



# PERS-41

January 2023

# Newsletter

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

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## From the Bridge

Greetings from your teammates in Millington! 2022 brought many exciting community changes triggered by direct feedback from you - the Fleet. Every adjustment we've made is tied back to your feedback! You showed up for the CNSP survey...you showed up for Junior Officer Training Symposiums...and you showed up for our 2022 PERS engagements – thank you for the input and engagement! I look forward to continuing the conversation and working to improve your Surface Warfare experience.

For Junior Officers, we've increased career path flexibility, kick started new LT and LCDR early command opportunities and reduced the number of post-Division Officers being sent to afloat staffs.

For Senior Officers, we've added a \$46K retention bonus (SORB), increased assignment opportunities for XO screened officers, and aligned unique CO skillsets in BMD and recruiting to Major Command at CTF-64 and Recruiting Region Commodore positions. Background and specifics can be found in the Branch pages of this newsletter.

Congratulations to all of our new Department Head, Commander Command and Major Command selects! Screening for these extremely competitive positions signals confidence in your ability to be successful in the next milestone. Take a moment to reflect on your success and share this achievement with those who have supported you through your career. This newsletter will delve deeper into the statistics of each of those boards and will share our perspective on what each board valued.

The upcoming promotion boards to keep on your radar are:

|                 |           |
|-----------------|-----------|
| Active O-6 Line | 11-Jan-23 |
| Active O-5 Line | 14-Feb-23 |
| Active O-4 Line | 08-May-23 |

**\*\* For these statutory boards, please ensure you are consistently checking the NPC website for updated board guidance. Correspondence due dates are included in the promotion selection board announcement (NAVADMIN 270/22).**

## From the Bridge

Our Community Values slides for promotion boards are available on MyNavyHR but our key promotion selection priorities are listed below and should be noted in FITREPs for statutory boards.

O-4: DH Screened AND DHRB Contract Signed

O-5: Screened for XO (Afloat or SM) or CO Milestone

O-6: Successfully Served or Serving in CO Afloat or CO-SM

NOTE: We started to see eNavFit reports during the administrative boards this year. Some fitness reports Block 41s were truncated on eNavFit FITREPs. Until further notice, please scan your eNavFit FITREPs into the boards (statutory and administrative) as correspondence to ensure board members are able to read all Block 41 content. As a reminder, detailers are removed from the statutory board process, please contact MyNavy Career Center with any board or correspondence questions.

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

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As always, reach out if you have any questions or issues. Early and often communication is key to our ability to best serve you. I look forward to seeing you in 2023 and wish you and your families a safe and healthy New Year!

Jeff Heames  
PERS-41



# PERS-41A - Captains

**Happy New Year and all the best to you and your family in 2023!**

We bid farewell to CDR Dave Cook who served as PERS-41C, Assistant Captain Detailer. He is heading back to the waterfront to serve as XO/CO of USS THOMAS HUDNER (DDG 116). LCDR Gabrielle Francisco, previously Executive Placement Officer 413X, has taken over as our new PERS-41C and will be assisting with Captain detailing alongside CDR DonAnn Gilmore (41A).

## **FY-23 Major Command Board Discussion**

Congratulations to all of our newly selected Major Commanders! 57 of 153 SWOs screened for SWO Major Command and 9 of 9 SWOs screened for Acquisition Professional Major Command. Sustained superior performance in Commander Command was the primary consideration for selection. SWO community production experience, DC/Joint experience, and future potential following Major Command also weighed heavily at the board. All new selects have outstanding records and are welcome additions to our senior leadership team as we actively build our future fleet.

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

- 37.25% (57/153) screened for SWO Major Command
- 100.00% (9/9) screened for SWO AP Major Command
- 41.10% (30/73) screened 1<sup>st</sup> Look
- 45.83% (22/48) screened 2<sup>nd</sup> Look
- 15.63% (5/32) screened 3<sup>rd</sup> Look
- 44.44% (16/36) Diverse
- 34.78% (8/23) Female
- 53.33% (8/15) Nuke – 5/5 sitting ROs selected
- 20.00% (1/5) FTS
- 43.08% (56/130) CO Afloat Screened Officers
- 31.25% (10/32) CO-SM Screened Officers
- 41.98% (34/81) DDG CDR CMD
- 36.84% (7/19) LSD CDR CMD
- 50.00% (15/30) LCS CDR CMD

## **\*\*Performance in Milestone Tour Statistics for 1<sup>st</sup> Look Officers:**

- 43 of 73 (58.90%) eligible 1<sup>st</sup> look Officers earned hard breakouts in their CDR CMD tour (EP in a summary group greater than 1), of which 27 were selected (62.79%)
  - o 25 x DDG (18 selected, 72.00%)
  - o 9 x LCS (4 selected, 44.44%)
  - o 9 x LSD (5 selected, 55.55%)
  - o 0 x CO-SM (0 selected, 0.0%)

## **\*\*FY-24 Screened Officer Experience Statistics:**

| <u>Category</u>     | <u>Eligible</u> | <u>Selected</u> | <u>%</u> |
|---------------------|-----------------|-----------------|----------|
| Masters and JPME I  | 149             | 60              | 40.27%   |
| JMPE 2              | 49              | 24              | 48.98%   |
| JQO                 | 25              | 13              | 52.00%   |
| OPNAV - served      | 48              | 21              | 43.75%   |
| NPC/BUPERS - served | 28              | 13              | 46.43%   |
| IA/GSA - served     | 24              | 12              | 50.00%   |
| JCS tour            | 21              | 10              | 47.62%   |
| OSD - served        | 7               | 5               | 71.43%   |

## PERS-41A - Captains

### **\*\*Current Duty Station for SWO eligibles:**

| <u>Category</u>  | <u>Eligible</u> | <u>Selected</u> | <u>%</u> |
|------------------|-----------------|-----------------|----------|
| ESG/CSG          | 12              | 4               | 33.33%   |
| CDS/CPR/CNSS     | 8               | 0               | 0.00%    |
| ATG/TTG/EWTG     | 7               | 4               | 57.14%   |
| SMWDC            | 12              | 7               | 58.33%   |
| TYCOM            | 9               | 2               | 22.22%   |
| Fleet Staff      | 15              | 3               | 20.00%   |
| Major Staff      | 23              | 7               | 30.43%   |
| PERS/CNP         | 6               | 4               | 66.67%   |
| OPNAV            | 6               | 3               | 50.00%   |
| SWSC/MSTC        | 8               | 3               | 37.50%   |
| PEO              | 3               | 3               | 100.00%  |
| JCS              | 10              | 5               | 50.00%   |
| Other Sea Duty   | 17              | 10              | 58.82%   |
| Other Shore Duty | 26              | 11              | 42.31%   |

### **LOOKING AHEAD: FY-25 MAJOR COMMAND BOARD**

#### **Eligibility**

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

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

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

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

#### **Bank Review**

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

#### **Sequential Command**

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

# PERS-41A - Captains

## Identifying Unique Skillsets and Matching Talent to Task

In an effort to better align Major Command and Captain Command billets to unique skillsets developed in command, we added two discrete Major Command screening tanks for CTF 64 and Recruiting Region Commodore to the FY-23 Major Command Board.

The CTF 64 Major Commander is triple hatted. As CTF 64 they serve as USN's first and only dedicated Integrated Air and Missile Defense Task Force (Echelon IV Commander over assigned Aegis Ashore(s) and Aegis BMD ships on BMD missions). They additionally serve as NAVEUR/NAVAF/C6F IAMD & Aegis Ashore Staff Lead and Fires Director. As STRIKFORNATO Task Force Integrated Air and Missile Defense Commander they perform multiple embarkations supporting Spanish Aegis and UK Type 45 units and are a NATO Echelon IV Commander. These specialized mission sets requires a Major Commander that already has senior level IAMD experience. Eligibility for this competitive category included previous screening for Surface Commander Command and having either served in command of AEGIS Ashore or having the senior level BMD AQD (BM2) in their record.

There are two Recruiting Region Commodores that oversee 13 NTAGs per region. Each region is comprised of approximately 2,500 Sailors tasked to recruit around 45,000 enlisted and officers each FY. Navy recruiting needs our very best and experienced NTAG Commanding Officers to serve as Major Commanders overseeing our NTAGs in today's challenging recruiting environment. Eligibility included previous screening for Surface Commander Command and having previously served at a Navy Talent Acquisition Group (NTAG) in O-5 command.

Selection for one of these specialized Major Command billets did not disadvantage an officer from screening for traditional Major Command with their year group at their scheduled look. All officers selected with their year group and/or for a competitive category receive the Major Command screened AQD (2D4). Identifying eligibles with specific skillsets to fill our unique and demanding Major Command billets ensures our officers are being optimally matched to the billets that require their experience and leadership.

## FY-24 NROTC Opportunities

If you are interested in commanding an NROTC unit, please reach out to LCDR Gabrielle Francisco for more information. The Captain detailing team will execute a NROTC slate later this year with announcement correspondence and associated deadlines to follow. We anticipate the following ROTC units being available:

- Tulane University - May 2024
- University of Washington - June 2024
- Marquette University - July 2024
- Iowa State University - July 2024
- University of Wisconsin - December 2024

## Board Support Opportunities

There are numerous board opportunities throughout the year. If you are interested in supporting any statutory, admin, or screening board please reach out to LCDR Gabrielle Francisco. In 2022, PERS-41 provided 115 voting members from the O-6 paygrade to support various boards throughout the calendar year.

CDR DonAnn Gilmore  
PERS-41A

## PERS-410/411 – PCCs / CDRs / LCDRs

### Greetings from PERS-410/411!

I wish everyone a belated Happy Holiday Season! Those overseas and deployed, thank you for your sacrifice and standing the watch. A hearty congratulations to all newly screened Commanding and Executive Officers and your families! Each of your selections is a testament to your continued hard work and performance in challenging billets at sea and ashore, the support of your great Sailors, and your faith in the detailing process and your detailers.

### To Commanding Officers:

FITREPs you sign speak volumes to our admin screening boards. To keep comms LIMA CHARLIE:

- RSCA expenditure must match hard and soft breakouts
- Carefully manage RSCA to avoid frequent resets at the expense of the member
- The most clear soft breakout is “#1 of XX DHs”. Numerical breakouts by rank, i.e. “#1 LT onboard” are vague and weak by comparison
- Merit reorder catapults officers into a higher summary group. A sometimes unintended consequence is these recognized top performers end up at the bottom of the rankings seniority-wise. Use intentional language, soft breakouts, and DH ranking to mitigate impacts to the officer’s future screening potential.
- Removal of command recommendations in BLK 40 should be deliberate and accompanied by justification.

### Surface Commander Command Board

The FY24 Commander Command Board was conducted the week of 05 December. Proven and sustained superior performance as a Department Head Afloat was the primary consideration for selection. Additionally, service At-Sea, Overseas, Early Command, and Community/Waterfront production tours continue to have high Pk.

From an initial group of 296 first-look officers, of which 131 were Command Qualified (44.26%) and eligible for Command on their first look:

- 42 Officers screened for Command Afloat
- 4 of these Officers were identified as Surface Acquisition Corps Candidates. These Officers will be assigned a SWO AC Flag mentor.

From a group of 193 second-look officers, of which 88 were Command Qualified (45.59%) and eligible for Command on their second look:

- 45 Officers screened for Command Afloat
- 20 Officers screened for Executive Officer Afloat
- 73 Officers screened for Executive Officer Afloat\*
- 6 Officers screened for Executive Officer Special Mission
- 6 second-look Officers were identified as Surface Acquisition Corps Candidates. These Officers will be assigned a SWO AC Flag mentor.

From an initial group of 107 third-look officers, of which 55 were Command Qualified (51.40%) and eligible for Command on their third look:

- 5 Officers screened for Command Afloat
- 25 Officers screened for Command Special Mission
- 2 third-look Officers were identified as Surface Acquisition Corps Candidates. These Officers will be assigned a SWO AC Flag mentor.



## PERS-410/411 – PCCs / CDRs / LCDRs

### **\*\*FY-24 Screened Officer Experience Statistics:**

| <b>Category</b>   | <b>Eligible</b> | <b>Selected</b> | <b>Percentage</b> |
|-------------------|-----------------|-----------------|-------------------|
| Masters           | 275             | 165             | 60.00%            |
| JMPE Phase I      | 221             | 139             | 62.90%            |
| TYCOM-served      | 36              | 22              | 61.11%            |
| OPNAV-served      | 36              | 29              | 80.56%            |
| NPC/BUPERS-served | 17              | 15              | 88.24%            |
| IA/GSA - served   | 18              | 11              | 61.11%            |
| WTI               | 60              | 40              | 66.67%            |
| Early Command     | 10              | 8               | 80.00%            |

### **\*\*Current Duty Station for CO Afloat/CO SM Selects:**

| <b>Category</b>  | <b>Eligible</b> | <b>Selected</b> | <b>Percentage</b> |
|------------------|-----------------|-----------------|-------------------|
| ESG/CSG          | 23              | 16              | 69.57%            |
| CDS/CPR/CNSS     | 48              | 25              | 52.08%            |
| ATG/TTG/EWTG/TTG | 16              | 10              | 62.50%            |
| SMWDC/SCTSC      | 23              | 14              | 60.87%            |
| TYCOM            | 30              | 16              | 53.33%            |
| Fleet Staff      | 30              | 14              | 46.67%            |
| Major Staff      | 27              | 18              | 66.67%            |
| PERS/CNP         | 9               | 8               | 88.89%            |
| OPNAV            | 26              | 22              | 84.62%            |
| SWSC/MSTC        | 22              | 11              | 50.00%            |
| Sea Duty USS     | 76              | 40              | 52.63%            |
| Other Sea Duty   | 12              | 7               | 58.33%            |
| Other Shore Duty | 37              | 15              | 40.54%            |

### **\*\*\* OVERALL Statistics \*\*\***

### **FY24 SWO Board Rates (ALL Selects, both CO, CO SM, XO Afloat, Afloat\*, Special Mission)**

| <b>Category</b>        | <b>Eligible</b> | <b>Selected</b> | <b>Percentage</b> |
|------------------------|-----------------|-----------------|-------------------|
| Total Eligibles        | 379             | 216             | 56.99%            |
| Male                   | 329             | 184             | 55.93%            |
| Female                 | 50              | 32              | 64.00%            |
| Nuke                   | 28              | 14              | 50.00%            |
| TAR                    | 25              | 8               | 32.00%            |
| Prior Enlisted         | 96              | 49              | 51.04%            |
| White                  | 260             | 143             | 55.00%            |
| African American       | 40              | 29              | 72.50%            |
| Am Ind/AK Native       | 6               | 3               | 50.00%            |
| Asian                  | 14              | 6               | 42.86%            |
| Multi                  | 9               | 4               | 44.44%            |
| Native HI/Pac Islander | 2               | 2               | 100.0%            |
| Hispanic               | 35              | 24              | 68.57%            |
| Decline to Respond     | 13              | 5               | 38.46%            |

# PERS-410/411 – PCCs / CDRs / LCDRs

## **FY24 LDO Commander Command Board Rates:**

| Category               | Eligible | Selected | Percentage |
|------------------------|----------|----------|------------|
| Total Eligibles        | 17       | 14       | 82.35%     |
| Male                   | 16       | 13       | 81.25%     |
| Female                 | 1        | 1        | 100.0%     |
| White                  | 7        | 6        | 85.71%     |
| African American       | 3        | 3        | 100.0%     |
| Am Ind/AK Native       | 0        | 0        | 0.00%      |
| Asian                  | 3        | 3        | 100.0%     |
| Multi                  | 0        | 0        | 0.00%      |
| Native HI/Pac Islander | 0        | 0        | 0.00%      |
| Hispanic               | 4        | 2        | 50.00%     |
| Decline to Respond     | 0        | 0        | 0.00%      |

## **Elevating the SWO Experience**

We have exciting changes in the engagement queue that promise to improve your quality of service!

PERS will fill 3 of the 5 N-head billets on each DESRON and PHIBRON with the following breakdown:

- N3 will be a CDR Spot Promote position, to be filled by a Post DH (PDH) Officer
- N4 will be a direct recruit from squadron CHENGs (serve 24 months as CHENG, followed by 18 mos as the CDS or CPR N4) **\*\*THIS WILL COUNT AS YOUR PDI TOUR\*\***
- Chief Staff Officer/N7 will be an XO Afloat\* milestone screened officer. In addition to slating a more senior officer to the staffs, this XO-pipeline complete officer has a direct path to potentially fill unplanned XO Afloat gaps in their area, avoiding re-slates and providing critical continuity on the waterfront. We anticipate filling these billets in the next 18 months.

## **CO-SM Billet Opportunities**

|              |                      |                      |                 |
|--------------|----------------------|----------------------|-----------------|
| Constitution | Ceremonial Guard     | NTAGs (formerly NRD) | Brig Miramar    |
| ATG PNW      | MWTC San Diego       | AAMDS Romania        | Brig Charleston |
| CFA Chinhai  | NSA Saratoga Springs | AAMDS Poland         | Brig Chesapeake |
| SSU Guam     | NSA Crane            | NBU 7                | BMU 1 & 2       |
| MSCO Korea   | NSA Panama City      | ACU 1 & 2            | MSRON 2, 3 & 4  |

## **New AQD Alert!**

LK8 is awarded to ALL officers screened for a milestone at the SWO CDR CMD board. It clearly signals to the URL O-5 Statutory Promotion board that you have screened for your O-5 milestone and should be selected for promotion to CDR. We still strongly recommend including your screening status in FITREP BLK 41 as a bumper sticker, and/or submitting a letter to the promotion board explicitly stating that you are milestone screened.

## **War College Assignments**

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



## PERS-410/411 – PCCs / CDRs / LCDRs

### Over the Horizon Detailing

You can expect to reconcile to your next Post-DH position seven or eight months prior to your PRD. Reach out to your detailer well in advance of reconciliation to prep the battlespace, making sure to discuss your long-term career goals in the context of community health and needs of the Navy. These discussions will be guided by your record's strength and focused on milestone screening. The current Downstream Fill List and other details can be found on the PERS-410/411 NPC webpage at [www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-41-SWO/Detailers/410-411/](http://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-41-SWO/Detailers/410-411/). Our reconciliation video is available on the PERS-41 YouTube page.

### Record Readiness

Do not delay earning your TAO and EOOW qualifications during your DH 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. CO promise letters are not applicable to post-DH detailing. IAW the SWO Career Manual, EOOW/TAO qualifications are a requirement to serve in any XO Milestone. Please update your contact information in NFAAS. This is your detailer's primary means of contacting you.

### Post Commander Command Executive Detailing

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

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

**Detailer Turnover** - there has been turnover within the 410/411 shop.

**PERS 410 Branch Head/ Post-Command Commander Detailer:**

CDR Bralyn Cathey – [bralyn.e.cathey.mil@us.navy.mil](mailto:bralyn.e.cathey.mil@us.navy.mil)

**Command-Screened officers:**

\*\*LCDR Jamie Jordan – [jamie.l.jordan24.mil@us.navy.mil](mailto:jamie.l.jordan24.mil@us.navy.mil)

**PERS 411 Detailers:**

**CDR/LCDR Detailers**

\*Letters A-F LCDR Martelley Graham - [martelley.s.graham.mil@us.navy.mil](mailto:martelley.s.graham.mil@us.navy.mil)

\*Letters G-M LCDR Zach Martens – [zachary.b.martens.mil@us.navy.mil](mailto:zachary.b.martens.mil@us.navy.mil)

\*Letters N-Z CDR Christina Appleman - [christina.c.appleman.mil@us.navy.mil](mailto:christina.c.appleman.mil@us.navy.mil)

**XO-Afloat and XO-SM Screened officers:**

\*\*\* LCDR Martelley Graham - [martelley.s.graham.mil@us.navy.mil](mailto:martelley.s.graham.mil@us.navy.mil)

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

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

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

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

# PERS-412 – Junior Officers

**Greetings from PERS-412!** Below are a few overarching JO items I would like to highlight.

## PROSPECTIVE DIVISION OFFICERS

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

Please note specific policies that accompany this initiative:

1. Each ship is authorized up to three (3) Blue Chip Offers per year.
2. Operational detailing of Ensigns is still applicable to the Blue Chips. This policy states that a newly assigned Ensign cannot spend nine or more months of their first twelve months onboard the ship in a maintenance availability. The Ensigns you will receive this summer are from the class of 2023 and will arrive onboard between September 2023 and March 2024. This means that if your ship has a maintenance availability of nine months or greater between August 2023 and December 2024, you may be ineligible to receive New Accessions from this graduating class. If your command meets the operational detailing policy and desires to offer a Blue Chip, the Sea Coordinator will reach out to your XO just prior to ship selection to confirm the Blue Chip.
3. PERS-41 will contact the officers who received Blue Chip offers at a date closer to ship selection to confirm whether they intend to accept the Blue Chip or not. Blue Chipped officers are NOT required to accept their Blue Chip offers before they leave your ship for the summer, they have until Ship Selection to make their decision.
4. If you desire to offer a Blue Chip to one of your summer trainees, please ensure that you contact the New Accessions Detailer (LT Jess Yang, [jessicalynn.b.yang.mil@us.navy.mil](mailto:jessicalynn.b.yang.mil@us.navy.mil)) and the JO Sea Coordinator (LCDR Eric Kaijankoski, [eric.a.kaijankoski.mil@us.navy.mil](mailto:eric.a.kaijankoski.mil@us.navy.mil)). We need to keep a database of the Blue Chip offers so that we can accurately maintain the ship selection list.

## DIVISION OFFICERS

### **\*\*DESRON/PHIBRON OPPORTUNITIES ARE NOW AVAILABLE FOR 2<sup>ND</sup> TOUR DIVISION OFFICERS\*\***

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

### **When will I slate to my 2<sup>nd</sup> DIVO Tour?**

You can expect to slate 8-9 months prior to your PRD. The specific schedule can be found on our website and on the next page of this newsletter. If you do not qualify as OOD underway by your second regular slate opportunity, you will become a post-slater and slate once your SWO qualification is complete. The slating and post-slating process is described in detail in our 1DV to 2DV slating video:

<https://www.youtube.com/watch?v=bNT3voqn4tU>

## PERS-412 – Junior Officers

### SWO Qualification

You must have your SWO qualification prior to executing orders to your second Division Officer tour. Unless we are told otherwise, we expect that if you are able to qualify OOD underway, then you are on track to qualify SWO prior to detaching from your command. We consider your transfer window to be within +/- three months of your PRD. Due to required training and relief timing, your orders may have you detaching as early as three months prior to your PRD, which could shorten your overall SWO and EOOW qualification timeline. Plan accordingly and drive towards those qualifications!!

\*\*\* If you do not complete your SWO qualification prior to the Estimated Detach Date (EDD) listed in your orders, you may lose your orders to that slated billet. \*\*\*

| PERS-412: FY2023-2024 SEA and SHORE Slate Schedule           |             |                    |             |
|--|-------------|--------------------|-------------|
| Updated: September 2022<br>***Dates are subject to change*** |             |                    |             |
| SHORE Slate Schedule   |             | SEA Slate Schedule |             |
| Officer PRD  | Slate Month | Officer PRD        | Slate Month |
| Oct-Dec 2023   | Mar-23      | Oct-Nov 2023       | Feb-23      |
| Jan-Mar 2024   | May-23      | Dec-Jan 2024       | Apr-23      |
| TALENT MANAGEMENT  | Aug-23      | Feb-Apr 2024       | Jun-23      |
| Apr-Jun 2024   | Oct-23      | May-Jun 2024       | Sep-23      |
| Jul-Sep 2024   | Dec-23      | Jul-Sep 2024       | Nov-23      |

**Warfare Tactics Instructor.** NSMWDC is looking for top-tier second tour Division Officers rolling ashore and exceptional first tour Division Officers interested in tactical second tour billets. If you are interested in jump-starting your career through a specialty in tactics and tactical training, reach out to the WTI program managers via SWO\_WTI@navy.mil to discuss the specifics of the application and tour requirements. NSMWDC holds selection boards every other month, so plan ahead and get your package in 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. The JO Shore Coordinator will prioritize WTI code officers completing their production tours.

PERS has combined WTI with select Talent Management programs. Officers who select SECNAV Tours with Industry (SNTWI), select NPS programs, and the USMC Expeditionary Warfare School (EWS) will automatically be selected for WTI. WTI COI will be completed immediately before or after the TM program. If timing supports, a WTI production tour will be completed prior to attending DH school.

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

## PERS-412 – Junior Officers

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

The Surface Department Head Screening Board will convene on 12 June 23. 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). The correspondence due date is **2359 CST 01 JUNE 23**. Contact SWO\_DH@navy.mil if you have any questions.

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

This year's board will review the records of YG 20 (1st look) officers, YG 19 (2nd look), and YG 18 (3rd and final look) plus those bank officers previously screened who have not yet begun the Department Head training pipeline. All officers, screened or not, must keep the DH AFLOAT recommendation in Block 40 until they report onboard their ship as a DH. Removal of this recommendation puts you at jeopardy of being de-screened, unless you are recommended for the next future afloat milestone (i.e. CDR CMD AFLOAT, EARLY CMD).

Eligible officers are responsible for ensuring their record is up to date. If your OSR is still reflecting you as an 1160 but you already earned your SWO pin, it may be because you have not submitted your SWO designation letter to your JO detailer for it to be permanently entered into your record.

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

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

Officers may petition the board for special action. A special additional look can be requested when an officer can demonstrate that their record was unfairly considered during the normal selection process, or when justified by exceptional circumstance. All special additional look petitions must be submitted to O detailers, addressed to the board president via PERS-41 NLT 01 JUN 23 and the board will determine final adjudication.

A delayed look request is available to officers who can demonstrate they were uniquely disadvantaged due to timing for achieving their SWO qualification or having a lack of afloat observed FITREPs compared to their YG peers. All delayed look petitions must be submitted to JO detailers, and addressed to PERS-41 NLT 01 JUN 23. PERS-41 will determine final adjudication.

Example petitions and answers to FAQs can be found on the PERS-41 webpage:

<https://mynavyhr.navy.mil/career-management/detailing/officer/pers-41-swo/detailers/412-division/>

## PERS-412 – Junior Officers

### The FY-23 DH board valued:

- a. OOD, SWO, and EOOW qualifications
- b. IND SUM AVG compared to RSCA (best indicator of superior performance at sea)
- c. Consistent DH AFLOAT recommendations in Block 40
- d. Soft Breakouts in Block 41
- e. Advanced qualifications and education

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.

### Statistics from the FY-23 DH Board

1<sup>st</sup> Look (YG 19)

- 56% selection (506/902)

2<sup>nd</sup> Look (YG 18)

- 55% selection (141/255)

3<sup>rd</sup> Look (YG 17)

- 52% selection (29/56)

**Lateral Transfers.** The next lateral transfer board is February 2023. We fully expect to field questions and assist junior officers through this process. **PLEASE LET US KNOW IF YOU INTEND TO APPLY FOR LATERAL TRANSFER!** There is no stigma or repercussions for telling us you are applying. We fully recognize that the Navy needs good officers, both in and out of the SWO community. Please be aware that if you intend to apply, we may recommend that you delay your slating to your 2DV or Shore tour. Letting us know your intentions *before you enter your slating negotiation* is best for you, your shipmates, and the fleet.

Requests for lateral transfer out of the SWO community from O-3 officers who completed two division officer tours, are assigned to a shore command, and have PRDs exceeding 12 months from the board will be considered on a case-by-case basis. Shore parent commands endorsing a lateral transfer request should acknowledge that lateral transfer of an officer in advance of his/her PRD may result in a gap. If you defer a slate and are not selected on the board, you will be added to the next available shore slate.

**Resignations.** Per NAVADMIN 273/17, all resignations and retirement requests have transitioned to NSIPS. This functionality allows members to initiate requests electronically via NSIPS self-service, route them through their chain of command for review and recommendation, and then electronically route the request to Navy Personnel Command for a decision. This improvement provides transparency for our service members on the status of their requests, an integrated waiver process when needed, and electronic notification of the final disposition of requests for both the member and the command. Resignations must be submitted at a **minimum of nine months** prior to resignation date and **no greater than one year** from resignation date. If you or your Command are having trouble with this new functionality, please contact your detailer and [resignations.fct@navy.mil](mailto:resignations.fct@navy.mil).

### POST DIVISION OFFICERS

**Post Division Officer Slating.** Ensure you are consistent when submitting slate inputs. If your top priority is homeport in San Diego, your top specific preferences should not be in Norfolk. If you are COLO, the geographic location you are requesting should match your spouse's geo-location. Inconsistencies make it difficult for us to correctly interpret your preferences. Please watch our 2DV to post DIVO slating YouTube video: <https://www.youtube.com/watch?v=3ssCbpPViFQ>



# PERS-412 – Junior Officers

## 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!

## 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 submit your nomination package and review the interview process with you. Whether you are nominated and selected or nominated only, your detailer will work with you one on one to find the perfect billet that optimizes talent to task. For officers selected for nominative billets, NPS or War College are popular follow-on assignments, but there are plenty of options that will support your career timing prior to starting Department Head school.

## DEPARTMENT HEADS

### 1<sup>st</sup> Tour Department Heads

Greetings from Millington! I'm LCDR Cory Zebian, your 1DH Detailer. If you've screened for DH and are on the fence about signing DHRB, please reach out to me so we can talk through your timing, slating options, and any questions you or your family have before you make a final decision. You can receive a bonus of up to \$105,000 for completing three years as a DH! If you've signed DHRB, I have DH class (DHC) assignments for YG16, YG17, YG18, and YG19. I will be sending out confirmation emails for all officers with a DHC assignment to confirm your PRD and your class timing. If you are not sure when you are slated for DHC, please reach out to me.

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

- Community Brief to get you up to speed with all that has changed in the fleet
- FITREP Brief to discuss how to increase opportunities to select for milestones (DH, Early CMD, CDR CMD) and promotion (O4, O5) for you and your DIVOs
- Inside look on how Selection Boards operate
- Advanced copy of your post DH school tactical training track and answer all questions on TAD time, entitlements, etc.
- 1 on 1 meeting to review your record
- Valuable lessons learned with recommendations for success
- Plenty of time to individually answer any other DH or career related questions

**DH School Timing.** DHRB signers will continue being assigned an initial DH classes based on their YG and projected first look for O-4. However, in an effort to maximize career opportunities, we have opened the aperture for officers to begin DH school as early as YCS 5 and as late as YCS 9. Officers requesting to attend a DH class convening outside of their YG range will complete a detailed risk assessment and mitigation plan with the 1DH detailer. That will then be briefed to the PERS-41 Director prior to an officer shifting to an earlier or later DH class. Reminder, DH class shifts within your YG range are still dependent on quota availabilities at SWSC. While we will attempt to be as flexible as possible with each individual case, PERS-41 will not permit an officer to delay their DH tour to the point of jeopardizing their in-zone look for O-4. If you have specific questions, please contact the 1DH detailer. This policy change increases timing options for family planning, graduate education, and other career enhancing opportunities.



## PERS-412 – Junior Officers

### PEO Course for non-EOOW Department Heads

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

### 2<sup>nd</sup> Tour Department Heads

Greetings from the 2DH and Early Command Detailer seat, I'm LCDR Carissa Moore! Over the past year we've experienced an increase in unplanned losses in the Department Head cadre, leading to extensions across the fleet for 2<sup>nd</sup> Tour Department Heads. We've started to see a decrease in these extensions from just over 5 months at the peak, to a fleet-wide average relief timing of PRD+ 4 months. We'll continue to work to drive down these extensions on future slates!

### **\*\*NEW EARLY COMMAND OPPORTUNITIES\*\***

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

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

CDR Ryan Kendall  
PERS-412 Branch Head



## PERS-413 - Placement

### **Greetings from PERS-413 – Surface Placement!**

As we head in to 2023 I'd like to update you on movements within our placement team. We recently said goodbye to LCDR Gabby Francisco at the Executive Placement desk – she's moving up to the front office as the Assistant CAPT detailer where she will continue to serve the fleet. LCDR Ezra Hatch has taken over as the Executive Placement Officer and is your main POC during XO/CO/MAJCOM pipelines.

We also welcomed LCDR Ray Sanders to the team; Ray has taken over as the AMPHIB/MSC Placement Officer and has quickly gotten up on the governor supporting your concerns there.

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

### **Gaps and Unplanned Losses**

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

### **PRD Expectations**

Our team has worked very hard to return to a normal relief schedule after the long delays we experienced in the wake of COVID-19 restrictions. At the DIVO level we peaked at an average relief of PRD+4 in the spring of 2022. Our current and future slates are back to projecting on-time reliefs.

Second Tour Department Heads are still seeing some delays, but the Placement and Detailing teams are working multiple lines of effort to walk those back to relieve at PRD.

Our entering expectation is still for face-to-face reliefs for our afloat units. Please work with your Placement Officer as we navigate case by case turnovers.

### **DIVO Fleet-up**

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

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

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

### **Adjusting Training Tracks**

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

## PERS-413 - Placement

### **Ensign (1160) Pipeline Training**

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

### **AMSL/LORTARP Communication**

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

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

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

CDR Jared Carlson  
PERS-413

## PERS-414 – LDOs / CWOs

### **Greetings from the Fantail!**

To date we have releasing authority through July 2023 for CONUS orders and December 2023 for OCONUS orders. Things can always change as the budget shifts, therefore; worst case scenario, orders can be released as late as a couple of months prior to your PCS month as we move closer to the next FY's funding.

From a detailing stand point, remain flexible as you start to negotiate your next assignment, the community needs us to "be ready" when called upon! Our billet requirements and manning demand signal change often based on various factors such as; LIMDUs, HUMs, EFM, and many other factors which we work through on case-by-case basis. I sincerely appreciate your patience and the incredibly work you do for the Fleet everyday, we look forward to working with each of you in your upcoming details.

### **Negotiating Window**

Surface and General Line LDO/CWOs negotiating window begins when you are twelve months from your projected rotation date. Please feel free to communicate your professional and personal desires to your Detailer at any time. Keep in mind your Detailer cannot negotiate or lock you into an assignment outside of your window because that would not be fair to the other 3,000+ officers or to the officers in their detailing window. This keeps the process fair across the board.

### **Administrative Boards**

Congratulations to all FY-24 Surface Major Command Selects! This is a significant achievement and milestone in their Naval career, well done to the following individuals:

|                      |      |
|----------------------|------|
| CAPT Shaun Fischer   | 6180 |
| CAPT Brad Bauer      | 6410 |
| CAPT Roderick Little | 6110 |
| CDR John Courtial    | 6490 |
| CDR Keith Foster     | 6130 |
| CDR Zeverick Butts   | 6110 |

Congratulations to all FY-24 Surface Commander Command Selects! This is a significant achievement and milestone in their Naval career, well done to the following individuals:

|                          |      |                      |      |
|--------------------------|------|----------------------|------|
| CDR Alden Argante        | 6130 | CDR Frankie Colvin   | 6490 |
| CDR Brian Finger         | 6490 | LCDR Stephen Brown   | 6110 |
| LCDR Mario Canas         | 6410 | LCDR Jason Gonzalez  | 6110 |
| LCDR Marco Guidi         | 6180 | LCDR Jason Holmes    | 6130 |
| LCDR Christopher Johnson | 6410 | LCDR Willie Jordan   | 6410 |
| LCDR Alexander Lamis     | 6490 | LCDR Fredrick Masten | 6490 |
| LCDR Laveda McDaniel     | 6410 | LCDR Jason Setliff   | 6110 |

### **Department Head Screening**

We saw the following trends that led to LDOs not selecting for Department Head:

- 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 the next career milestone that should be placed in block 40. 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 and record, please make sure it's correct before you sign it!

## PERS-414 – LDOs / CWOs

### LDO Command Ashore Qualification Program

COMNAVSURFPACINST / COMNAVSURFLANTINST 1412.3A, CH-1 is currently being revised with multiple updates and expected to be released during the 1st quarter of 2023.

### FY24 General Board Information

<https://www.mynavyhr.navy.mil/Career-Management/Boards/General-Board-Info/>

### Active Duty Officer Promotion Boards Information

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

### LDO/CWO Detailers

|                 |                        |  |
|-----------------|------------------------|--|
| Branch Head     | CAPT Cassius Farrell   | <a href="mailto:cassius.a.farrell.mil@us.navy.mil">cassius.a.farrell.mil@us.navy.mil</a>     |
| Admin/Security  | LCDR Marina Novakovich | <a href="mailto:marina.m.novakovich.mil@us.navy.mil">marina.m.novakovich.mil@us.navy.mil</a> |
| Deck/Operations | LCDR Matthew Blanton   | <a href="mailto:matthew.w.blanton2.mil@us.navy.mil">matthew.w.blanton2.mil@us.navy.mil</a>   |
| Engineering     | LCDR Johnny Stevenson  | <a href="mailto:johnny.l.stevenson4.mil@us.navy.mil">johnny.l.stevenson4.mil@us.navy.mil</a> |
| Electronics     | LCDR Rahsan Deavers    | <a href="mailto:rahsan.a.deavers.mil@us.navy.mil">rahsan.a.deavers.mil@us.navy.mil</a>       |

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

CAPT Cassius Farrell  
Branch Head, Surface LDO/CWO  
Assignments (PERS 414)

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

**Greetings from your TAR SWO Detailers!**

**--Congratulations to our new Milestone Screened selects!**

**CO AFLOAT**

LCDR Jonathon Cassel  
LCDR Lawrence Hanks  
LCDR Brian Smith

**CO SM**

CDR Daniel Kohlbeck  
CDR Frank Megna

**-- Congratulations to our Fall FY-23 TAR SWO selects!**

|                     |               |             |
|---------------------|---------------|-------------|
| LCDR Clay           | LCDR Tanalega | LT Barron   |
| LCDR Goff           | LCDR Waddle   | LCDR Byrd   |
| LCDR Jensen         | LCDR Walker   | LT Cantos   |
| LCDR Joseph         | LCDR Wenzel   | LT Chalfant |
| LCDR Koltermanbrown | LT Alston     | LT Recine   |
| LCDR Pearson        | LT Bacus      | LT Taylor   |

**-- Interested in applying for TAR?**

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

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

NRC Command is a dynamic and exciting opportunity to command ashore for our top performing officers.

CDR Christopher Labissiere- NRC Chicago  
CDR Matthew Busse- NRC Fort Dix  
CDR Geoffrey Johnson -NRC Portland  
LCDR Sean Dulaney- NRC Eleanor

CDR Brian Sagona-NRC New Orleans  
LCDR Terrence Gilbert-NRC New Castle  
LCDR Adam Schuman-NRC Springfield  
LCDR Nicholas Hieber- NRC Cheyenne

**Your Detailers:**

O-5 and above CAPT Tyrone "Ty" Bush  
O-4 and below LCDR Casey Travis

[tyrone.bush4.mil@us.navy.mil](mailto:tyrone.bush4.mil@us.navy.mil)  
[casey.j.travis2.mil@us.navy.mil](mailto:casey.j.travis2.mil@us.navy.mil)



## BUPERS-311 – SWO Community Manager

Team! One of the big initiatives across the surface force in the last six months has been surveys soliciting feedback on a wide variety of operational, administrative, and retention topics. As I reviewed responses, the item that was consistently expressed by all paygrades was a strong desire to reduce the number of officers in afloat Wardrooms to capitalize on legitimate billeted jobs overseeing people, programs, and equipment and balancing underway reps and sets to build proficiency in our mariner skills. First off THANKS for the feedback, and secondly, we've made some immediate changes that you'll start to see the effects on in the next 6-12 months. In the last three years we've taken in roughly 1,030 ensigns annually to meet demands of the future fleet. In 2023, we cut that number to 830 with plans to maintain reduced ensigns for the next few years. With three year groups on deck at any given time (arriving ensigns, ensigns in the seat, and LTJGs leaving for 2DV) that equals a future reduction of 5-6 divos depending on platform. That's a good news story in my opinion and one we couldn't have executed without you! As always, if you have any questions or other ideas to improve the SWO community's quality of service, shoot me an email: [william.a.fensterer.mil@us.navy.mil](mailto:william.a.fensterer.mil@us.navy.mil) or call: 901-874-3173.

**February Lateral Transfer Board.** Please read MILPERSMAN article 1212-010 and visit the below website for application details, the letter of instruction, and program references. Please share this with your Wardroom!!!

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

The cutoff for applications is 16 December with any addendums due 11 February. BLUF: the focus retention year groups at this board are YGs 17 and 18. Senior and junior year groups for the most part are healthy and should see an increase in our quotas. Officers in YG17-18, if you're on the fence debating whether to continue on as a SWO DH, reach out and let's discuss options. You're super talented and I want to make sure you have all the tools and answers to make a more informed decision about your future!! COs, XOs, sitting and post DHs, I need your help motivating and mentoring our best YG17-18 officers to stay SWO. It's a great job, share your stories and experiences!!!

Applicants, I can't talk board specifics after 16 December so if you're wondering if you were released to compete here's the criteria: YOU MUST MEET OR HAVE AN APPROVED WAIVER FOR ALL OF THE FOLLOWING: SWO pin, two years of commissioned service, not under contract (no DHRB or LRB, nukes need to clear with nukes), less than 12 months to PRD when the board convenes (Feb 2024 and in), and not slated or under orders to a follow on assignment. For DIVOs who completed both afloat tours, are now ashore with a PRD beyond 12 months, and desire to laterally transfer, a waiver request is required with your CO endorsement and a line stating the command acknowledges that if you are selected and detach before your PRD they accept a potential billet gap.

**Department Head Retention Bonus (DHRB) and Lieutenant Commander Retention Bonus (LRB) Renewals.** Renewal documents were approved on 20 December, 2022. All pending contracts awaiting those renewals are now paid out. For more information on bonus incentives, please check out the link below.

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

CDR Wil Fensterer

Happy Holidays and Have an Awesome 2023!!!

## PERS-41 Contact Information

|              |                                      |                          |                                       |
|--------------|--------------------------------------|--------------------------|---------------------------------------|
| PERS-41      | Director                             | CAPT Jeff Heames         | jeffrey.l.heames.mil@us.navy.mil      |
| 41A          | Deputy / CAPT Detailer               | CDR Donann Gilmore       | donann.m.gilmore.mil@us.navy.mil      |
| 41B          | Assistant Director                   | LCDR Cait Cunningham     | caitlin.e.cunningham4.mil@us.navy.mil |
| 41C          | CAPT Detailer                        | LCDR Gabrielle Francisco | gabrielle.m.francisco.mil@us.navy.mil |
| 41M          | Metrics                              | LCDR Ryan Appleman       | ryan.p.appleman.mil@us.navy.mil       |
| 41N          | Surface Nuclear Placement            | CDR Matt Curnen          | matthew.e.curnen.mil@us.navy.mil      |
| 41N1         | Surface Nuclear Community Manager    | LCDR Aaron Jean          | aaron.a.jean.mil@us.navy.mil          |
| PERS-410/411 | CDR/LCDR Branch Head                 | CDR Bralyn Cathey        | bralyn.e.cathey.mil@us.navy.mil       |
| 410B         | CDR CMD Detailer                     | LCDR Jamie Jordan        | jamie.l.jordan24.mil@us.navy.mil      |
| 411A         | CDR/LCDR Detailer A-F                | LCDR Martelley Graham    | martelley.s.graham.mil@us.navy.mil    |
| 411B         | CDR/LCDR Detailer G-M                | LCDR Zach Martens        | zachary.b.martens.mil@us.navy.mil     |
| 411C         | CDR/LCDR Detailer N-Z                | CDR Christina Appleman   | christina.c.appleman.mil@us.navy.mil  |
| 411M         | Human Resources Assistant            | Ms. Mikey Nusselt        | Michael.l.nusselt.civ@us.navy.mil     |
| PERS-412     | JO Branch Head                       | CDR Ryan Kendall         | ryan.r.kendall.mil@us.navy.mil        |
| 412A         | JO Shore Coordinator                 | LCDR Rob Allen           | robert.r.allen29.mil@us.navy.mil      |
| 412B         | JO Sea Coordinator                   | LCDR Eric Kaijankoski    | eric.a.kaijankoski.mil@us.navy.mil    |
| 412F         | Divo Detailer T-B/<br>New Accessions | LT Jessica Yang          | jessicalynn.b.yang.mil@us.navy.mil    |
| 412H         | Divo Detailer C-G                    | LT Griffin Buskill       | peter.g.buskill.mil@us.navy.mil       |
| 412I         | Divo Detailer N-S/POCR               | LT Chuck Klatt           | charles.s.klatt.mil@us.navy.mil       |
| 412K         | Divo Detailer H-M                    | LT Nick Clayton          | nicholas.p.clayton.mil@us.navy.mil    |
| 412M         | 1st Tour DH Detailer                 | LCDR Cory Zebian         | cory.zebian.mil@us.navy.mil           |
| 412N         | SWO(N) Detailer                      | LCDR Derek Mockel        | wade.d.mockel.mil@us.navy.mil         |
| 412S         | 2nd Tour DH Detailer                 | LCDR Carissa Moore       | carissa.d.moore.mil@us.navy.mil       |
| 412T         | Human Resources Specialist           | Ms. Robbie Richard       | roberta.j.richard.civ@us.navy.mil     |
| 412Y         | Human Resources Assistant            | Ms. Brittney Ray         | brittney.t.ray.civ@us.navy.mil        |
| PERS-413     | Placement Branch Head                | CDR Jared Carlson        | jared.l.carlson4.mil@us.navy.mil      |
| 413A         | CRUDES                               | LCDR Gerry Sellars       | gerald.c.sellars.mil@us.navy.mil      |
| 413E         | CDS/LCS/PC/MCM/RIVRON                | CDR Pia Chapman          | pia.m.chapman.mil@us.navy.mil         |
| 413F         | AMPHIB/MS                            | LCDR Ray Sanders         | raymond.a.sanders.mil@us.navy.mil     |
| 413X         | Executive/New Accession              | LCDR Ezra Hatch          | ezra.t.hatch.mil@us.navy.mil          |
| PERS-414     | LDO Branch Head                      | CAPT Cassius Farrell     | cassius.a.farrell.mil@us.navy.mil     |
| 414A         | Security/Admin Detailer              | LCDR Rina Novakovich     | marina.m.novakovich.mil@us.navy.mil   |
| 414B         | OPS/Deck Detailer                    | LCDR Matthew Blanton     | matthew.w.blanton2.mil@us.navy.mil    |
| 414C         | Engineering/Repair Detailer          | LCDR Johnny Stevenson    | johnny.l.stevenson4.mil@us.navy.mil   |
| 414D         | Ordnance/Electronics                 | LCDR Rahsan Deavers      | rahsan.a.deavers.mil@us.navy.mil      |
| 414S         | Human Resources Assistant            | Ms. Sonya Bradley        | sonya.d.bradley3.civ@us.navy.mil      |
| PERS-415     | NSW Detailer                         | CAPT Matthew Peterson    | matthew.p.peterson2.mil@us.navy.mil   |
| 415B         | NSW Placement/Asst. Detailer         | LCDR Robert Battle       | robert.h.battle.mil@us.navy.mil       |
| 415C         | NSW Asst. Detailer - JO              | LT Taylor Peterson       | taylor.j.peterson9.mil@us.navy.mil    |
| 415D         | NSW Asst. Detailer - CWO             | CWO4 Brian Curtiss       | brian.b.curtiss.mil@us.navy.mil       |
| PERS-416     | EOD Detailer                         | CDR Jack Damon           | john.d.damon.mil@us.navy.mil          |
| 416A         | Human Resources Assistant            | Ms. Karen Rublaitus      | karen.a.rublaitus.civ@us.navy.mil     |
| 416B         | EOD JO Detailer                      | LT Doug Swezey           | douglas.p.swezey.mil@us.navy.mil      |
| PERS-46B     | TAR Surface Branch Head              | CAPT Tyrone Bush         | tyrone.bush4.mil@us.navy.mil          |
| 46D          | TAR Surface JO Detailer              | LCDR Casey Travis        | casey.j.travis2.mil@us.navy.mil       |
| BUPERS-311   | SWO Community Manager                | CDR Wil Fensterer        | william.a.fensterer.mil@us.navy.mil   |
| PERS-441     | DC Placement                         | CDR Matt Cox             | matthew.b.cox10.mil@us.navy.mil       |