID-19 presented us with an almost daily changing environment. As COVID-19 restrictions are being lifted regarding the wearing of masks, it’s important that we encourage our shipmates, brothers and sisters who are not vaccinated to follow all DOD guidance. As we navigate through the end of this pandemic, funding is our new challenge. Orders that have schools associated have been placed on hold until funding is available. To assist in getting your orders quicker, we are stripping the schools from your orders which will help you and your family have a set of orders to start your HHG planning, overseas screening, etc. Once the first set of orders are released, we will then initiate an ORDMOD and add the schools back into your orders. Please be sure to read your orders completely. The schools will not be listed under “Intermediate Activity” when the first set of orders are released. When the schools are removed, they will be written as free text in the orders so that you have your course information and dates for planning purposes. When the second set of orders are released, the schools will be listed under “Intermediate Activity”. Please contact your detailer if you have any questions.

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. For officers with active retirement request in NSIPS, per H.R. 6395 the Secretary of Defense (SECDEF) may waive one year of service-in-grade requirements to a period of not less than two years. The Navy is currently working to obtain a SECDEF approved waiver. Be advised, if you retire prior to the approval, this change will ONLY affect your paygrade on your retirement documents (i.e., orders, statement of service and DD-214). If the waiver is approved, all documents will be corrected.

Detailing Process

I encourage each of you to discuss your career desires with your detailer once you are in your 12 month window. They are your advocate and will assist in keeping your career on track while helping balance the needs of the Navy and of your family. As a sea service our milestones are at sea – if you are on shore duty your detailer will seek to place you into your next milestone afloat. If you are finishing a tour at sea then we’ll work to offer you the next priority tour for your paygrade.

Our ranks are in high demand across the waterfront and globe, and we value your ability to remain worldwide 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: https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Officer/Active-OCM/LDO-CWO/Career-Pattern-Sheets/
Statutory and Administrative Boards

Statutory Boards

Congratulations to all FY-22 Surface Captain and Commander Selects! This is a significant achievement and milestone in their Naval career…Well done to the following individuals:

CAPTAIN
CDR Roy Henkle (6120)
CDR Eric Ruiz (6130)
CDR Kenneth Allison (6410)
CDR Omar Martinez (6410)

COMMANDER
LCDR Antonio Barcelos Jr. (6180)  LCDR William Barksdale (6120)
LCDR Jason Blickens (6110)  LCDR Adam Chambers (6120)
LCDR Quentin Cooper (6130)  LCDR Michael Efird (6180)
LCDR Todd Grahek (6180) *  LCDR Jeffery Hanson (6130)
LCDR Michael Harmon (6130)  LCDR Jason Hinkley (6110)
LCDR Todd Kamins (6110)  LCDR Art Palalay (6130) *
LCDR Ricardo Tovar (6180)  LCDR Alfred Williams (6120)

* Indicates merit reorder

FY22 General Board Information

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

Administrative Screening Boards

Department Head Screening
Although LDOs do not follow the traditional SWO Department Head career progression, we are still screened at the same time as our Surface Warfare counterparts. The following have been a couple of reasons 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 FITREP. 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 screened for those respective boards. LDOs should strive to complete their Command Ashore prerequisites 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.

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.

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

As always, I encourage you to share this newsletter with your fellow Mustangs.

CDR Cassius Farrell
Branch Head, Surface LDO/CWO Assignments (PERS 414)
Greetings from the Full-Time Support SWO Detailers!

-- Congratulations to our Spring FY-21 FTS SWO selects!

LCDR Joshua Duvall    LCDR Sean Harney
LCDR Nicholas Hieber    LT Rebecca Holman
LCDR Brian Matic       LT Adam Uboldi
LCDR Steven Whatley

-- Interested in applying for FTS?
The FTS Lateral Transfer/ Redesignation board is held twice a year (Spring and Fall). The FTS SWO career path closely mirrors active duty, with the key distinction being shore duty. FTS shore duty billets focus heavily on reserve management. More information can be found on the FTS NPC website: https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Officer/Reserve-OCM/Full-Time-Support/FTS-Redesignation/

-- Congratulations to the FTS SWOs slated for NOSC Command!
NOSC Command is a dynamic and exciting opportunity to command ashore for our top performing officers.

CDR Micah Brewer – NOSC Tucson, AZ
LCDR Eric Wynn – NOSC Richmond, VA
LCDR Daniel Ciullo – NOSC Syracuse, NY
LCDR Jason McKay – NOSC Sioux Falls, SD
LT John Perez – NOSC Harlingen, TX

8 SWO FTS NOSC Commanding Officers, along with 17 other NOSC COs from the RCC Mid-Atlantic, Norfolk AOR attended a Leadership Symposium at NOSC Ft. Dix, NJ. Over 3 days, these COs have had a chance to network and discuss many topics that will make them better Commanding Officers. The week was highlighted with talks by RADM John Schommer, Commander, Navy Reserve Forces Command and VADM John Mustin, Chief of Navy Reserve.

Your Detailers:

O5 and above CDR Tyrone “Ty” Bush tyrone.bush@navy.mil
O4 and below LCDR Casey Travis casey.j.travis@navy.mil
Lateral Transfer FAQs

What exactly is a “lateral transfer,” anyway? A lateral transfer is a change in designator through administrative board action upon the request of a member. It differs from automatic change of designator which can occur through a change in qualification status (i.e. from 1160 to 1110 when you earn your pin), and POCR (Probationary Officer Continuation/Redesignation), which may result in an involuntary change of designator based on inability to remain in the current designator. Failing to qualify SWO, de-screening SWO or DH, and failure to screen DH are all common reasons to POCR. SWOs choose to lateral transfer into other communities when they feel they are qualified for and would benefit the other community, and they would prefer to serve in the other designator.

How do I lateral transfer? BUPERS-3 holds two Active Component Lateral Transfer/Redesignation boards annually (FEB and AUG). A NAVADMIN announces the board convening and publishes a deadline for submission of lateral transfer packages to the head recorder. Packages vary, but all must contain a letter request from the member and an endorsement from the member’s commanding officer or equivalent, and may also require proof of qualification for the position(s) requested and recommendations from members of the desired community to take you onboard. The package is analogous to a job application and interview. There are generally more applicants for lateral transfer than available billets in other communities.

How do I improve my chances of selection? There are many factors for being selected. The most important factor is being the “best and fully qualified” candidate. Check with the community you intend to join, including the gaining Officer Community Manager (OCM). Tailor your package to successfully sell your skills. If you can develop some experience with the community through TAD or other assignment, a recommendation from a senior officer in the gaining community goes a long way, assuming you are already qualified for the position. Also, if you listed a community below your first (or sometimes second) choice, the gaining OCM may not think you are motivated to join that community.

I did all that…why didn’t I get selected?! Could be a few things. You might have had a fantastic package, but the gaining community didn’t have an available “quota in” for your year group. If they are already at or above their authorized end strength for your year group, they won’t even look at you. Similarly, if the SWO community is below target strength for your year group, or we are lacking DH commitments from your year group, we may not have sufficient “out quotas” at the board. Third, your timing within the SWO community may preclude selection by another community. If you are slated to or under orders to a tour with significant or hard-to-schedule training en route, or if you just arrived at your duty station, we will require you to complete the assigned tour, and the gaining community will not want to wait for you if another candidate can start earlier. Lateral transfer is used to tailor community force structures, not individual careers. If the community you want into is already the correct size, they just don’t need you.

What other advice can you give me about this? Two key ideas. First, be patient. It is not unusual for officers to submit multiple lateral transfer packages before selection. Your career timing may not work for you, or the gaining community may not have opportunity, but six months later the circumstance could be different. Finally, don’t burn your bridges. If a lateral transfer remains unavailable to you, you might consider remaining part of the world’s greatest surface force. Continue to grow where you are planted in order to ensure your success as a SWO!
### PERS-41 Contact Information

**PERS-41**  
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Deputy / CAPT Detailer  
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**41A2**  
41 Human Resources Assistant  
Vacant

**41B**  
Assistant Director  
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**41C**  
CAPT Detailer  
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**41M**  
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**41N**  
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**41N1**  
Surf Nuc Community Mgr  
LCDR Cory Hardy  
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**PERS-410/411**  
CDR/LCDR Branch Head  
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**410A**  
PCC/Human Resources Specialist  
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lucille.jones41.civ@us.navy.mil

**410B**  
CDR CMD Detailer  
LCDR Tom Brewer  
thomas.k.brewer.mil@us.navy.mil

**411A**  
CDR/LCDR Detailer A-F  
LCDR Ron Jenkins  
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**411B**  
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**412N**  
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**412O**  
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**413X**  
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