



PERS-41

January 2026

Newsletter

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

Facebook: www.facebook.com/PERS41

YouTube: PERS-41 Surface Warfare Assignments Twitter: @PERS41 Instagram: @PERS41

CONTENTS

Director---- 1	412 – Junior Officers---- 10	460 – TAR----23
41A – Captains---- 3	413 – Placement---- 16	OCM's Corner---- 24
410/411 – PCC/CDR/LCDR---- 6	414 – Limited Duty Officers---- 18	PERS-41 Contact Info---- 25

From the Director

Greetings from Millington, and Happy New Year!

I am Captain Ed Angelinas, and it is an honor to return to Millington as your Director of Surface Warfare Officer Distribution. Having previously served here, I know our most important mission is taking care of people. As was the case with my predecessor, PERS-41's focus remains—and will always be—serving you. My commitment is to ensure my team delivers world-class detailing to every Officer in the Surface, SEAL, EOD, and LDO/CWO communities. I want to thank Captain Rob Francis for his dedication and unwavering efforts during his tour as PERS 41!

As we enter 2026, we remain focused on empowering you to take ownership of your career and achieve key milestones. We will continue building on our Community's successes to shape a Surface Fleet that is more lethal, more integrated, and more ready to fight and win at sea. Our priority is providing you the tools, transparency, and opportunities not only to serve, but to thrive as warfighting leaders. I encourage you to review the PERS-41 Community Brief in detail and to reach out to the PERS-41 team with questions—we look forward to engaging with you.

Your career is defined by deliberate choices, and the range of opportunities available today has never been broader. Whether your interests include Warfighting Tactics Instructor (WTI), Advanced Engineering Instructor (AEI), unmanned systems, early command, overseas assignments, or one of the many other paths within Surface Warfare, we are here to help you understand your options and make informed decisions.

I offer my CONGRATULATIONS to the Officers recently selected at the O-5 Command and Major Command Boards! These selections represent significant professional milestones. Additional insight into the statistics and outcomes of those boards 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!

From the Director

Sail Safe, Warriors!

CAPT Ed Angelinas
Director, PERS-41



The upcoming boards to keep on your radar are:

JICO Talent Management Board
FY27 Department Head Screening Board

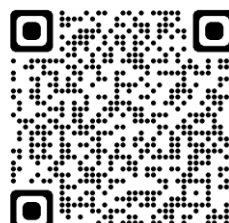
20 - 23 Jan 2026
27 Apr – 1 May 2026

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



PERS-41
Facebook
Page



PERS-41A - Captains

Happy Holidays from southwest Tennessee! We hope this message finds you and your families well and enjoying an excellent New Year!

Well done to all of our recent Major Command selectees! This is a tremendous accomplishment and we are proud to recognize your success. The board statistics are included with this newsletter. We encourage everyone to review them and reach out with questions.

Our commitment is to every Officer's career progression. If you were not selected, please call me or LCDR Van Winter. We will make it a priority to review your record with you and develop a plan for the future.

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 correspondence.

FY-27 Surface Major Command Board Statistics

The following statistics provide insight into selections at the FY-27 Surface Major Command Board.

Category	Eligible	Selected	%
Overall	156	70	44.9%
<hr/>			
1 st Look	93	39	41.9%
2 nd Look	53	28	52.8%
3 rd Look	10	3	30.0%
<hr/>			
Special Tanks			
CTF 64	5	2	40.0%
NAVCRUITREG	13	2	15.4%
NBG	8	2	25.0%
<hr/>			
O5 Command Background			
Afloat	111	58	52.25%
Amphib	9	4	44.44%
DDG	74	39	52.70%
LCS	28	14	50.00%
Nuke	24	14	58.33%
TAR	5	1	20.00%
CO-SM	43	13	30.23%
<hr/>			
Career Background			
Masters and JPME I	149	70	46.98%
JPME II	32	17	53.13%
JQO	12	9	75.00%
OPNAV	44	26	59.09%
NPC/BUPERS	32	22	68.75%
IA/GSA	24	11	45.83%
JCS tour	13	9	69.23%
OSD/OSW	7	5	71.43%
WTI	19	8	42.00%
Combat Experience (LF9)	7	6	85.71%

PERS-41A - Captains

Current Tour

ESG/CSG	9	4	44.44%
CDS/CPR/CNSG	6	2	33.33%
ATG/TTG/EWTG	12	3	25.00%
SMWDC/SCSTC	11	6	54.55%
TYCOM	10	6	60.00%
Fleet Staff	8	3	37.50%
Major Staff	16	7	43.75%
CNP/PERS/BUPERS	7	6	85.71%
OPNAV	12	5	41.67%
SWSC/MSTC	5	2	40.00%
JCS/OSD	8	6	75.00%
Sea Duty USS	16	9	56.25%
Other Sea Duty	6	1	16.67%
Other Shore Duty	35	15	42.86%

FY-28 Major Command Board Preparations

It's never too early to start preparing for the FY28 Major Command Board. Take proactive steps now to strengthen your record:

- Review your FITREP history for any gaps.
- Verify all awards are correctly documented.
- Confirm all AQDs have been awarded and are reflected in your record.

Our team is on standby to help. Contact us to schedule a one-on-one record review at your convenience. To ensure you receive critical updates, please verify your contact information in NFAAS and NSIPS. Monitor your email and the PERS-41 website for official board guidance, expected around June.

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)

Attaché Opportunities

As a Naval Attaché, you represent the armed forces of the United States abroad, serve as the military advisor to the US Ambassador, support US military theater security cooperation, and monitor regional political-military activities. If you are interested in Attaché options, please contact our team in order to work with you on career timing and opportunities. The NPC POC for Attaché applications is Mr. George Gilliland; george.l.gilliland.civ@us.navy.mil.

Board Support

If you are interested in supporting any boards, please contact LCDR Colin Bruton and LCDR Matt Clark; colin.m.bruton2.mil@us.navy.mil & matthew.s.clark52.mil@us.navy.mil.

Colin and Matt may contact you to solicit assistance for various boards requiring senior SWO participation. Your participation is crucial to ensuring continued success for SWOs in board selections!

PERS-41A - Captains

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 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 opportunities.

ROTC Professor of Naval Science (PNS)

We expect to publish details on available 2027 ROTC opportunities in March on our webpage and Social Media – be on the lookout! Selection for ROTC is competitive. Here is the process:

- Available ROTC units and prerequisites are released (March)
- All interested Officers submit preferences for which units they'd like to compete (April)
 - Note: If serving as a ROTC PNS is strongly desired, do not simply submit for a single ROTC unit; rather, apply for additional/all units in preference order
 - Note: You must be available to detail and nearing your PRD in 2027 to be considered
- At the deadline, all Officers' preferences are compiled and records are reviewed closely; strength of record is weighed heavily
- Records are prioritized as such:
 - Post Major Commanders (PMC) who have completed his/her PMC1 tour
 - PMCs leaving Major Command
 - Captains with at least 2 years remaining before statutory retirement
- Once all records are considered, PERS-41 submits to SWO Boss for review and approval

Reach out to LCDR Van Winter if you have any ROTC questions.

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 Jason Garfield
Deputy Director, PERS-41

PERS-410/411 – PCCs / CDRs / LCDRs

Greetings from PERS-410/411!

Congratulations to all the FY-27 Commander Command board selectees! Detailed statistics are at the end of this section – but screening for a milestone at the CDR CMD board (CO Afloat, XO Afloat or XO*) remains the single biggest factor in selecting for O-5. Performance at sea during Department Head tours continues to be the primary driving force to successfully screen for a command 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 nearing your next milestone or slating window, please reach out to your detailer for a record review and to chart a course that ensures your record is 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!

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 O-5! Post DH detailing is informed by past CDR CMD Board statistics which indicate that the strongest message Officers can send 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.

- Approximately seven months from an Officer's 2nd DH tour PRD, they will be assigned alphabetically to the appropriate 411 detailer.
- Once an officer screens for CMD (Afloat or Special Mission), their detailer is LCDR Kozlowski.
- Once an officer screens for XO-Afloat, XO-Afloat*, or XO-SM, their detailer is CDR Jones.

Reconciliation 101: Beginning in 2026, we will conduct reconciliation 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 or seven months prior to your PRD. The Downstream Fill (DSF) list and other details can be found on the PERS-410/411 NPC webpage at <https://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-41-SWO/Detailers/410-411/>. We include every funded billet assigned to PERS-41 that needs to be filled within a specified period; however, we must prioritize which billets we fill based on 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.

OMP continues to serve as a key framework in the assignment process, guiding how we prioritize billet fills across the fleet. OMP is driven by operational requirements and highlights billets that are historically challenging to fill but essential to warfighting readiness. Due to ongoing control grade shortfalls, particularly in the SWO CDR and LCDR paygrades, we must be especially deliberate in our

PERS-410/411 – PCCs / CDRs / LCDRs

detailing practices. These shortages impact our ability to distribute Officers evenly across sea and shore billets. To maintain fleet readiness and uphold warfighting demands, detailing decisions are increasingly influenced by sea/shore rotation balance and the need to preserve sea duty fills.

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 Commanders Leadership Assessment (SWCLA):

The updated CNSF SWOMAN May 2025 edition is located on the PERS-41 homepage and FY25 SWCLA Board Convening dates can be found in message traffic under DTG 201930Z DEC 24.

Surface Warfare Commander's 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 09 December 2024**, 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).

PERS-410/411 – PCCs / CDRs / LCDRs

4) Completed two afloat Department Head tours or a Single Longer Tour according to the Department Head Sequencing Plan as assigned by PERS-4.

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

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 serving in or completed a XO-SM, XO-Afloat, XO-Afloat*, CO-SM, or CO-Afloat milestone tour as assigned by PERS-41.
- 5) Must be found fit for sea duty if assigned to a sea duty billet.

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

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

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

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

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

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

Post Commander Command Executive Detailing (410): Discussions for your Post Commander Command (PCC) assignment will begin 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 Kris Tester
410/411 Branch Head

PERS-410/411 – PCCs / CDRs / LCDRs

FY-27 COMMANDER COMMAND BOARD STATISTICS

OVERALL SWO STATS FOR ALL LOOKS			
Cohort	Eligible	Selected	Selection Rate
1st Look Overall (CO Afloat)	170	45	26.47%
2nd Look (CO Afloat)	116	45	38.79%
2nd Look (XO Afloat)	113	30	26.55%
2nd Look (XO Afloat*)	113	62	54.87%
2nd Look (XO Special Mission)	113	0	0.00%
3rd Look (CO Afloat)	68	15	22.06%
3rd Look (CO Special Mission)	57	20	35.08%

All Looks - CO Afloat/CO SM Current Duty Station			
Category	Eligible	Selected	Percentage
ESG/CSG	28	5	17.86%
CDS/CPR/CNSG	38	7	18.42%
ATG/EAA/EAP/EWTG/TTG	21	4	19.05%
SMWDC/SCTSC	27	11	40.74%
TYCOM	21	9	42.86%
Fleet Staff	28	6	21.43%
Major Staff	18	4	22.22%
PERS/CNP	14	11	78.57%
OPNAV	32	14	43.75%
SWSC/MSTC	18	5	27.78%
Sea Duty USS	71	32	45.07%
Other Sea Duty	11	1	9.09%
Other Shore Duty	73	16	21.92%



PERS-412

I would like to offer all of the Junior Officers some perspective from my nearly 20 years in uniform – the Surface Navy ceases to exist without your incredible efforts and expertise! It is truly remarkable to see the impact JOs are having – way more than what I saw when I was a card-carrying member of JOPA! You all have a seat at the table and are leading the charge – from WTIs, AEIs, Instructors, trigger pulling CIC watchstanders, binocular yielding warship drivers, and those mastering Unmanned and emerging technology efforts - you all have been the driving force in the SWO Navy's incredible track history over the past few years! Your efforts are making a true impact in every major body of water across the globe! I recognize the challenges of JO life, but consider this:

- Doing hard things makes you a better person
- You are working through some of your most challenging tours in a career on the front end
- Leading Sailors is a reward that cannot be unmatched

Every JO I have interacted with has a unique skillset and interest that I believe we can match to an assignment. The more we get to know you, the more we interact with you, and the earlier we can communicate the higher likelihood we can land you your dream assignment. Let's chat early about what you enjoy about your SWO experience and let's see if we can chart the course towards something where you will continue to have an enormous positive impact!

We are super excited to ring in the New Year as we have USNA and ROTC warship selection on the horizon! These will be great events to grow our wardroom with a new crop of talented Officers. Keep your OOD and SWO notes handy – soon YOU are going to be teaching and training the future!

I am incredibly encouraged by strong indicators in retention through Department Head. We have been pulling a number of levers over the past few years to mitigate the shortages to reduce tour length extensions. However, extensions have been unavoidable in many cases. We forecast that we should be returning to historic norms in about a year. On a case-by-case basis, extensions still occur as unplanned losses can be disruptive to relief timelines. However, I want to dispel any rumors about DH tour length growing beyond prescribed tour lengths – we are actively looking at every way possible to ensure your entire career path has a healthy balance of sea and shore assignments.

For the Division Officers at sea – I cannot emphasize enough the importance to qualify within 18 months! We absolutely need you accelerating your qualification timeline, gaining meaningful underway OOD hours, and adding on a significant qualification – EOOW, AAWC, SUWC – level up to lead your commands, make an impact, and put your career in the left lane! Latch on to a positive mentor and communicate with your detailer frequently as new initiatives emerge often! We want to know who you are so when opportunities arise, we can land the dream detail!

For the Department Heads at sea – don't lose sight of what got you to commit! You have a unique opportunity in front of you every day – leading your Sailors, making a difference, and honing your skillset! You are in the gauntlet now, but once you have completed your DH milestones you will be able to look back on overcoming more than your civilian counterparts could imagine in nearly a lifetime. You've put in a lot for the SWO community – and we remain committed to your retention again! You will experience a handoff from the 412 to the 411 world soon – but we want to recapitalize on what you bring to the team and position you for additional promotions.

Again, I am grateful for all of your efforts and accomplishments, and if I can ever be of assistance, please reach out. I'd be honored to chat with you!

V/r, and Win the Fight! – Rob Keller

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.

Division Officer Tour Length Update. To address 2DV manning and provide more flexibility in the career path, PERS-41 retains the authority to roll 1DVs early from established PRDs. DV tours remain the same length and this flex allows for filling more Staff Officer billets, potential WTI/AEI/MISR enroute, and more options to maximize desired shipboard experience. Slating 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. An additional adjustment to Division Officer Sequencing Plan (DOSP) has been approved below:

DOSP Adjustments: If SWO qualified by 15 months, a sequence of 18/24 can be approved. The adjustment request for both tours is not limited to specific tour lengths as long as 42 months total is met not including training track.

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 (previously we’ve accepted a CO “promise,” however we no longer accept that to slate). We understand that external circumstances may prevent this and your preferences will be taken into consideration to post-slate.

<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. The table below is to provide transparency and data in how shore slaters are being assigned. If you are interested in assignment to NPS, ROTC, USNA LEAD/GET, Olmsted, PMRI, GTRI, NWC, GEV, or PEP- it is never too early to reach out to your detailer to discuss your options!

December 2026 JO Shore Slate Statistics	Slaters	Total %
Executive Slaters (DHRB Signers)	18	24%
EOOW	29	30%
TAO	9	9%
Assignment of Top 5 Preferences	80	82%
Assignment of 6 th -10 th Preferences	17	18%
Assignment of > Top 10 Preferences	0	0%
Total Slated	97	

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'll receive executive detailing to your 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). All future CHENGs – AEI is for you! 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. Three AEI COI/Year (each 66 days): March, July, and October are the convening months. AEI production tours (PTs) are required for all AEI course graduates and for all 1110 JOs an EOOW letter is required to apply. PTs range from SWSC, TYCOM, DESRON, CNSG, and more. The associated LAS AQD is awarded for selectees and LAB/(Steam)/LAD(Diesel)/LAG(Gas Turbine)/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) Warfare Tactics Instructor. If you want to be on the forefront of the tactical fires domain, look no further than the MISR WTI program! 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 with site visits to Beale AFB, Nellis AFB, Creech AFB and Reno Air National Guard Base. 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 between DIVO tours should expect to be slated to a DESRON or PHIBRON to complete their required production tour. Additionally, post 2DV Officers may consider Maritime Operational Centers (MOCs) or Carrier Strike Groups as well. The course is offered twice per year in February and July with applications due 90 days before each convening. Contact your detailer to ensure you meet eligibility requirements and that your career timing supports assignment to a production tour following COI completion. DHRB is NOT required to attend this COI. If you have any additional questions, please contact NAWDC's MISR team at misrwsstaff@us.navy.mil and check out their intelink (unclas) site: https://intelshare.intelink.gov/sites/misr/_layouts/15/start.aspx#/SitePages/MISRWS.aspx

Mean Lower Low Water (MLLW) OOD hours. Beginning in January 2026, 1st Tour Division Officer rollers will require a minimum of 100 qualified OOD hours to transfer to their 2nd Division Officer Tour. If you qualify Officer of the Deck Underway on a warship, you should be afforded an opportunity to gain experience by standing the watch!

PERS-412 – Division Officers

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

*** Dates are subject to change ***

SHORE Slate Schedule

SEA 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

USNA YP Craftmaster AQD. For those that have an interest in joining our talented SWOs at USNA's SEANAV directorate for their shore tour the 116 AQD has been approved for those that qualify Craftmaster on either the 676 Class or 703 Class Yard Patrol Crafts. Keep your detailers informed if you desire an amazing shore tour at USNA!

PROSPECTIVE DEPARTMENT HEADS

Post Division Officer Slating. Ensure you are consistent when submitting slate inputs. If your top priority is homeport in San Diego, your top specific preferences should not be in Norfolk. If you are COLO, the geographic location you are requesting should match your spouse's geo-location. Provide your spouse's detailer information so we can meet requirements for both involved early and avoid re-slates/ORDMODs later. Inconsistencies make it difficult for us to correctly interpret your preferences.

PERS-412 – Department Heads

1st Tour Department Heads.

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

If you've signed DHRB, I have DH class (DHC) assignments for YG18-YG22. I will be sending out confirmation emails for all Officers with a DHC assignment to confirm your PRD and class timing a year from that course convening. If you are not sure when you are slated for DHC, please reach out to me.

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

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

DH School Timing. DHRB signers are assigned to initial DH classes (DHC) based on their YG and projected first look for O4. Based on earlier In-Zone eligibility and promotion to O-4 there are more restrictive thresholds to attend Department Head School past your YCS-8 anniversary. This is designed to maintain Officer's ability to meet and screen for all future milestones with changes to statutory board timing.

LCS Single Crewing/Homeport Shifts. All Mayport-based LCS have converted to single crews. San Diego-based LCS crews are in the process of converting to single crews and project to be complete by 2027. This will lower the amount of DH opportunities on LCS. If your ship is transitioning to a single-crew, reach out early to discuss options to complete your DH tours. Additionally, some LCS will be conducting homeport shifts to Bahrain and Sasebo starting in 2026 – if serving in FDNF is on your dream sheet, reach out and we can explore the options!

2nd Tour Department Heads.

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 billet base 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), DDG FLTHI, 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 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 occur with the Department Head Board in April 2026. Contact the 412 team for questions!



PERS-413 - Placement



Greetings from PERS-413 – Surface Placement!

We are excited to welcome a few new faces here in 413! We have been able to increase manning to be better able support you!

Meet the Team!

- | | | |
|-----------|-----------------------------|----------------------|
| • 413 | Surface Shore/Branch Head | LCDR Vincent Fontana |
| • 413 A/B | CRUDES | LCDR Eric Skogerboe |
| • 413 E/F | CDS/LCS/MCM/NECC/AMPHIB/MSC | LCDR Eddie Cruz |
| • 413 X | Executive | CDR Mark Hansberry |

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.

PERS-413 - Placement

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
- 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,
LCDR Vince Fontana
PERS-413 Branch Head



From the Fantail: A Surface Mustang Community Update

Greetings from the Fantail in Millington, Tennessee. It is a great day to serve in the United States Navy, and an even better day to be a Surface Mustang. As we bring another productive season to a close and prepare for new challenges ahead, I want to provide a comprehensive update on our people, policies, and the priorities guiding our community's future. Our strength continues to rest in the professionalism and readiness of our Limited Duty Officers and Chief Warrant Officers - leaders forged at sea, grounded in technical excellence, and trusted to guide our Sailors with experience and integrity.

Welcome to LCDR Kelly Mosley, 6120! Kelly is joining us from NSA Hampton Roads as the new Deck/Operations Detailer. He brings a wealth of maritime, administrative, and operational experience, and we are fortunate to have his leadership supporting our Sailors.

Welcome to LCDR Dominic Bills, 6180! Dominic reporting fresh off his O4 Milestone tour aboard USS IWO JIMA (LHD-7). He now assumes duties as the Electronics/Ordnance Detailer, bringing hard-won Fleet experience and proven technical and tactical acumen to our assignments team.

As we welcome the newest members to our team, we also bid farewell to two exceptional detailers whose contributions have strengthened not only the Fantail, but the entire Surface Community. LCDR Ed Friedrichs, 6180, departed for his O4 Milestone tour aboard USS GEORGE H. W. BUSH (CVN-77), and LCDR Gregory Corlette, 6110, heads to his O4 Milestone tour aboard USS CARL VINSON (CVN-70). Their mentorship, technical expertise, and dedication to our Sailors have made a lasting impact. To both—fair winds, following seas, and continued success in your leadership journeys.

Honoring Our Retirees: Over Three Decades of Mustang Excellence

It is my distinct honor to recognize the retirement of several extraordinary leaders—men whose influence will remain woven into the fabric of our community for years to come. Each of these Mustangs served with distinction, commanding trust through competence and character, leading Sailors through difficult challenges, and upholding the highest traditions of naval service. Their careers span decades of operational achievements, technical innovation, and leadership at sea and ashore. Our 2025 retirees include:

- CAPT Shaun Fischer, 6180
- CAPT Rod Little, 6110
- CAPT Zeverick Butts, 6110
- CDR Rob Collett, 6490
- CDR Will Dougher, 6110
- CDR Brian Mutsch, 6120
- CDR Warren Freeman, 6130
- CDR Stephen Hartley, 6130
- CDR Brian Finger, 6490

Major Command Screenings: Recognizing the Best of the Best

Few milestones in an Officer's career carry the weight and honor of Major Command. It is a culmination of decades of leadership at sea, sustained superior performance, and the ability to lead Sailors. Through complex, high-visibility missions. It is with immense pride that we congratulate our newest Major Command selectees:

- CAPT Kurt Davis, 6120
- CAPT Stephanie Rivera, 6410
- CAPT(sel.) Eric Conrad, 6410
- CAPT(sel.) Erv Henley, 6130
- CAPT(sel.) Leo Peterson, 6410
- CAPT(sel.) Jason Rinto, 6110
- CAPT(sel.) Corey Sylve, 6410
- CAPT(sel.) Jess Vaught, 6410
- CAPT(sel.) Kat Vester, 6410

These leaders have excelled in the most demanding conditions the Navy has to offer. Their selection reflects the highest confidence in their readiness to command, influence, and shape warfighting capability at the enterprise level. BRAVO ZULU to all!

The Next Generation of Technical Titans: Our CWO5 Selectees

Selection to Chief Warrant Officer 5 is a rare and distinguished achievement. It is not simply an advancement—it is a recognition of mastery. CWO5s serve as the technical conscience of the Fleet, providing continuity, mentorship, and expertise at the highest levels. Please join me in congratulating our newest CWO5 selectees:

- CWO5(sel.) Onyemaechi Agbasi, 7131
- CWO5(sel.) Abdullateef Alaka, 7131
- CWO5(sel.) Matthew Butow, 7181
- CWO5(sel.) Mitch Ehrhardt, 7181
- CWO5(sel.) Chris Niavez, 7131
- CWO5(sel.) Jason Roach, 7181
- CWO5(sel.) Bernard Sciulli, 7131
- CWO5(sel.) Audrey Heffner, 7411
- CWO5(sel.) Rafael Azconasanchez, 7411

Their selection signals the Navy's confidence in the Warrant Officer corps not merely as technical specialists, but as leaders central to readiness, modernization, and operational success.

Sea Duty and Operational Excellence: Our Permanent Center of Gravity

Let me be clear: sea duty and operational tours remain the #1 priority for the Surface Mustang community.

- Sea duty is not optional - it is foundational
- It is the source of credibility, authority, and professional growth

PERS-414 – LDOs / CWOs

Our Fleet depends on us to fill the toughest jobs with our strongest and most capable Mustangs—those ready to lead Sailors in the unforgiving environment of the sea. Continue to counsel your junior Officers on the importance of operational tours. This is where leaders are forged. This is where readiness is built. And this is where the Mustang community continues to prove its unmatched value to the Navy.

Milestone Tours: Building Leaders for the Future

Milestone tours remain the most critical leadership opportunities for LDOs and CWOs seeking to demonstrate capacity, character, and competence. These tours—established by the designator Board of Directors (BoD), coordinated with the OCM, and approved by SECNAV—are not determined by the detailers. They represent the Navy’s strategic investment in developing future senior leaders. The current list of milestone billets is available here:

https://www.mynavyhr.navy.mil/Portals/55/Boards/Active%20Duty%20Officer/documents/FY26_Promotion_Board_Materials/FY26_AC_Line_Community_Briefs.pdf?ver=0RxXCi8ADkSloOZV0EZOBQ%3d%3d

These tours are the building blocks for future opportunity—Command Ashore, Major Command, and senior leadership roles across the Navy.

Surface LDO Command Ashore: Modernizing for the Next Decade

The PERS-414 team is finalizing a major update to the Surface LDO Command Ashore Instruction and PQS. This modernization effort reflects evolving Fleet requirements and leadership expectations. Some of the most significant improvements include:

- New eligibility requirement: O4(sel) and above
- Updated references
- Removal of outdated or redundant online courses
- Addition of essential command management topics
- Streamlined qualification pathways

For further context, I strongly recommend reviewing the CNO Charge of Command Memorandum (7 Nov 2025):

<https://www.navy.mil/Leadership/Chief-of-Naval-Operations/display-cnotes/Article/4329147/cno34-charge-of-command/>

Leading at command requires humility, readiness, competence, and character. These updates reflect that responsibility.

Community Detailer Updates

Deck (6110/7111)

Two major updates:

- Unmanned Surface Vessel (USV) opportunities are now open in San Diego for CWOs serving as Ship’s Bos’n—an incredible chance to be on the front edge of naval innovation while directly influencing Fleet lethality.

PERS-414 – LDOs / CWOs

- New Port Operations leadership billet at Naval Base San Diego now falls under LDOs. This O5 Department Head Ashore role is highly visible and offers exceptional leadership exposure.

Operations (6120/7121)

In January 2026, PERS-41 will convene the FY-26 Joint Interface Control Officer (JICO) Talent Management Board. This effort ensures we are identifying, training, and developing the most capable JICOs for joint and coalition operations. As we shift toward distributed maritime operations and integrated fires, JICO expertise will be essential.

Engineering (6130/7131)

Several key updates for Engineers:

- Spot promote opportunities now available for DDG-1000 CHENG positions
- LCS CHENG billets open to CWO4s (must have completed MPA tour)
- CNSGs are expanding, increasing opportunities for LDO/CWO Engineers
- SIMA returns, providing additional technical leadership billets ashore
- Advanced Engineering Instructor (AEI) program continues to grow, with a goal of 100% qualification for all Engineers enroute to production tours

These initiatives represent long-term investments in technical excellence and Fleet readiness.

Electronics/Ordnance (6180/7181)

Two new CWO5 billets highlight the increasing demand for senior technical talent:

- INSURV Inspector – exceptional travel, Fleet impact, and visibility
- Director of Surface Ordnance, NAVSUP NALC – direct influence on Fleet ordnance readiness

Additionally, we have four CVN CSO O5 milestone billets available (CVN 68, 71, 74, 77). If offered a sea-going billet at this level, take it. These opportunities are rare and highly competitive. USS ENTERPRISE (CVN-80) is expected to be funded in early 2027 for CSO, CSMO, and the respective Division Officers.

Administrative (6410/7411)

- New Accession Officer LDOs will conduct first Division Officer at sea or operational tours aboard USS and New Accession Officer CWOs will conduct first Division Officer at sea or operational tours at squadrons
- USS ENTERPRISE (CVN-80) is expected to be funded in the fall of 2026 for the AO (Department Head Afloat opportunity / O4 milestone tour at sea), Ship's Secretary, ESO, and PERSO
- USS FALLUJAH (LHA-9) is a new Department Head Afloat opportunity (O4 milestone tour at sea) and is expected to be funded in early 2027

Security (6490/7491)

- USS ENTERPRISE (CVN-80) is expected to be funded in the fall of 2026 for the SECO, Department Head Afloat opportunity (O4 milestone tour at sea)
- USS FALLUJAH (LHA-9) is a new Department Head Afloat opportunity (O4 milestone tour at sea) and is expected to be funded in early 2027

PERS-414 – LDOs / CWOs

- Maritime Operations Command are expanding at the Fleets and TYCOMs, increasing opportunities for LDO/CWO SECOs

Upcoming Boards

- JICO Talent Management Board: 19–23 January 2026
- Surface Department Head Board: TBD 2026

Fleet Engagements (Tentative, Pending Funding)

Engagements are planned for:

- Great Lakes
- NCR / Dahlgren / Newport
- Meridian / Gulfport / Stennis / Pensacola
- Japan / Singapore / Hawaii
- Rota / Naples / Bahrain
- PACNORWEST
- Mayport / Jacksonville
- Hampton Roads
- San Diego

These events remain an essential part of our outreach, leadership development, and communication with Sailors across the Fleet.

In Closing

Thank you for your professionalism, your mentorship, and your devotion to our Sailors. The Mustang community remains strong because of leaders like you—leaders who carry the lessons of the deck plates into every space where decisions are made. Stay humble, stay hungry, and continue investing in those who will follow in your wake. The Fleet counts on us to deliver leaders capable of standing the watch, solving the toughest problems, and strengthening warfighting readiness across the force.

From the Fantail in Millington—thank you for what you do and thank you for how you do it. 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 CDR Steven Gonzalez, Senior SWO TAR detailer. This update provides information regarding detailing, career progression, and strategic initiatives for SWO TARs.



Congratulations to all the FY-27 Surface Commander Command Board selectees! The SWO TAR community had selectees in all available categories which consisted of CO Afloat, CO-SM, CO RMSRON, XO Afloat and XO*. At sea performance remains the single biggest factor to screening for a Surface CO or XO milestone. Those screened XO Afloat and XO* can expect to be detailed at the earliest opportunity by PERS-41 to your XO milestone billet to enable you to earn a competitive FITREP prior to your 3rd look for Command Afloat.

Promotion board season is getting ready to kick off! Please 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. If you need any assistance, please do not hesitate to reach out to myself or LCDR Anthony Joseph. We are here to support you!

Reserve MSRON Command

In support of the NECC mission, we support eight Reserve MSRONs (RMSRON), with 4 on the East Coast (Newport, Annapolis, Little Creek, Jacksonville) and 4 on the West Coast (San Diego x2, Seal Beach x 2). These RMSRONs are XO/CO fleet-up that alternate between a SELRES Officer and TAR Officer. The screening for these billets takes place during the CDR CMD Board held in December. If you are interested and have any questions about this new command opportunity, please contact the SWO TAR detailer.

Command in the TAR Community

TAR Officers have a unique opportunity to truly command early and command often. There are RTAGs and NRCs throughout the country, with at least one NRC in every state, plus Guam and Puerto Rico. Screening will take place in September during the Reserve Command board. If you are going up for Reserve Command screening, please ensure to review your record and ensure you have the command eligibility AQD 2D1 completed prior to the board.

Interest 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.

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/>

Best and V/r,
CDR Steven Gonzalez

BUPERS-311 – SWO Community Manager

Happy Holidays Team! It truly is an exciting time to be a SWO! If you or your wardrooms have any community management questions or issues, I am here to help. Please give me a call at (901) 874-3173 or send me an email at lauren.m.johnson67.mil@us.navy.mil.

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

<https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Officer/Program-Authorizations/>

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

Lateral Transfer Board: I continue to receive a ton of questions about lateral transfer. If you're looking for a place to start, read MILPERSMAN article 1212-010 and visit the website below for references. The LOI provides eligibility information and past convening orders reflect historical outquotas AND priority selection clarification for your desired community.

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

I take the overall health of your specific year group into account to calculate if we're on glideslope to meet future SWO requirements. It's a combination of (uncommitted) Officers, # of contracts/requirements, and if we're projecting gapped billets by year group and rank. My most common question is how many outquotas there will be, and the truth is I won't know until right before the board due to fluctuations in all the above categories. Outquotas are not assigned to individual Officers or gaining communities either, they're assigned to specific year groups. If you're still interested, verify your eligibility and apply.

Tailored Career Transition (TCT): TCT is offered to non-DHRB signers (YG18 and junior) to commit to two DH afloat tours in exchange for an automatic designator change to FAO, MSO, or EDO without having to deal with lateral transfer outquotas AND you get DHRB! AND we work to align your shore duty assignment to make sure your gaining community pre-requisites are complete so you can start your new community job on day 1. It's a win-win for all four communities!

For those on the fence debating whether to continue on as a SWO Dept Head, reach out and let's discuss options. For the control grade Officers (DHs, XOs, & COs), your leadership and mentorship to maintain our competitive edge is now the vital link to our community health. SWO is looking at you in terms of our retention key performance indicators!

Best and V/r,
CDR Lauren Johnson

PERS-41 Contact Information

PERS-41	Director	CAPT Ed Angelinas	edward.a.angelinas.mil@us.navy.mil
41A	Deputy / CAPT Detailer	CDR Jason Garfield	jason.m.garfield.mil@us.navy.mil
41B	Assistant Director	LCDR Gabi Rosado	gabrielle.a.rosado2.mil@us.navy.mil
41C	CAPT Detailer	LCDR Rob Vanwinter	robert.e.vanwinter.mil@us.navy.mil
41M	Chief Data Scientist / Metrics	LCDR Colin Bruton	colin.m.bruton2.mil@us.navy.mil
41S	Chief Technology Officer	LCDR Matt Clark	matthew.s.clark52.mil@us.navy.mil
41N	Surface Nuclear Placement	CAPT Justin Smith	justin.b.smith3.mil@us.navy.mil
41N1	Surface Nuclear Community	LCDR Audrey Michelli	audrey.michelli.mil@us.navy.mil
41	Human Resource Assistant	Ms. Terace Williams	terace.p.williams.civ@us.navy.mil
PERS-410/411	CDR/LCDR Branch Head, Post CDR CMD (PCC) Detailer	CDR Kris Tester	kristofer.a.testers.mil@us.navy.mil
410B	CDR CMD Detailer	LCDR Ben Kozlowski	benjamin.w.kozlowski.mil@us.navy.mil
411A	XO Afloat/XO*/XO-SM Detailer	CDR Antonio Jones	antonio.t.jones.mil@us.navy.mil
411B	CDR/LCDR Detailer A-K	LCDR Ben Kozlowski	benjamin.w.kozlowski.mil@us.navy.mil
411C	CDR/LCDR Detailer L-Z	CDR Alex Schneider	alex.d.schneider.mil@us.navy.mil
410A	Human Resources Specialist	Mr. Nate Griffin	nathan.d.griffin.civ@us.navy.mil
411M	Human Resources Specialist	Ms. Danielle Jones	danielle.e.jones18.civ@us.navy.mil
PERS-412	JO Branch Head	CDR Rob Keller	robert.e.keller38.mil@us.navy.mil
412A	JO Shore Coordinator	LCDR Darren Settle	darren.v.settle.mil@us.navy.mil
412B	JO Sea Coordinator	LCDR Lindsey Boyle	lindsey.s.boyle.mil@us.navy.mil
412F	Divo Detailer T-B	LT Jess Mathews	jessica.j.mathews8.mil@us.navy.mil
412H	Divo Detailer C-G	LT Thomas Demeri	thomas.j.demeris.mil@us.navy.mil
412I	Divo Detailer N-S/POCR	LT Cory Sherman	cory.r.sherman2.mil@us.navy.mil
412K	Divo Detailer H-M	LT Alex Armstrong	alexander.j.armstrong5.mil@us.navy.mil
412M	1st Tour DH Detailer	LCDR Nick Bonsall	nicholas.a.bonsall.mil@us.navy.mil
412N	SWO(N) Detailer	LCDR Dyuti Das	dyuti.das.mil@us.navy.mil
412S	2nd Tour DH Detailer	LCDR Chad Kenton	chad.a.kenton.mil@us.navy.mil
412W	WTI Distribution Officer	LCDR Lindsey Boyle	lindsey.s.boyle.mil@us.navy.mil
412T	Human Resources Specialist	Ms. Robbie Richard	roberta.j.richard.civ@us.navy.mil
412U	Human Resources Specialist	Ms. Dedra Farmer	dedra.farmer.civ@us.navy.mil
PERS-413	Placement Branch Head	LCDR Vincent Fontana	vincent.m.fontana.mil@us.navy.mil
413	Surface Shore	LCDR Vincent Fontana	vincent.m.fontana.mil@us.navy.mil
413A	PAC CRUDES	LCDR Eric Skogerboe	eric.h.skogerboe.mil@us.navy.mil
413B	LANT CRUDES	LCDR Eric Skogerboe	eric.h.skogerboe.mil@us.navy.mil
413E	CDS/LCS/PC/MCM/RIVRON	LCDR Eddie Cruz	heriberto.n.cruz.mil@us.navy.mil
413F	AMPHIB/MS	LCDR Eddie Cruz	heriberto.n.cruz.mil@us.navy.mil
413X	Executive	CDR Mark Hansberry	mark.r.hansberry.mil@us.navy.mil
PERS-414	LDO Branch Head	CDR Josh Bunte	joshua.w.bunte.mil@us.navy.mil
414A	Security/Admin Detailer	LCDR Dianna Gosha	dianna.gosha.mil@us.navy.mil
414B	OPS/Deck Detailer	LCDR Kelly Mosley	kelly.l.mosley.mil@us.navy.mil
414C	Engineering/Repair Detailer	LCDR Gaston Hatfield	gaston.a.hatfield.mil@us.navy.mil
414D	Ordnance/Electronics	LCDR Dominic Bills	dominic.d.bills.mil@us.navy.mil
414S	Human Resources Assistant	Ms. Tiffany Cooper	tiffany.l.cooper.civ@us.navy.mil
PERS-415	NSW Detailer	CAPT Robert Inman	robert.b.inman.mil@us.navy.mil
415B	NSW Placement/Asst. Detailer	LCDR Jackson Hummendorf	jackson.w.hummendorf.mil@us.navy.mil
415C	NSW Asst. Detailer - JO	LT Zachary Thoele	zachary.w.thoele.mil@us.navy.mil
415D	NSW Asst. Detailer – CWO	CWO4 Gregory Bridges	gregory.c.bridges4.mil@us.navy.mil
PERS-416	EOD Detailer	CDR Joesph DeBuck	joseph.h.debuck.mil@us.navy.mil
416A	Human Resources Assistant		
416B	EOD JO Detailer	LT Gabriel Cantu	gabriel.a.cantu4.mil@us.navy.mil
PERS-46B	TAR Surface Branch Head	CDR Steven Gonzalez	steven.gonzalez4.mil@us.navy.mil
46D	TAR Surface JO Detailer	LCDR Anthony Joseph	anthony.m.joseph10.mil@us.navy.mil