



PERS-41 Newsletter

August 2026

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From the Director

Greetings from Millington!

PERS-41's focus remains supporting the Fleet and all of you in managing your careers. Among several departing team members, we recently said goodbye to CDR Jason Garfield (PERS-41A) and CDR Rob Keller (PERS-412) who moved onto their next tours. As a result, we warmly welcome CDR Jared Carlson coming out of Command of DDG 80 ROOSEVELT, and CDR Kailey Snyder coming out of Command of DDG 59 RUSSELL. Both Jared and Kailey had outstanding Command tours and associated success and are excited to be back in Millington to serve!

We remain focused on ways to best support the Fleet, including adjustments to detailing processes and programs. As those updates are formalized and approved, we will roll them out via social media and email blasts to ensure you have the latest and best information when making decisions about your future or mentoring those around you. Additionally, while we hope to meet each of you on your ships, we also encourage you to come out to our Community Brief that is given in conjunction with our waterfront visits.

In the following pages you'll find a great deal of information on Community initiatives and programs including Advanced Engineering Instructor (AEI), Warfare Tactics Instructor (WTI), and Maritime Intelligence, Surveillance, and Reconnaissance Weapons and Tactics Instructor (MISR WTI), Early Command, and Unmanned Systems. These programs serve to drastically improve our lethality and I highly recommend reaching out to our team and the associated schoolhouse contacts to learn more!

I offer my CONGRATULATIONS to the Officers recently selected at the O-5 and O-6 statutory boards. Additional insight into the statistics and outcomes of those boards is in the sections below.

As always, our focus remains on providing world-class service. Engage your Detailers and Placement Officers early and often—they are your advocates and stand ready to serve.

I wish you and your families a prosperous, healthy, and rewarding 2026!

Sail Safe, Warriors!

CAPT Ed Angelinas
Director, PERS-41

From the Director



The upcoming boards to keep on your radar are:

JICO Talent Management Board	17– 21 Aug 2026
FY28 Major Command Screening Board	02 – 06 Nov 2026
FY28 Commander Command Screening Board	07 – 11 Dec 2026

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

PERS-41
YouTube
Page



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PERS-41A - Captains

Greetings from Millington! We hope this message finds you and your family well and that you have enjoyed the summer months.

I am CDR Kris Tester - Deputy Director in PERS-41. I have taken the reigns from CDR Jason Garfield who is off to DC and the Joint world. We were sad to see him go but excited to continue serving **YOU**.

Maintaining Accurate Contact Information

To ensure timely and effective communication, please verify and update your contact information in NSIPS and NFAAS. This ensures we have the most current details for all official correspondence.

FY-28 Major Command Board Update

The PERS-41 team is preparing for the FY-28 Major Command Board, scheduled for 02-06 November. Please monitor your email and the PERS-41 website for upcoming guidance and instructions in the June timeframe. All board correspondence must be received no later than 0800 CDT (-5R) on 23 October 2026.

Officers eligible for the FY28 Major Command board include:

- 1st look – PYG21 O5 (promoted to O5 from 1 Oct 2020 – 1 Sep 2021)
- 2nd look – PYG20 O5 (promoted to O5 from 1 Oct 2019 – 1 Sep 2020)
- 3rd look – PYG19 O5 (promoted to O5 from 1 Oct 2018 – 1 Sep 2019)

Amphibious Major Command Changes

The 24 April 2026 memo from CNO directed that command of all amphibious warships — including LHA/LHDs, LPDs, and LSDs — will be assigned exclusively to SWOs. CNO's end state is to ensure COs possess deep expertise in maintenance, readiness, and operational procedures. This will better leverage the specialized competence of SWOs to enhance unit-level performance, maintenance, and the safe execution of complex amphibious operations.

This plan will include adjustments to the SWO billet structure, including removal of Fleet-Up on LHA/LHDs, and at CNSG SE, LCSRONS, and CONUS DESRONS. This change aligns the best talent to leading Sailors on ships at sea while also serving to maintain historical promotion opportunity and competitiveness for major command.

Community leadership is still working through the implementation plan, and there will be announcements forthcoming in the near future to better detail what the timeline looks like for SWOs to take command of all Amphibious ships.

Finding Your Orders in NSIPS

To find your orders in NSIPS when you do not have access to message traffic, follow the steps below:

1. Log into NSIPS "MEMBER SELF SERVICE"
2. Under the left hand "MENU" select:
 - a. Employee self-service→Electronic Service Record→View→Orders Detail
 - i. Above the menu of orders, select "View Orders Text"
 1. A PDF of your orders will pull up in a new tab for you to download

FITREP Date Changes

***** Starting in 2027***** NAVADMIN 258/25 changes the dates for O-6 periodic FITREPs from 31 July to 31 March. This change is designed to alleviate the need for CAPTs to remain in place through the summer PCS season to receive a competitive periodic FITREP while also ensuring that all CAPT periodic FITREPs have time to be processed in time for the September Flag board. For any follow up questions or concerns, please do not hesitate to reach out.

Attache Opportunities

As a Naval Attache, you represent the armed forces of the United States abroad, serve as the military advisor to the US Ambassador, and support US military theater security cooperation while reporting on in country and regional political-military activities. If you are interested in Attache options, please let LCDR Rob Van Winter

PERS-41A - Captains

and me know so that we can work with you on career timing and opportunities. Your contact for Attache applications is Mr. George Gilliland george.l.gilliland.civ@us.navy.mil.

Board Support

If you are interested in supporting boards, please contact PERS-41M, LCDR Nick Bonsall.

Nick will also solicit assistance for off-cycle boards requiring senior SWO oversight. Your participation is crucial to ensuring continued success for SWOs in board selections!

Detailing Timeline & Process

- **Captain Detailing Window:** It's never too early to contact us to start the conversation! However, we recommend initiating the detailing process approximately 12 months prior to your Projected Rotation Date (PRD). The goal is to finalize your detailing assignments 6 months prior to your PRD. Nominative billets will have a shorter timeline. You may be contacted earlier regarding overseas billets and high-priority Post Major Command (PMC) billets.

- **PMC Detailing:** Post Major Command (PMC) Detailing occurs approximately 6-8 months prior to your PRD. PRDs may be adjusted based on nominations and other circumstances. The PMC detailing process involves a discussion of your short and long-range goals, record strength, personal desires, and available options.

SWO PMCs remain the most sought-after talent in our Navy. The demand for this level of experience is unmatched at any pay grade. Following promotion to Captain and serving in Captain or Major Command, you are in a small pool of officers who are highly valued and uniquely qualified to serve in community and navy leadership positions. CAPT Angelinas, Rob, and I are looking forward to discussing what opportunities may be available for you!

Thank you for taking the time to read. Please do not hesitate to reach out to Rob or I if you have any questions on any subject – we're here to serve you!

Sail safe and all the best!



CDR Kris Tester
Deputy Director, PERS-41

PERS-41A - Captains

FY-27 O-6 SWO URL BOARD STATISTICS

OVERALL SWO STATS FOR ALL LOOKS			
Cohort	Eligible (IZ)	Selected (BZ+IZ+AZ)	Selection Rate (Selected / Eligible)
Overall	127	119	93.70%
Above Zone	102	23	22.55%
In Zone	127	83	65.35%
Below Zone	251	13	5.18%
Merit Reorder	52	15	28.85%

SWO STATS BY COMMAND			
Cohort	Eligible (IZ)	Selected (BZ+IZ+AZ)	Selection Rate (Selected / Eligible)
CNSP/CNSL	4	6	150.00%
OPNAV N96	1	2	200.00%
SWSC	1	2	200.00%
PERS/CNP	3	2	66.66%
CNSG	3	3	100.00%
SMWDC	6	4	66.66%
CSG/ESG	9	6	66.66%
CDS/CPR/CNSS	1	3	300.00%
ATG/TTG/EWTG/SCSTC	7	6	85.71%
Fleet Staff	10	10	100.00%
Joint	7	8	114.29%
OPNAV (Other)	3	5	166.67%
PEO	2	3	150.00%
CO-SM CMD	8	8	100.00%
DDG CMD	12	17	141.67%
LCS CMD	8	9	112.50%
LSD CMD	1	1	100.00%
Other Sea Duty	3	2	66.66%
Other Shore Duty	38	22	57.89%

PERS-410/411 – PCCs / CDRs / LCDRs

Greetings from PERS-410/411!

I am CDR Jared Carlson and I recently took over duties as the PERS-410/411 Branch Head. I am excited to be back in Millington and am ready to support the detailing needs of our Officers from post department head through post Command!

Congratulations to all the FY-27 Commander Line Officer selectees! Detailed statistics are at the end of this section – but screening a milestone at the CDR CMD board (CO Afloat, XO Afloat or XO*) remains the single biggest factor to selecting for O-5. Performance at sea during Department Head tours remains the driving force to successfully screen for a milestone.

Selection to Commander is a significant achievement and marks the beginning of another exciting new chapter in your naval career. As you transition into more advanced leadership roles, career timing becomes increasingly important in preparing for future opportunities. If you are about in your next milestone or slating window, please reach out to your detailer for a record review and to chart a course that gets your record as competitive as possible for the future. We highly encourage you to take proactive steps to understand **YOUR** specific timing and career milestones. Engaging early with your detailer will pay huge dividends as you navigate the complexities of career planning and ensure you are well-positioned for success. Your detailer will provide personalized discussions tailored to your career path and develop a plan that maximizes your potential and supports the strategic needs of our Navy. Now is the time to align your career progression with the broader goals of the Navy while also considering your personal aspirations, family situation, and readiness. We are here to support you!

Commander Command Board: Own your record, and make sure your record is up to date! The Commander Command (CDR CMD) board convenes on 07 DEC 26 and is approaching quickly. As a reminder, any admin sent to the CDR CMD board via letter to the board (LTB) will NOT become a part of your official record. Always review your record before any administrative milestone screening or statutory promotion selection board. If you have any concerns about your record or board eligibility, please reach out to your detailer early and often!

Correspondence due date: All correspondence for the CDR CMD board is due NLT 26 NOV 26. Example board correspondence includes: FITREPs missing from your PSR that cannot be updated permanently in time for the board, designation letters / awards / education missing from your OSR, letters to the board, and “do not pick me” letters. Please talk to your Detailer before you submit a “do not pick me” letter.

Post DH Operational Assignments: Post DH detailers have a primary focus on making your record as competitive as possible for milestone screening during the CDR CMD Board. Screening for a milestone is the key to being selected for O5! Post DH detailing is informed by past CDR CMD Board statistics which indicate that the strongest message to the CDR CMD Board is serving in sea duty assignments at DESRONs, PHIBRONs, CSG/ESG staffs, and at numbered Fleet MOCs. In pursuing these sea duty assignments, officers strengthen their professional record and experience while serving in demanding billets.

Reconciliation 101: We will continue conducting reconciliations every month except for Nov-Dec due to supporting CDR CMD Board preps and you can expect to reconcile to your post DH billet six months prior to your PRD. Information on the reconciliation process can be found on the PERS-41 webpage. While there appear to be hundreds of billets to choose from, we prioritize which billets we fill based on YOUR career needs and the Officer Manning Plan (OMP), which dictates the minimum manning percentages for commands based on their assigned category. During a reconciliation, every constituent’s situation and circumstances are different, which is why we work diligently to match talent to task while trying to meet what the member needs professionally to screen for a milestone at the CDR CMD board, what the member wants personally, as well as meet all the requirements we are required to fill for the fleet.

For PD1 assignments, in keeping with our goal to align your next assignment to keep your record as competitive as possible for the CDR CMD / O-5 milestone board(s), we focus on career-enhancing SWO community tours. These tours are typically aligned to Afloat Staffs (CDS, CPR, CSG, etc.), SWSC Newport, OPNAV,

PERS-410/411 – PCCs / CDRs / LCDRs

SMWDC, CNSP/L/G, etc. While other billets are advertised on the DSF, department heads can expect to be reconciled to a SWO community/afloat staff tour for their PD1.

Officers serving as Professional Staff Officers (PSOs): Typically, Professional Staff Officer career paths should expect to follow a **two-year sea/shore rotation** per MILPERSMAN 1301-110. Keep in mind that initial orders will be written and released in message traffic for 36-month tours IAW DOD policy, but once you are fully gained by your command, your PRD will be adjusted to 24-months as mentioned above. This model supports readiness by keeping experienced Officers in play for high-priority billets while ensuring we meet OMP targets. Once designated a PSO, Officers remain in that two-year rotation until resignation or retirement, meaning assignment flexibility is key.

Timely Assignment of XO Milestone Officers: Assigning XO milestone Officers to their billets in a timely manner is critical, especially for those approaching their third look for Commander command. Officers need sufficient time in the seat to demonstrate performance, establish a command presence, and receive meaningful FITREPs. A compressed tour limits impact and may weaken the Officer's competitiveness during the board process. While many factors go into selection, strong performance in milestone billets remains one of the most heavily weighted criteria.

Surface Warfare Command Leadership Assessment (SWCLA):

The updated CNSF SWOMAN May 2025 ACN 2 edition is located on the PERS-41 homepage and FY26 SWCLA Board Convening dates can be found in message traffic under DTG 242119Z FEB 26.

Surface Warfare Command Leadership Assessment (SWCLA) has replaced the Surface Command Oral Board requirement as part of the Command Qualification Process. If you did not complete the Surface Command Oral Board **prior to 08 December 2025**, you are required to complete SWCLA as part of your Command Qualification to be eligible for Commander Command Afloat, Commander Command Special Mission or LCDR Early Command. It is important to schedule your assessment earlier rather than later due to quota control and to ensure you have successfully completed it prior to your first look at CDR CMD.

If you need to schedule SWCLA, please reach out to your respective TYCOM to schedule.

SURFPAC: CNSP_SWCLA@us.navy.mil

SURFLANT: SURFLANT_SWCLA@us.navy.mil

Lieutenant Commander Retention Bonus (LRB):

Surface Warfare Officer (SWO) Lieutenant Commander (LCDR) Retention Bonus (LRB) pays eligible SWOs up to \$66,000.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Post Commander Command Executive Detailing (410): Discussions for your Post Commander Command (PCC) assignment will begin about 7-9 months from your PRD/Change of Command, with a goal of finalizing your detail around the six-month mark. Your performance while in command is the leading factor in shaping PCC options. Post Command Officers are in high demand for SWO community billets (TYCOM, CNSG, SMWDC, SWSC, N95/N96, PERS-41, etc.), nominative Front Office billets, and CSG/ESG/Fleet Staff billets that are coded for Post Command Officers. The balance in PCC detailing is ensuring selection to O6 and Major Command while fulfilling remaining career needs and personal preference. Reach out anytime with questions!



Sail Safe & Vr,

CDR Jared Carlson
410/411 Branch Head

PERS-410/411 – PCCs / CDRs / LCDRs

FY-27 O-5 SWO URL BOARD STATISTICS

OVERALL SWO STATS FOR ALL LOOKS			
Cohort	Eligible (IZ)	Selected (BZ+IZ+AZ)	Selection Rate (Selected / Eligible)
Overall	168	153	91.07%
Above Zone	85	2	2.35%
In Zone	168	143	85.12%
Below Zone	506	8	1.58%
Merit Reorder	153	28	18.30%

SWO STATS BY COMMAND			
Cohort	Eligible (IZ)	Selected (BZ+IZ+AZ)	Selection Rate (Selected / Eligible)
COCOM	4	3	75.00%
JCS/Other Joint Tour	15	15	100.00%
DON/OPNAV	13	14	107.69%
Fleet Staff	22	17	77.27%
BUPERS	5	8	160.00%
TYCOM/CNSG	12	10	83.33%
CSG/ESG	14	14	100.00%
SMWDC	10	10	100.00%
SWSC	12	11	91.67%
ATG/EAA/EAP	5	5	100.00%
CDS/CPR	10	9	90.00%
TTG/EWTG/SCSTC	3	0	0.00%
Sea Duty USS	5	5	100.00%
Other Sea Duty	2	2	100.00%
Other Shore Duty	36	20	55.56%

PERS-412

Greetings from the Arena in 412! It's great to be back. It was a privilege to serve the Fleet many years ago as a JO Detailer, and I am so grateful for the opportunity to serve the center of gravity and the future of our community again – our Division Officers and Department Heads!

What you are doing out there across the globe is nothing short of eye watering. Having recently reported following Command, I can say with confidence that the reasons I took the leap and signed up to be a Department Head and beyond are still valid: there is nothing else in the world like taking our Sailors to the sea. The decision to stay and serve as a Department Head is a big one, but it's ~ 3 years (I admit it felt like forever to me at the time but can confirm you will still be young post-DH!). If the sea and Sailors call to any part of your Sailor soul, I encourage you to take the leap and sign up for the next Surface Warfare adventure!

As you all know well, our career path is a demanding one. It requires mastering shiphandling, warfare tactics, maintenance management, leadership of Sailors, and operational planning—all while serving in a profession where the stakes are measured in national security and the lives of our Sailors. Every tour is a challenge and pushes our limits, but it's an honor to lead Sailors and help them grow and succeed. The expectations are high because the mission demands it, but as Jimmy Dugan said in the great film *A League of Their Own*, "It's supposed to be hard. If it wasn't hard, everyone would do it. The hard is what makes it great."

As your detailing team, we recognize that career decisions can also be hard. Balancing professional opportunities, family considerations, career timing, and personal goals can be complex. Our commitment to you is to provide transparent communication, thorough career guidance, and our best effort to help you make it work.

Let's be real: another thing making it hard is manning challenges across the Fleet. Those have been felt ashore as well. The 412 team has recently been impacted by Individual Augmentee assignments and billet gaps, but we are committed to building a team that is resilient and ready to respond to take care of our ships and our people. Please give us a chance and actively engage with us.

Communication can be hard, but it is key in career (and life) management! We are here for YOU, and if something is important to you, it is important to us – please shoot us a note or give us a call. We want to get to "yes" if at all possible. If at any point you are not getting what you need from the 412 team, PLEASE contact me (number below).

V/r, and keep charging!

CDR Kailey Snyder
412 Branch Head

PERS-412 – Division Officers

DIVISION OFFICERS

SWO(N) 1st Division Officer Tours. The nominal SWO(N) 1DV tour remains 21 months. SWO(N) Officers will spend no less than 19 months onboard their first ship – regardless of how quickly you qualify. The reasoning for this is the immense value in experience you bring to the CVN post-nuclear pipeline. Separately, there is no ability to extend a 1DV past 21 months for any reason other than failure to qualify on time. For OOD hours, the requirement for SWO(Ns) is to have 75 hours of qualified OOD time properly documented in your Mariner Skills Log Book. This documentation is required for OOD Phase II.

Division Officer Tour Length Update. To address divo manning and provide more flexibility in the career path, PERS-41 retains the authority to roll division officers early from their first divo tours. This flex allows us to fill critical second tour billets and accommodate WTI and AEI COIs in between divo tours. Detailing windows will remain the same; however, orders to detach for a slate may be written for an earlier detach date to support the 2DV billet base. Options to adjust tour length via DOSP are below – all options require your CO's endorsement and 100 hours of qualified OOD watch standing:

- 18 month 1DV / 24 month 2DV
 - Must be OOD & SWO Qualified NLT 15 months onboard
- 24 month 1DV / 18 months 2DV
 - Must be OOD & SWO Qualified NLT 18 months onboard
- 27 month 1DV/18 month 2DV
 - Must be OOD & SWO Qualified NLT 21 months onboard

Drive to qualify! 18 months or less is the goal for your SWO Pin. Actively work your qualification process! Find every opportunity to learn, develop as an Officer, and earn your pin!

Second Division Officer Tour Slating Process. Detailed information on the slating process to your 2DV assignment and slating windows can be found on the webpage below. OOD U/W qualification is required to slate. All officers who do not have their OOD letter by their regular slating window will post-slate to their second division officer tour once SWO qualification is achieved.

<https://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-41-SWO/Detailers/412-Division/>

Shore Tour Slating Process. For those nearing the end of their 2DV tour and looking toward their shore slate, there are a multitude of options. The SWO Community has billet options nearly anywhere in the world, and one that fits the skillset you most enjoy! A very concerted effort is made to slate Officers to the assignments they desire.

Talent Management. There have been some significant changes to the Talent Management process. The new process is **Talent to Task Early Commit (TEC)**. See below some additional information about the differences between the legacy TMB versus the new TEC process!

- **Legacy TMB Process:** One time board in August for Talent Management (TM) opportunities across a 1-year PRD window requiring DHRB contracts to accept. Officers were required to alter their PRD to support these opportunities and only allowed one decision window for DHRB.
- **New Process Talent to Task Early Commit (TEC):** Quarterly shore slates offer PRD appropriate Talent Management opportunities and billets in an officer's PRD window. Officers can submit for TEC without a DHRB commitment, but require a DHRB contract to accept. TM opportunities that apply to officers on shore will be offered as appropriate by timing below and open to everyone (announced on social media and ask your detailer!).

PERS-412 – Division Officers

Nominative Billets. Interested in working as a Flag Aide? There are several nominative billet opportunities available at locations across the globe working at the highest levels of the naval enterprise. The list frequently changes and is available to all Officers, regardless of when they slate to shore.

Requirements:

Officers must be endorsed by their reporting senior. If nominated, you will not be eligible to negotiate any follow-on orders until the status of your application is released. If you are not selected, you will receive executive detailing to your next assignment.

Notification with slate results indicates you are PERS-41's nominee for that billet. Interviews and selection happen by the command. Once notified you have been selected as a nominative candidate, PERS-41 will be required to submit an Officer nomination package and you cannot be withdrawn from the nominative process until a decision is made. As such, please be prepared to submit a (1) full-length photo in service khakis, (2) your career biography, (3) your work and personal contact information, (4) any FITREPs missing from your official record. If you are interested, contact your detailer NOW!

Advanced Engineering Instructor (AEI). Brought to you by Surface Warfare Schools Command (SWSC), AEI will be the center of gravity in planning, executing, and exiting maintenance availabilities throughout the Fleet. Becoming the SME in the department that you love – AEI graduates will work inside the SWSC organization and within the Fleet at specific commands tasked with increasing maintenance excellence and lethality of the surface force. There are currently three AEI COIs each year (each 66 days): March, July, and October convenings. AEI production tours (PTs) are required for all AEI course graduates and for all 1110 JOs an EOOW letter is required to apply. The associated 'LAS' AQD is awarded for selectees and 'LAB' (Steam), 'LAD' (Diesel), 'LAG' (Gas Turbine), and 'LAH' (Hybrid) AQDs are awarded to COI graduates. Reach out to your detailer for program application or information. For program specific questions, contact the AEI Program Managers at SWSC_NRFK_AEI@US.NAVY.MIL.

Maritime Intelligence, Surveillance, and Reconnaissance (MISR) Weapons and Tactics Instructor. Offered by Naval Aviation Warfighting Development Center (NAWDC), this course of instruction is a challenging, competitive, and comprehensive 17.5-week program taught at NAS Fallon, Nevada. The course is also accredited by Staffordshire University for a Master of Science degree in Aerospace Operations, allowing graduates to earn a degree with few additional requirements! Officers attending this COI will be slated to CSG/ESGs, numbered Fleet MOCs, or at the MISR schoolhouse in Fallon. The course is offered twice per year in February and July with applications due 90 days before each convening. Please reach out to your detailer and MISRWSSTAFF@us.navy.mil with any questions!

OOD Phase II Requirements As of January 2026, all first tour division officers are required to have 100 hours (75 for SWO(N) officers) of qualified OOD watchstanding *properly documented in their Mariner Skills Log Books* in order to transfer from their ship. Failure to meet this requirement will result in disenrollment from OOD Phase II and may necessitate a re-slate to a different ship and billet. Additionally, first tour division officers are required to complete MSA #2 in accordance with the SWOMAN before detaching – completion letters are required to be sent to MSA_Completion_Letter_Submission@us.navy.mil.

Bottom Line: Know where your Log Book is located, keep it updated, and keep it in your carry-on luggage when you transfer!!!

PERS-412 – Division Officers

PERS-412: FY2026-2027 SEA and SHORE Slate Schedule

*** Dates are subject to change ***

<u>SHORE</u> Slate Schedule		<u>SEA</u> Slate Schedule	
Officer PRD	Slate Month	Officer PRD	Slate Month
JUL-SEP 2026	DEC 2025	JUL-SEP 2026	NOV 2025
OCT-DEC 2026	MAR 2026	OCT-DEC 2026	FEB 2026
JAN-MAR 2027	JUN 2026	JAN - MAR 2027	MAY 2026
TALENT MANAGEMENT	AUG 2026	APR-JUN 2027	SEP 2026
APR-JUN 2027	OCT 2026	JUL-SEP 2027	NOV 2026
JUL-SEP 2027	DEC 2026	OCT-DEC 2027	FEB 2027

PERS-412 – Department Heads

1st Tour Department Heads.

Hello! I'm LCDR Lindsey Boyle, and I'm the new 1st Tour Department Head Detailer. If you've screened for DH and are on the fence about signing DHRB, please reach out to me and your detailer so we can talk through your timing, slating options, and any questions you or your family have before you make a final decision. You can receive a bonus of up to \$150,000 for completing three years as a DH!

DH School Timing.

If you've signed DHRB, I have a DH class (DHC) assigned to you – if you do not know your class please reach out to me and your detailer. In accordance with the SWO Career Path, you should be at Department Head School at your 7.5 YCS – the latest we are aiming for you to go to DH School is your 8 YCS based on recently expanded in-zone eligibility and promotion to O-4. Most post-division officer tour lengths are 24-36 months long – keep in mind that tours will be adjusted to accommodate the DH milestone and timing requirements.

DH School.

Halfway through DH school, I will visit your DHC for three full days and provide the following:

- Community Brief to get you up to speed with all that has changed in the fleet
- FITREP Brief to discuss how to increase opportunities to select for milestones (DH, Early CMD, CDR CMD) and promotion (O4, O5) for you and your DVOs
- Advanced copy of your post DH school tactical training track and answer any questions you may have. (I recommend reviewing the JTR, My Navy HR website, and applicable MILPERSMANs to streamline conversations!)
- 1 on 1 meeting to review your record

2nd Tour Department Heads and Early Command.

Greetings from Millington! I am LCDR Chad-Anthony Kenton, the Second Tour Department Head (2DH) and Early Command Detailer! You can expect to slate for your 2DH tour approximately 8-10 months prior to your PRD. The slating schedule can be found on the PERS-41 website. During 2DH slating, you are NOT guaranteed to remain in the same homeport unless stabilization is required for co-location or EFM. 2DH slating is unlike your previous slating experience. Please make sure to engage with your CO and take a look at the billets available because CO inputs and your preferences play a major part in the slating process. It is much more of one-on-one slating as the billet base is much more limited. There are MANY Early Command opportunities available for both post-Division Officers and Department Heads! If you are interested, reach out early to ensure you have enough time to complete all the requirements. I look forward to working with you! Keep me in the loop!

****PTO billets are now limited to CG/DDG (AMDC only) and LPD (only on select ships)****



PERS-412 – Department Heads

****EARLY COMMAND OPPORTUNITIES****

We are assigning LCDRs to command Spearhead-class Expeditionary Fast Transport (T-EPF) crews! Our first Officers are due to arrive on hull in a few months to this incredibly exciting opportunity. These tours will consist of a 24-month tour in command of a hybrid civilian and military crew. These billets will be homeported in San Diego and operate globally in execution of Military Sealift Command (MSC) missions. If you like driving warships fast, leading others, executing missions, then this assignment is tailor-made for you, Captain!

MCM Early command continues to be a viable option for Officers interested in early command. These opportunities are located in Sasebo and consist of a 15-month XO tour followed by a 15-month CO tour. MCM early command can be executed in lieu of a 2DH tour or a PD1 tour. If you love small-unit leadership, inspiring others, and operating in an area that has a direct impact daily, let us know!

TF-59 Unmanned Systems Task Group Commander and USVRON Task Group Commander are two cutting-edge new LT Command billets located in Bahrain, Port Hueneme, and San Diego. These commands will lead the integration, deployment, and operation of UxS in support C5F and CSG/ESG operations. Both LT Command opportunities are 18-month tours. If you are the type of Officer that loves solving problems, is innovative and challenges “we’ve always done it this way” thinking and is looking to be on the leading edge of the leading edge – then this assignment is calling your name!

The next Early Command Board will take place following the Major Command Board in November 2026. Contact the 412 team for questions!



PERS-413 - Placement

Greetings from PERS-413 – Surface Placement!

I'm CDR Mark Hansberry, the new 413 Branch Head. Our placement team is undergoing quite a bit of turnover this summer – please checkout updated POCs at the end of the newsletter and do not hesitate to reach out to me if you have any questions!

Below is some amplifying information on some of the recurring questions we field regarding wardroom manning, sequencing, and pipeline training.

As always, we are here as the Command's representative and are only a phone call or email away. Please don't hesitate to get in touch with us any time.

Placement Road Show

Your placement officer will let you know soonest when we are coming to your waterfront in 2026. Stay tuned and reach out, off schedule visits are possible!

Community Initiatives

FYSA – a few important topics worth scrubbing your AMSL to identify talent and talk with your wardroom about the following high-priority opportunities:

- (At least) one WTI on every ship
- AEI
- MISR
- CNSG Assignments
- T-EPF



Gaps and Unplanned Losses

Please remember to contact our team early if you anticipate an unplanned loss (LIMDU, DFC, OPS DEF etc.). When dealing with unplanned losses, you will still experience a gap, but we will work towards a permanent fill as soon as possible.

BSC Updates

As new commands are brought online, you may want to update your command's BSC structure and requirements. BSC funding can also change from FY to FY based on a variety of factors. Please work with your TYCOM N1 office to communicate what desired BSC changes you may need. Placement can only place Officers into valid/funded BSC's, once an officer is gained, we cannot place them into a QUAD 9/excess billet.

Adjusting Training Tracks

All training tracks are developed IAW the Billet Specialty Training (BST) Instruction (COMNAVSURFORINST 1211.3A) and/or the Staff Training Continuum Instruction (COMUSFLTFORCOM/COMPACFLTINST 1500.49D). Requested deviations from the requirements are routed through ISIC and PERS-41 to TYCOM. Approvals are granted on a case-by-case basis. For special circumstances, engage with your ISIC and your Placement Officer early and often.

Ensign (1160) Pipeline Training

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

- Auxiliary Engineering Division Officer
- Electrical Engineering Division Officer
- Legal Officer

PERS-413 - Placement

- Tactical Tomahawk Weapons Control System (TTWCS) Watch Officer (TTWO)
- Ordnance Officer
- Electronic Warfare (EW) Officer Surface
- Boatswains Mate Division

Ships in maintenance are restricted on receiving First Tour Division Officers (1DV) based on the policy that 1DVs cannot spend greater than nine months of their first twelve months in a maintenance phase. We are provided with maintenance schedules by NAVSEA and use those for planning purposes. If your avail dates shift (left or right) please notify us early and we will work to manage the level of 1DVs onboard. By default, your prospective 1DVs will be assigned a 30-month tour from the time they are gained ACC 100. This will not happen until completion of their entire training track. They can request a PRD adjustment that will be approved to align their PRD with BDOC graduation. This is requested through their detailer and is not an automatic action when they are gained ACC 100.

AMSL/LORTARP Communication

Placement's Battle Rhythm is to send your AMSL quarterly. If you need an updated AMSL at any time, not a problem, please contact your Placement Officer. Let us know what you are tracking for your internal LORTARP and we will update as needed.

We are here to help and make your wardroom management easier. Appreciate what you do, standing by.

Best and V/r,
CDR Mark Hansberry
PERS-413 Branch Head



Forged at Sea: A Surface Mustang Community Update

Greetings from the Fantail! It is truly a great day to serve in the United States Navy, and an even better day to be a Surface Mustang. As we bring another highly productive season to a close and prepare for the unique challenges ahead, I want to provide a comprehensive update regarding our people, policies, and the critical priorities guiding our community's future. Our enduring strength continues to rest squarely in the professionalism and operational readiness of our Limited Duty Officers and Chief Warrant Officers. You are leaders forged at sea, grounded in technical excellence, and trusted to guide our Sailors with unmatched experience and integrity. This update ensures we remain aligned as we continue to execute the mission and uphold the highest standards of the Surface Mustang community.

New Detailer Arrival: PERS-414A

Please join us in welcoming LCDR Derrick Daugherty, our new Administrative/Security Detailer (PERS-414A). Joining the team from Guam after completing his Department Head (DH) Afloat tour aboard USS Frank Cable (AS 40), LCDR Daugherty brings a wealth of maritime, administrative, and operational experience to the Fantail. We are fortunate to have his seasoned leadership supporting our Sailors and the broader Surface Mustang community as he begins this assignment.

Saluting Our Retirees: A Legacy of Mustang Leadership

It is our distinct honor to recognize the upcoming retirement of several extraordinary leaders whose enduring influence will remain woven into the fabric of our community for years to come. Our 2026 retirees are as follows:

CAPT Cassius Farrell, 6110	CAPT Ross Anderson, 6180	CAPT Chad Hamm, 6120
CAPT John Courtial, 6490	CDR Jerry Belmonte, 6130	CDR Ted Grant, 6180
CDR Todd Grahek, 6180	CDR Michael Harmon, 6180	CDR Tony Schermerhorn, 6410
CDR Rafael Villarreal, 6410	CWO5 Tony Daneault, 7131	CWO5 Chris Sullivan, 7111
CWO5 Bryan Broussard, 7181		

Commander Command Screenings: Recognizing the Best of the Best

Few milestones in an Officer's journey carry the significant weight and immense honor of screening for Commander Command. This achievement represents the culmination of decades of dedicated leadership at sea, sustained superior performance, and the proven ability to lead Sailors through complex, high visibility missions. It is with immense pride that we congratulate our newest selectees for Commander Command.

The selection board identified primary drivers for success. The successful completion of the command qualification (AQD 2D1), explicit recommendations for command, and a record of sustained superior performance in maritime environments were the decisive factors. Statistically, the selection rate stood at 88% for first-look officers and 0% for second-look officers. Notably, 6% of our officers were removed from the bank due to declining performance.

These selected leaders have excelled in the most demanding conditions the Navy offers. Their selection reflects the enterprise's highest confidence in their readiness to command and shape future warfighting capability.
BRAVO ZULU!

PERS-414 – LDOs / CWOs

Looking ahead, for the FY28 board, eligibility will be strictly limited to those who have completed or are currently serving in the O4 milestone tour at sea, DH or Principal Assistant (PA) Afloat. This is a critical new change that will be officially reflected in the signed convening order.

The First Milestone: Surface Department Head Afloat Screening Results

Statistically, the Dept Head selection rate stood at 82% for first-look officers, 29% for second-look officers, and 22% for those on their third look. We are pleased to report that no officers were removed from the selection bank due to declining performance. Key factors for selection included DH Afloat or higher recommendations, completion of at least one sea tour, attainment of basic officer technical and tactical qualifications, and documented sustained superior performance. Looking ahead to the FY28 board, we will introduce a quota system based on requirements and implement a quality cut to ensure we are selecting the highest-caliber officers. These leaders continue to demonstrate the technical excellence required to guide our Sailors and maintain our fleet's readiness at sea.

Unwavering Focus: Sea Duty as Our Foundational Mandate

If you have been paying attention up to this point and following the trend, SEA DUTY is what we do. ***The United States Navy is, above all, a sea service.*** Sea duty remains the permanent center of gravity and absolute priority for the entire Surface Mustang community. Operational time at sea is never optional; it is foundational to our identity and leadership. It serves as the primary source of professional credibility, authority, and sustained career growth. As Mustangs, we must remain leaders forged at sea, committed to technical excellence and mission success within the most demanding maritime environments across the global fleet.

Proving Our Worth: The Strategic Necessity of Milestone Tours

Milestone tours represent the most vital leadership opportunities for Mustangs seeking to demonstrate their true capacity, character, and professional competence. These specific assignments—vetted by the Board of Directors, coordinated with the OCM, and mandated by SECNAV - are strategic requirements rather than detailer choices. They are the Navy's investment in our senior leadership. The official list of these billets is hosted on the MyNavyHR portal within the FY26 Community Briefs.

https://www.mynavyhr.navy.mil/Portals/55/Boards/Active%20Duty%20Officer/documents/FY26_Promotion_Board_Materials/FY26_AC_Line_Community_Briefs.pdf?ver=0RxXCl8ADkSloOZV0EZOBQ%3d%3d

Our absolute priority for O5, O4, and CWO4 selectees is placement into respective milestone tours at sea, specifically as DH/PA Afloat. These roles are non-negotiable for those seeking upward mobility. Officers entering the zone who do not intend to execute a milestone tour at sea must take ownership of their career path by submitting a "Do Not Pick Me" letter or initiating retirement. The fleet depends on us to man the toughest jobs with our most capable Mustangs - leaders ready to guide Sailors in the maritime environment. We must consistently counsel our junior officers on the vital importance of operational tours, this is where our readiness is built and our unmatched value is proven. These tours serve as the essential building blocks for future opportunities, including Command Ashore, Major Command, and senior leadership roles across the enterprise. We are the deckplate leaders the Navy needs most, and the Fleet is relying on us!

Operational Readiness: Navigating the Limited Duty Process

The Surface Mustang community currently faces an increase in Limited Duty (LIMDU) assignments across all designators, significantly impacting sea duty and world-wide assignability. Late medical notifications made within sixty days of a transfer severely disrupt fleet readiness. To mitigate this, officers must complete their required sea duty or operational medical screenings within thirty days of receiving orders.

Furthermore, personnel must understand that local convening authorities or local Medical Treatment Facilities do not hold final decision authority regarding LIMDU status. Upon receiving potential LIMDU notifications, Navy

Personnel Command medical staff (PERS-454) thoroughly reviews the records and independently adjudicates the case. When PERS-454 deems an officer formally unfit for sea duty, detailers immediately issue orders accordingly. Detailers assign these personnel to fully funded, valid billets commensurate with their specific rank and designator, operating strictly in accordance with MILPERSMAN 1306-1200 and 1306-1202 guidelines. This necessary reassignment may require geographic relocation, as the Navy no longer places officers in unbudgeted “quad 9” billets simply to facilitate homesteading. Conversely, if PERS-454 overrides a local medical recommendation, the officer must execute their originally issued orders without delay. The legal team stands ready to support and enforce these assignment efforts.

Managing Rotations: 24-Month CONUS Shore Tour Standards

CONUS shore tours should be expected to last twenty-four months, excluding assignments governed by specific Department of War or Area of Responsibility specific guidance. The Navy enforces this strict timeline to ensure officers secure adequate time to recharge following highly demanding operational lifts at sea. Although automated assignment systems routinely default to generating orders with a three-year rotation, detailers will administratively roll back an officer's Projected Rotation Date (PRD) to the standard 24-month mark immediately upon command check-in.

Surface LDO Command Ashore: Modernizing the Standard

The deadline for the legacy Surface LDO Command Ashore Qualification has officially passed. The community no longer accepts any legacy submissions. Eligible officers must immediately execute the new Command Ashore Qualification Instruction, posted on the official website for review and action. This modernized standard implements critical improvements to elevate leadership readiness. Significant enhancements include an updated eligibility requirement restricting access to those selected for O-4 and senior, refreshed references, the elimination of redundant online courses, the vital addition of essential command management topics, and highly streamlined qualification pathways.



MPM 1301-819 [Procedures for Surface Limited Duty Officers (LDO) not Desiring Orders to Command or Milestone Tour At Sea]

The newly published MILPERSMAN (MPM) 1301-819 formally aligns Surface LDO efforts with established SWO/1110 community policies regarding career progression. In summary, this directive explicitly states that the declination of either a command opportunity or a designated O4/O5 milestone tour at sea will result in a formal letter placed in an officer's permanent record. Selection boards will subsequently review this documentation during all future statutory and administrative proceedings. Approved declinations result in a "Needs of the Navy" detail. The officer will be assigned to the first available "hot fill" regardless of geographic location or will be processed for retirement. Officers can access the official MPM 1301-819 via the MyNavy HR portal, and a

PERS-414 – LDOs / CWOs

comprehensive Q&A worksheet is available on the PERS-414 assignments webpage. The community is actively drafting the next iteration of this policy, which will enforce identical alignment for CWO4 at sea milestone requirements.

Ensuring Timely Assignments: Accountability in the Orders Release Process

The PERS-414 team acknowledges ongoing feedback regarding orders release timelines and remains empathetic to the personal complexities of Permanent Change of Station moves. Phased funding limitations govern the release process. To prevent avoidable delays, officers must proactively maintain current NAVPERS 1070/602 (page 2) data, Exceptional Family Member (EFM) status, and co-location preferences. Furthermore, unplanned losses frequently disrupt established distribution timelines. While detailers work aggressively to process assignments, the community must exercise professional patience with the administrative system. Individual accountability in updating personal records remains the most effective way for officers to ensure successful transitions.

Community Detailer Updates

Deck (6110/7111)

- Navy Cargo Handling Battalion (NCHB) Assignments: We are pleased to announce the availability of new, high-visibility billets within the Navy Expeditionary Forces for both LDOs and CWOs (CWO2 to LT). NCHB 1, located in Williamsburg, VA, and NCHB 3, stationed in Honolulu, HI, are now seeking qualified leaders to serve in the critical roles of Ship's Boatswain and Assistant Company Commander. These assignments provide Deck Mustangs with unique opportunities to apply their technical maritime expertise in a high-tempo, expeditionary logistics environment. Interested officers should immediately reference the current available billets or contact their detailer to review specific timing and eligibility requirements for these positions.

Operations (6120/7121)

Now is our time to live on the cutting edge of warfighting. In February 2026, we successfully executed the inaugural Joint Interface Control Officer (JICO) Tactical Management Board (TMB). This rigorous evaluation, comprised of a comprehensive record review, in-depth interviews, briefings, and a formal voting process, represents a critical first step in elevating JICO talent across the fleet and standardizing the detailing process. Congratulations to all who successfully screened during this milestone board, which concluded with a highly competitive overall selection rate of 86.67%.

Key Takeaways:

- Validation of Performance: The interview phase served as a crucial validation of official FITREPs, providing an instrumental assessment of each officer's leadership presence, communication skills, and depth of technical and tactical knowledge.
- Career Progression Formalization: The board established a clear, formalized career progression model for Surface Operations LDOs (6120) and Surface Operations Technicians (7121) who are currently in or desire to pursue the highly technical JICO track.
- Optimized Slating: This comprehensive review and interview process significantly enhances our ability to align talent to task, enabling a more deliberate and effective JICO slating process.
- Curriculum Development: The insights and data gathered from the board process provided invaluable information for the development of the upcoming Advanced Navy Interface Control Officer (ANICO) pilot course.

PERS-414 – LDOs / CWOs

Primary Factors in Selection:

- Documented Sustained Superior Performance: Consistent high performance, clearly evidenced by Reporting Senior Cumulative Average (RSCA), Hard Breakouts (HB), and Soft Breakouts (SB).
- Operational Sea Tours: Proven leadership and experience in demanding maritime environments, specifically across DDG, CG, CVN, CPR, and CDS platforms.
- Advanced Tactical Qualifications: Attainment of critical warfare qualifications, including Tactical Action Officer (TAO), Anti-Air Warfare Coordinator (AAWC), Ballistic Missile Defense (BMD), Surface Warfare Coordinator (SUWC), and Interface Control Officer (ICO).
- Interview Excellence: A clear demonstration of leadership, executive communication, and applied technical and tactical expertise during the board interview.

New Billet Alert:

- INSURV N3A Deputy Operations Officer/Link Inspector: The Board of Inspection and Survey (INSURV) has established a critical, high-impact billet for a Commander (CDR/O5) to serve as the N3A Deputy Operations Officer and Link Inspector. This designated sea tour provides a unique opportunity to directly influence battle force ship readiness at the enterprise level. The incumbent will lead the strategic management and execution of the global fleet inspection schedule while serving as a primary inspector for various Tactical Data Link (TDL) architectures. Additionally, the selected officer will play a pivotal role in validating combat effectiveness through the evaluation of Detect-to-Engage (DTE) demonstrations, ensuring our platforms are fully mission-capable and ready for high-end maritime conflict.

Engineering (6130/7131)

Retaining Critical Talent in the Fleet

- To ensure that critical engineering billets are manned by experienced and capable leaders, the Navy utilizes Spot Promotions - a targeted personnel management tool designed to temporarily promote officers serving in demanding, hard-to-fill Chief Engineer (CHENG) roles on LHDs, LHAs, DDG-1000, LSD, CG, DDGs and LPDs.
- Unlike frocking, which allows an officer to wear the rank of the next paygrade without receiving the corresponding pay, a spot promotion entitles the officer to the pay and allowances of the higher rank while they are actively serving in that specific billet. Once the officer transfers out of the qualifying billet, they typically revert to their permanent rank unless they have been officially selected for permanent promotion by a statutory board. ***Surface engineering is one of the most critical and challenging disciplines in the Navy.***
- CHENG billets carry immense responsibility, overseeing the propulsion, electrical, and auxiliary systems that keep a warship combat ready. Because these roles demand rigorous technical expertise and long hours, there is often a critical shortage of qualified officers available to fill them.
- To mitigate this, the Navy designates specific engineering billets as "Spot Billets." By offering spot promotions, the Navy incentivizes highly qualified Engineering Officers to take on these arduous department head and command-level engineering roles.

Electronics/Ordnance (6180/7181)

- Surface Early Command Board Integration: Effective immediately, all 6180 officers identified for O4 command assignments at any NMCPAC EAD Units will be required to screen through the Surface Early Command Board beginning in CY 2027. This professional milestone board convenes twice annually;
- Detailers will formally notify and counsel eligible officers during the orders negotiation window to ensure mission alignment.
- High-Impact Billet Expansion: The community continues to expand its operational leadership footprint with several new critical billets. These include the Chief of Staff (CoS) at NMCLANT (CDR/O5), the

PERS-414 – LDOs / CWOs

Officer in Charge (OIC) for the NMCLANT Unit in Rota, Spain (CDR/O5), and ten new LCS STO/EMO billets in Mayport, FL (restricted to CWO2/3). Similar LCS opportunities in San Diego, CA, are projected to follow in CY 2027.

- **Advanced Engineering Instructor (AEI) Growth:** The AEI program is a SWO Boss priority and remains a vital component of our technical maturation strategy. We are actively working to open this program to Electronics and Ordnance (6180/7181) officers in the near future. This initiative will provide enhanced technical proficiency and instructional depth, directly supporting officers in their critical roles as shipboard Maintenance Officers.

Administrative (6410/7411)

- **PERS-44ES Leadership Transition:** Please join us in welcoming aboard CDR Ivan Cole (6410) to the Fantail team. CDR Cole joins us from Naval Support Facility Annex (NSFA) Chantilly, where he served with distinction as the Executive Officer. This marks his third assignment in Millington, bringing a wealth of executive, administrative, and operational experience. We are highly fortunate to have his seasoned leadership supporting our Administrative Mustangs.
- Furthermore, we extend our deepest gratitude to CAPT Cory Sylve for his incredible support and dedication to the community during his tenure. We wish him fair winds and following seas as he executes his next assignment as Executive Officer of Transaction Service Center (TSC) Norfolk, VA.
- **Aviation Billet Realignment:** Following a review of requirements, the detailing shop has collaborated with the TYCOM and OCM for the redesignation of 12 LDO aviation billets as CWO positions to better align with technical career progression and to provide a healthy sea/shore rotation in aviation concentrated areas.
- **Optimizing Billet Alignment:** We also remain aggressively focused on correctly aligning LDOs and CWOs to billets commensurate with their specific designators and paygrades. Over the past twelve months, we have successfully reduced community misalignments from 178 down to 91, and that number will be further reduced to 60 within the next 6 months. This represents significant, measurable headway in our strategic objective to precisely align talent to task, ensuring our most capable leaders are positioned where the Navy needs them most.
- **New Accession Detailing:** New Accession Officer LDOs will conduct their first Division Officer tour at sea or in operational tours aboard a USS. New Accession CWOs will conduct their first Division Officer tour at sea or in operational tours at squadrons.
- **USS ENTERPRISE (CVN-80):** Expected to be funded in the fall of 2026 for the Administrative Officer (AO) (O4 Milestone tour), Ship's Secretary, ESO, and PERSON.
- **USS FALLUJAH (LHA-9):** New Department Head Afloat opportunity (O4 Milestone tour) expected to be funded in early 2027.
- **NOOCS/Subspecialty Code:** The NOOCS manual has been updated to ensure all 6410/7411 officers receive the Subspecialty Code 3130 (Manpower Systems Analysis). OCMs are working with BSOs to assign this code to relevant manpower billets.

Security (6490/7491)

- **Executive Officer Opportunity:** A new, high-visibility leadership billet has been established at Naval Support Activity (NSA) Mechanicsburg, PA. This assignment for a Commander (CDR/O5) to serve as the Executive Officer offers a unique opportunity to lead and manage critical logistics and shore support operations in a joint-agency environment. Qualified officers should consult with their detailer regarding timing and eligibility for this senior leadership role.
- **USS ENTERPRISE (CVN-80):** Expected to be funded in the fall of 2026 for the Security Officer (SECO), representing a Department Head Afloat opportunity (O4 Milestone tour).
- **USS FALLUJAH (LHA-9):** New Department Head Afloat opportunity (O4 Milestone tour) expected to be funded in early 2027.

PERS-414 – LDOs / CWOs

- Maritime Operations Command: Expansion continues at the Fleets and TYCOMs, significantly increasing leadership opportunities for LDO/CWO SECOs at the MOC level.
- Pinnacle Billets: Emphasis remains on Numbered Fleet/MOC and Major Command as the competitive goal for senior Security Officers.

Strengthening the Surface Mustang Community

Thank you for your professionalism and mentorship. Today's comprehensive updates regarding selection boards, modernized qualification standards, and critical policy shifts reflect our community's unwavering commitment to excellence. We have addressed vital topics ranging from the FY28 milestone mandates and transparent slating processes to the administrative realities of LIMDU and shore rotations. These priorities ensure every Surface Mustang remains on a strategic glide path toward future command and promotion. Stay humble, stay hungry, and continue investing in the Sailors who follow in your wake. The Fleet counts on us to deliver seasoned leaders capable of standing the watch, solving complex problems, and strengthening warfighting readiness across the enterprise. From the Fantail in Millington. Thank you for what you do and for the integrity with which you lead. Your seasoned leadership remains our permanent center of gravity. Keep charging, Mustangs.

With much respect,

CDR Joshua Wm. Bunte, 6180
Branch Head
Surface LDO/CWO Assignments (PERS 414)



PERS-414
Web Portal



PERS-460 Training and Administration of the Reserves

Greetings from Millington!

I am LCDR Anthony Joseph, TAR SWO Detailer and Placement Officer. This update provides information regarding detailing, career progression, and strategic initiatives for TAR SWOs.



First, congratulations to our TAR SWOs who were recently selected for O6 and by the time the newsletter is published, O5! In preparation for any and all future boards, remember to review your record for accuracy. Please address missing FITREPs, gaps greater than 90 days, and any other issues, as they can impact your record brief at the board. Most issues can be resolved via an MNCC ticket, but if you need additional assistance, please do not hesitate to reach out.

Surface Milestone Screening

This past year, the TAR SWO community had selectees in all available categories: CO Afloat, CO-SM, Reserve MSRONS Command, XO Afloat and XO*. At sea performance remains the single biggest factor when screening for a Surface CO or XO milestone. If you haven't already, those screened XO Afloat and XO* should expect to be detailed at the earliest opportunity to your XO milestone billet in order to earn a competitive FITREP prior to your 3rd look for Command.

Reserve MSRONS Command

In support of the NECC mission, TAR SWOs command and serve as Dept Heads at eight Reserve MSRONS, (Newport, Annapolis, Little Creek, Jacksonville, 2x San Diego, 2x Seal Beach). These Reserve MSRONS are XO/CO fleet-ups that alternate between SELRES and TAR Officers and screening takes place during the Surface Command Board held in December. Please contact me if you are interested and have any questions.

Command in the TAR Community

TAR Officers truly have a unique opportunity to command early and often. In addition to Surface Command and Reserve MSRONS, there are Reserve Talent Acquisition Groups (RTAGs) for O5/O5 Selects, as well as O4/O5/O6 Navy Reserve Centers (NRCs) throughout the country, with at least one NRC in every state, plus Guam and Puerto Rico. RTAG/NRC Command Screenings take place in September during the PERS-46 Reserve Command board. If interested in Reserve Command screening, please ensure you have the command eligibility AQD (2D1) completed prior to the board. The 2D1 can be obtained via SWCLA, MESG Command Board, or Command Qual Oral Board (CQOB). Please refer to the PERS-46 Reserve Command website for details.

<https://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-46-TAR/Reserve-Command/>

Interest in applying for TAR

TAR SWO career path generally mirrors the conventional SWO sea/shore rotation, with the key distinction being TAR-specific shore duty billets. The TAR Lateral Transfer/Redesignation board is held twice each year (Spring and Fall). 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/>

Very Respectfully,
LCDR Anthony Joseph

BUPERS-311 – SWO Community Manager

Hey team - one of my goals is to ensure you have the most up to date information to mentor your officers effectively and keep our Surface Warfare community strong. COs, XOs, and DHs are the ones on the front lines every day shaping our future, and this newsletter has the details on the processes I get the most questions about.

Probationary Officer Continuation and Redesignation Board (POCR)

A probationary officer is defined as an officer with less than six years of active commissioned service. Officers falling into this category may be referred to a POCR board under specific administrative conditions:

- Initial training pipelines are not completed
- They fail to obtain required qualifications or screen for admin milestones
- They are unable to finish their initial operational tours

References: SWOMAN (CNSFINST 1412.7B) and POCR Business Rules

MyNavyHR link: <https://www.mynavyhr.navy.mil/Career-Management/Boards/Administrative/POCR/>

 **Important:** Please remind your POCR candidates that they must meet desired community pre-requisites to be eligible for that community.

Lateral Transfer and Redesignation

I get questions daily about lateral transfer. Most folks want to know two things: "Will you let me go?" and "How many outquotas are there?"

Releasability	It's all about eligibility. If they meet the eligibility requirements in the Letter of Instruction (LOI), they're good to go.
Outquotas	These are assigned to a specific Year Group (YG), not a specific person or gaining community. Calculated based on YG inventory, YG goals/requirements, and where we're experiencing/projecting gaps in overall rank inventory.

References: OPNAVINST 1210.5B, MPM 1212-010, LOI

MyNavyHR link: <https://www.mynavyhr.navy.mil/Career-Management/Boards/Administrative/Transfer-Redesignation/>

Key Takeaway: Probability of selection is a function of outquotas, the number of applications in each YG, number of applicants for desired community in YG, and desired community health!

 **Important:** : Have your officers review historical convening orders and current LOIs. Then tell them to call me so we can verify eligibility, discuss YG health and walk through the board process.

Tailored Career Transition (TCT)

This is a massive "win-win" for anyone on the fence about staying in. For our junior officers (who haven't signed DHRB yet), committing to two Department Head afloat tours gets them:

1. Guaranteed Designator Change: Automatic move to FAO, MSO, or EDO—no fighting for lateral transfer outquotas!
2. The Bonus: They still get the Department Head Retention Bonus (DHRB).
3. Perfect Timing: PERS will work to align their shore duty so they finish their new community's prerequisites and hit the ground running on Day 1.

Community Management Support

If you or your wardrooms have any community management questions or issues, I am here to help.

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