



PERS-41 Newsletter

August 2025

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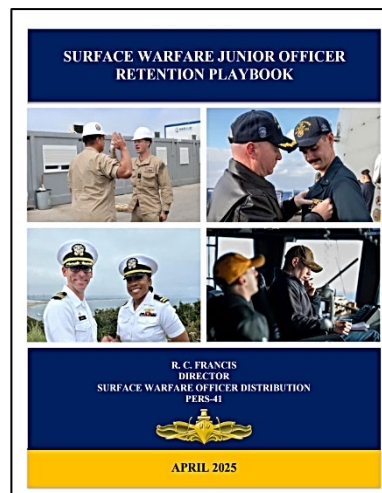
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From the Director

Greetings from Millington!

PERS 41 remains committed to empowering our officers to build thriving careers while driving the Navy's mission with innovation and readiness. I'm excited to share updates that equip you with the tools, training, and opportunities to excel and shape a combat-ready, surface fleet of fully integrated manned and unmanned platforms.



The FITREP Rules of the Road, available on the PERS-41 webpage, is your essential guide for crafting compelling FITREPs that enhance your record for promotion and milestone boards. From Ensign to Captain, mastering impactful Block 41 write-ups is vital for standing out in competitive promotion and selection processes. This resource aligns Reporting Seniors with Surface Warfare FITREP writing standards, ensuring evaluations clearly reflect an officer's performance and potential for future milestones or promotions. COs and XO's are strongly encouraged to utilize this guide to train their wardrooms on its valuable insights.

Similarly, the JO Retention Playbook, available on the PERS-41 webpage, is a vital tool to address retention challenges. The community loses nearly 600 JOs annually. The Playbook outlines reasons for JO departures—such as poor command climates, civilian opportunities, family pressures, or lack of purpose—and offers strategies that are being successfully employed by commands with the highest retention rates. Command leadership is encouraged to share this Playbook with other JO retention team members (CO, XO, DHs, Senior Divos, CMC, CPOs). Commands employing these strategies have seen

From the Director

a significant increase in DHRB contracts over the past year. However, we still have a lot of work to do since there are still over 60 ships with zero retention for the year. We cannot reach our 45% retention target without every ship meeting the goal. So contact inbound CDR Rob Keller (412) to find out how we can help.

To support the growing role of Small Unmanned Surface Vessels (sUSV) and their advanced capabilities, CNSF established USVRON 3 last year and USVRON 7 in May 25. These new commands demand technically inclined, high-performing officers for these cutting-edge units to prepare for the future fight. Officers will serve in these units at all levels, from Division Officer through Commanding Officer. Similar to the way SWO(N)s serve in alternating conventional and nuclear tours, so too will SWOs be allowed to serve in these rewarding tours, alternating between a conventional ship and in a USVRON. Billets also exist for SWOs to serve in these units during shore tours. The unmanned emphasis develops leaders for this evolving domain, and we need your help to identify those ready to excel in these challenging billets.

Division Officers, let's talk options. One of the benefits we offer is the ever-growing cornucopia of billet options available to meet your interests. Are you and your JOs interested in the unmanned vehicle arena? Look no further than USVRON. Are you excited about the prospect of Early Command or being a XO as a shore duty LT? Check out T-EPF. Are you searching for a family planning window to balance career and personal goals? Reach out to your detailer to discuss rolling to Department Head school early! Options remain abundant in our community while our tactical environment is the most dynamic it has been in generations. Surface Warfare is built on the foundation of its leaders, and we couldn't be more clear that we want to invest in YOU as the future of our community.

In recognition of the incredible impact WTIs make in building lethality, we are working with SMWDC to ensure every ship and afloat staff has a patched WTI DH. Today, 55% of ships have a WTI DH, while 42% of afloat staffs have a WTI LCDR. Getting to 100% requires CO or CDRE engagement in addition to close coordination with our newly established PERS-412W, LCDR Lindsey Boyle. For more information, review the CNSF message DTG 142215ZAPR25, titled SOURCING WTI DHS.

We have recently incorporated Mariner Skills Assessment 3 (MSA 3) performance into the Quarterly Scorecards sent to each ship. Administered during OOD Phase II, MSA 3 evaluates a SWO's ability to handle a basic shiphandling scenario. While most JOs pass, only about 25% succeed on their first attempt. To address this, all SWOs must now complete at least 100 qualified OOD hours before transferring from their first Division Officer tours. COs and Senior Watch Officers are encouraged to prioritize training, ensuring JOs master shiphandling skills independently, without relying on standard Bridge Resource Management watch team support. MSA 2, the precursor to MSA 3, is administered and certified by COs and should be conducted in this manner.

The recent ACN to the Surface Warfare Officer Manual mandates that all Department Heads complete two weeks of focused training at SWSC Newport before their first Command Assessment (CA) attempt. This dedicated period is designed to set Department Heads up for success, ensuring they pass the assessment on their first try. This investment in our leaders provides a distraction-free environment outside Fleet Concentration Areas, allowing them to hone their tactical and leadership skills without the demands of daily duties, preparing them to excel as future COs and XOs.

From the Director

We're transitioning from Bahrain-based MCMs to **Independence-class LCS** with the MCM Mission Package, being forward-deployed to FIFTH Fleet. The LCS enhances FDNF capabilities with high-speed, advanced C4I, modular flexibility, and enhanced weapons systems. It also opens up other opportunities for SWOs who desire to serve in FDNF. Officers can now serve all sea tours in Bahrain, gaining geographic stability. Ask your detailer about this exciting opportunity.

Engage your detailers early and often, because we are here to help you chart your career path—reach out anytime!

Sail Safe, Warriors!

CAPT Robert Francis,
Director, PERS-41



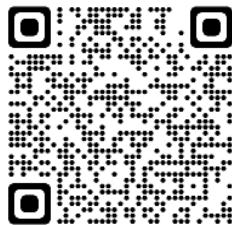
The upcoming administrative boards to keep on your radar are:

Major Command Board	03 Nov 2025
Commander Command Board	08 Dec 2025

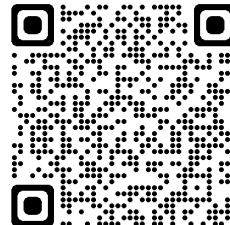
NOTE: We are still seeing eNavFit reports displaying truncated Block 41 write-ups in the board software system. Until further notice, please scan your eNavFit FITREPs into the boards (statutory and administrative) as correspondence to ensure board members are able to read all Block 41 content.

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.

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PERS-41A - Captains

We hope this message finds you and your families well and enjoying the summer!

I am CDR Jason Garfield, Deputy Director and Captain Detailer in PERS-41. This update from PERS-41A provides key information regarding detailing, career progression, and strategic initiatives for senior SWOs.

- **Farewell to LCDR Liz Moten:** I extend my most sincere gratitude to Liz for her exceptional service and dedication to the Fleet while in her role as the Assistant Captain Detailer! We wish her the best of luck as she moves on to the Pentagon to execute her joint tour!
- **Welcome to LCDR Rob Van Winter:** Rob was formerly the Surface Shore Placement and Executive Placement Officer and recently assumed the role of PERS-41C. He's already up to speed and ready to assist you!

We look forward to working with you and are standing by to assist any way we can. Please DO NOT hesitate to contact us for anything!

I. FY-27 Major Command Board Update

The PERS-41 team is actively preparing for the FY-27 Major Command Board, scheduled for 03-07 November. Please monitor your email and the PERS-41 website for upcoming guidance and instructions. All board correspondence must be received no later than midnight CDT (-5R) on 24 October 2025.

Officers eligible for this year's board include:

- 1st look – PYG20 O5 (promoted to O5 from 1 Oct 2019 – 1 Sep 2020)
- 2nd look – PYG19 O5 (promoted to O5 from 1 Oct 2018 – 1 Sep 2019)
- 3rd look – PYG18 O5 (promoted to O5 from 1 Oct 2017 – 1 Sep 2018)

*Additional guidance for early look requests is below.

II. Maintaining Accurate Contact Information

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

III. FY-26 SWO O-6 Board Statistics

The following statistics provide insight into SWO results at the FY-26 Active O-6 Line Board.

Category	Eligible	Selected	%
Overall	131	94	71.76% (All Navy board rate was 64.89%)

Above Zone	98	12	12.24%
In Zone	131	81	61.83%
Below Zone	263	1	0.38%
Merit Reorder	26	6	23.08%

Break down by O5 Milestone Platform:

Command Type	IZ Eligible	Selected	Percentage
DDG	55	52	96.36%
LCS	20	19	95.00%
AMPHIB	7	9	128.57%
CO-SM	14	12	85.71%

PERS-41A - Captains

In-Zone Failure of Selection (FOS) data by Afloat Command platform (includes PCCs and sitting COs):

1. 3 DDG COs
 - a. 1 had decline in performance in Command
 - b. 2 submitted "Do Not Pick Me" Letters with intent to retire
2. 1 LCS CO
 - a. 1 had approved retirement orders
3. All LSD serving/served COs screened
4. For CO-SM Screened Officers, IT MATTERS where you go after your CO-SM tour to ensure selection at the O-6 board. The 6 In-Zone and 6 Above-Zone CO-SM Screened Officers who selected for O-6 served in challenging post command tours such as CSG/ESGs, CPRs, and MOCs.

In-Zone selection statistics for Commanding Officers serving in their milestone at board convening:

1. There were 21 officers serving in their CDR Command Afloat Milestone tour at the time of the board.
 - a. 21/21 CO Afloat selected, including:
 - i. 15 sitting DDG COs
 - ii. 3 sitting LCS COs
 - iii. 3 sitting LSD COs
2. 0/5 sitting CO-SM officers selected

Above Zone FOS breakdown:

1. CO Afloat screened CDRs who failed to select Above Zone: 11
 - a. 5 DDG COs had decline in performance
 - b. 1 DDG CO had loss of MAJCMD Rec in PCC 1
 - c. 1 DDG CO had approved retirement orders
 - d. 1 LSD CO had decline in performance
 - e. 3 CO Afloat Screened Officers had not served in Command
2. CO-SM screened CDRs who failed to select Above Zone: 17
 - a. 8 CO-SM Screened Officers had not served in Command
 - b. 3 CO-SM Officers were still in Command
 - c. 3 CO-SM Officers did not go to the most challenging billet post-command
 - d. 2 CO-SM Officers had approved retirements
 - e. 1 CO-SM Officer had a decline in performance

IV. Senior Officer Career Flexibility - "Should I request an early look for Major Command?"

Did you select for O6 ahead of schedule? PYG21 O-5 Officers who selected for O-6 were contacted individually to discuss the option of submitting an early look request for the FY27 Major Command Board. The primary reason for an early request is based on the following criteria:

- Completed Commander Command by 01 October 2025
- Selected for O-6

If the above criteria applies to you and you're not in receipt of the email from LCDR Van Winter, please email him to talk through the option for an early look. And as always is the case, if you believe you have a circumstance that warrants requesting an early look for Major Command, please contact the Captain Detailing Team to discuss.

PERS-41A - Captains

V. Retire/Retain

Statutory retirement is the 1st day of the next month following your 30-year commissioning anniversary. Retire/Retain is a fantastic way to continue on active duty beyond your statutory retirement date and continue to provide meaningful contributions to the fleet. A limited number of quotas are available each fiscal year and will be allocated quarterly, prioritizing seniority, sea duty billets, and longer retire/retain periods. Contact the O-6 detailing team for inquiries or to submit a request!

VI. Board Support

If you are interested in supporting any boards, please contact LT Jess Mathews at jessica.j.mathews8.mil@us.navy.mil and LCDR Colin Bruton at colin.m.bruton2.mil@us.navy.mil.

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

VII. Detailing Timeline & Process

- **Captain Detailing Window:** It's never too early to contact us to start the conversation! However, we recommend initiating the detailing process approximately 12 months prior to your Projected Rotation Date (PRD). The goal is to finalize your detailing assignments 6 months prior to your PRD. Nominative billets will have a shorter timeline. You may be contacted earlier regarding overseas billets and high-priority Post Major Command (PMC) billets.
- **PMC Detailing:** Post Major Command (PMC) Detailing occurs approximately 6-8 months prior to your PRD. PRDs may be adjusted based on nominations and other circumstances. The PMC detailing process involves a discussion of your short and long-range goals, record strength, personal desires, and available options.

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

Thank you for taking the time to read. Please do not hesitate to reach out to me or Rob 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!

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

Congratulations to all the FY-26 Commander Line Officer selectees! Detailed statistics are at the end of this section – but screening a milestone at the CDR CMD board (CO Afloat, XO Afloat or XO*) remains the single biggest factor to selecting for O-5. Performance at sea during Department Head tours remains the driving force to successfully screen for a milestone.



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

Commander Command Board: Make sure your record is up to date! The Commander Command (CDR CMD) board convenes on 08 DEC 25 and is approaching quickly. As a reminder, any admin sent to the CDR CMD board via letter to the board (LTB) will **NOT** become a part of your official record. Always review your record before any administrative milestone screening or statutory promotion election board. If you have any concerns over your record or board eligibility, please reach out to your detailer early and often!

Correspondence due date: All correspondence for the CDR CMD board is due NLT 28NOV25.

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

Post DH Operational Assignments: Post DH detailers have a primary focus on making your record as competitive as possible for milestone screening during the CDR CMD Board. Screening for a milestone is the key to being selected for O5! Post DH detailing is informed by past CDR CMD Board statistics which indicate that the strongest message to the CDR CMD Board officers can send is serving in sea duty assignments at DESRONs, PHIBRONs, CSG/ESG staffs, and at numbered Fleet MOCs. In the last 12 months, 35% of post DH rollers reconciled to overseas or at-sea operational staff billets. In pursuing these sea duty assignments, officers strengthen their professional record and experience while serving in demanding billets.

PERS-410/411 – PCCs / CDRs / LCDRs

Reconciliation 101: We conduct reconciliation every other month except for Nov-Dec due to supporting CDR CMD Board preps. You can expect to reconcile to your post DH billet eight or nine months prior to your PRD. The Downstream Fill List and other details can be found on the PERS-410/411 NPC webpage at <https://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-41-SWO/Detailers/410-411/>. We include every funded billet assigned to PERS-41; 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/circumstances are different which is why we work diligently to match talent to task against while trying to meet what the member needs professionally to screen milestone at the CDR CMD board, what the member wants personally as well as meeting all the requirements we are required to fill for the fleet.

Officer Manning Priority (OMP): 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 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, those not on due-course milestone 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.

PERS-410/411 – PCCs / CDRs / LCDRs

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

SURFPAC: LCDR Christina Danai, christina.a.danai.mil@us.navy.mil

SURFLANT: LCDR Joseph Deighan, joseph.t.deighan.mil@us.navy.mil

Lieutenant Commander Retention Bonus (LRB):

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

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

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

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

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

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

PERS-410/411 – PCCs / CDRs / LCDRs

Post Commander Command Executive Detailing (410): Discussions for your Post Commander Command (PCC) assignment will begin about 9 months from your PRD/Change of Command. While you do not compete across a slating cohort from billets appearing on the DSF, 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, ATG, SMWDC, SWSC, N95/N96, 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



Branch Head / Post-Command Commander Detailer:

CDR Kris Tester - kristofer.a.testers@us.navy.mil

Command-Screened Officers:

LCDR Aaron Jochimsen - aaron.a.jochimsen@us.navy.mil

XO-Afloat and XO-SM Screened Officers:

CDR Antonio Jones - antonio.t.jones@us.navy.mil

CDR/LCDR Detailers (Non-milestone screened Officers)

Letters A-M Lcdr Benjamin Kozlowski - benjamin.w.kozlowski@us.navy.mil

Letters N-Z Lcdr Alex Schneider - alex.d.schneider@us.navy.mil

* Approximately nine months from an officer's 2nd DH tour PRD, they will be assigned alphabetically to the appropriate 411 detailer.

** Once an officer screens for CMD (Afloat or Special Mission), their detailer is Lcdr Jochimsen.

*** Once an officer screens for XO-Afloat, XO-Afloat*, or XO-SM, their detailer is CDR Jones.

PERS-410/411 – PCCs / CDRs / LCDRs

FY-26 COMMANDER LINE BOARD STATISTICS:

OVERALL SWO STATS FOR ALL LOOKS			
Cohort	Eligible	Selected	Selection Rate
Above Zone	107	24	22.43%
In Zone	196	169	86.22%
Below Zone	323	6	1.86%
Total	196	199	101.53%

Bottomline: Excellent O-5 board for the SWO community. SWOs picked 6.6% above board rate. 100% of CO Afloat Screened Officers that were IZ eligible selected. Both CO Afloat Screened Officers eligible AZ were selected having screened at the FY26 CDR CMD Board.

Overall Board Rate: 95.17% (572)

- 1110 101.53% (199)
- 1120 10.00% (92)
- 1130 115.38% (30)
- 1140 107.69% (14)
- 1310 86.98% (167)
- 1320 85.37% (70)

SWOs had 169/196 in-zone selects, 24/107 above-zone selects and 6/323 below-zone selects.

- 79/71 CO Afloat screened officers were selected.
- 0/0 CO SM screened officers were selected.
- 32/32 XO-Afloat screened officers were selected.
 - o One IZ not selected.
- 62/56 XO-Afloat* screened officers were selected.
 - o Two AZ and five IZ not selected.
- 10/6 XO-SM screened officers were selected.
 - o One AZ and one IZ not selected.
- 16 non-milestone screened officers were selected.



PERS-412

#OWN YOUR CAREER...AND WIN! Shipmates, greetings from the 412 Arena. Hard to believe we find ourselves mid-year already, with a lot happening since our last newsletter. From visiting our Shipmates out in the Land of the Rising Sun, Mayport, PNW and Hawaii to the early execution of the FY-26 DH Board, 2025 has been focused at keeping our main line of effort front and center...YOU! Later this month the legendary CDR Rob Keller returns to the Land of Elvis to relieve me as PERS-412 Branch Head. Rob is coming off his PCC1 tour as ATG Mayport CO after absolutely crushing command of USS JASON DUNHAM (DDG 109). Rob is a 41 alum and I guarantee you'll be served high-quality, white glove distribution and detailing under his charge. Let's rip into it:

MIDSHIPMEN Blue Chip Program. Excited to announce that we have expanded the offer of Blue Chips (BC) to MIDN 2/C's. Lock in talent early and as you work through welcoming MIDN aboard this summer, remember that this is our chance to show off the great work you and your Sailors are doing at sea. COs that receive MIDN on a summer training cruise are able to issue a maximum of three MIDN BCs per year with no restrictions to BC make-up across MIDN ranks. Having the connection to a specific wardroom can make the difference in whether a MIDN puts SWO as their #1 choice at service selection. Exercise MAX positivity this summer and should a MIDN earn a BC, please ensure contact is frequent with the BC MIDN post-cruise to let them know how excited you are to welcome them to your team. LT Matt Ponzi, matthew.j.ponzi.mil@us.navy.mil, has the CONN for any specific questions.

SWO Qualification Timelines. For YGs 19-24, average timeline to pin is 20.73 months. The median is 20.55 months indicating the average isn't being driven by outliers. Reviewing timelines of the ~2800 DVs who have qualified since 2023, less than third are reaching the desired 18-month benchmark and almost a quarter are qualifying at 24 months or later. The expansion and restructuring of DV pipeline now result in the most capable and knowledgeable DVs we have ever seen, yet qual timelines do not improve. A heavy ask no doubt to give more, but understand the gains are significant when qualifying by 18 months.

Orders. Orders release posture is for those transferring through 2512. Release posture is based off available PCS funding. Continue to exercise patience and do reach out if you have any questions.

As we power through the summer heat and the second half of the year, I truly wish nothing but the best for you, your wardrooms, and your families. Our community is constantly adapting to whatever the tactical environment needs with professional opportunities to invest in you...the leadership that will catapult us into the future. I hope you take a hard look at the opportunities available to you, lock in on your goals, and aim accurately to achieve all that you strive for as a bone-in-teeth SWO. It has been an absolute honor to serve alongside you Shipmates. Stay ready and can't wait to see what you achieve from the sidelines.

All the best and V/r, CDR Mike Bencini



PERS-412 – Division Officers

DIVISION OFFICERS

SWO(N) 1st Division Officer Tours. Greetings to all Nuclear Warriors out there on their initial tours! There's a vast amount of tribal knowledge about SWO(N) 1DV tour timing, so here's the ground truth. While the nominal SWO(N) 1DV tour is 21 months, a SWO(N) 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 must 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, this will now allow for an 18/24 option. 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.

Reach out to any of us in the 412 Arena for additional questions.

Second Division Officer Tour Slating Process. Detailed information on the slating process to your 2DV ride and slating windows can be found on the webpage below. One change to highlight is OOD U/W qualification is required to slate as CO endorsements will no longer be accepted. We understand that external circumstances may prevent this and your preferences will be taken into consideration to post slate. Warriors, keep working towards those SWO pins if you haven't earned already!

<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 ton of options. The SWO Community has billet options everywhere, and we strive our best to slate our officers to the jobs they want. The table below is to provide transparency and data in how Shore Slaters are making out across our enterprise.

March 2025 JO Shore Slate Statistics	Slaters	Total %
Executive Slaters (DHRB Signers)	30	24%
SWO(N)	18	14%
WTI	2	2%
WTI Select	8	6%
EOOW	22	17%
TAO	6	5%
Assignment of Top 5 Preferences	106	84%
Assignment of 6 th -10 th Preferences	14	11%
Assignment of > Top 10 Preferences	6	5%
Total Slated	126	

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 NOM list constantly 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) our 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. TWO AEI COI/YEAR: JUL-SEP and OCT – DEC. 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, ATG 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 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. You are required to have your TS clearance prior to applying and should contact your detailer to ensure you meet 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 NAWDC_N9_MISR@navy.mil.

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 ship, you should be afforded an opportunity to gain experience by standing the watch!

PERS-412 – Division Officers

PERS-412: FY2025-2026 SEA and SHORE Slate Schedule

Updated: March 2025

*** Dates are subject to change ***

SHORE Slate Schedule

SEA Slate Schedule

Officer PRD	Slate Month	Officer PRD	Slate Month
JUL-SEP 2025	DEC 2024	JUL-SEP 2025	NOV 2024
OCT-DEC 2025	MAR 2025	OCT-NOV 2025	FEB 2025
JAN-MAR 2026	JUN 2025	DEC 2025 - JAN 2026	MAY 2025
TALENT MANAGEMENT	AUG 2025	FEB-APR 2026	JUL 2025
APR-JUN 2026	OCT 2025	MAY-JUN 2026	SEP 2025
JUL-SEP 2026	DEC 2025	JUL-SEP 2026	NOV 2025

Talent Management Board (TMB) 2025. This year's board is scheduled for 08 August 2025 for those with PRDs between November 2025 – December 2026. As a reminder for those that applied, if you accept the billet you are offered, then you MUST submit a DHRB contract. Results are expected to be released NLT early September 2025. Can't wait to lock in some banger opportunities for those that are ready to commit!

USNA YP Craftmaster AQD. For those that have an interest in joining our talented SWOs at USNA's SEANAV directorate for their shore tour, and remain passionate about being at sea, 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!

Option Officers (EDO/OCEAN). Option Officers remain an essential part of the SWO community throughout Sea Tour completion. EDO officers will complete a 2DV before transferring into the EDO community. 2DV tours are recommended to be a ship in maintenance, SRA, or AVAIL. Exceptions for operational tours can be made – reach out to your detailer and EDO POC for information. OCN option officers FY25 or beyond are required to conduct a 2DV before transferring to the OCN community. Officers FY24 or prior remain in the 1DV tour only category.

PERS-412 – Department Heads

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.

DEPARTMENT HEADS

1st Tour Department Heads.

Howdy, shipmates! I'm LCDR Nick Bonsall, your 1st Tour Department Head Detailer. If you've screened for DH and are on the fence about singing 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 YG17-YG21. 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. Recommend reviewing JTR, My Navy HR website, and applicable MILPERSMANs to streamline conversations!
- 1 on 1 meeting to review your record

Don't hesitate to reach out via email at nicholas.a.bonsall.mil@us.navy.mil.

WTI Distribution Officer.

I am LCDR Lindsey Boyle, and I am the first PERS-412W WTI Distribution Officer! I am also coordinating assignments for AEI and MISR. I am coming to PERS-41 from my department head tours on USS Arleigh Burke (DDG-51). I have both amphibious and CRUDES experience afloat, and I am an ASW/SUW WTI. I look forward to hearing from you! Reach out via email at lindsey.s.boyle.mil@us.navy.mil.

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 will be more restrictive thresholds to attend Department Head School past your YCS-8 anniversary starting in June 2025. This is designed to maintain officer's ability to meet and screen for milestones with changes to statutory board timing. All existing approved requests will be honored.

Single Long Tour – Operations Officer. SLT OPS is now in run. Officers slated to be Operations Officers on FLT IIA DDG's for their DH tours will now serve three-year tours on a single ship. There will be a select amount of ships reserved as 18-month tours to allow Nuclear Officers the opportunity to serve as OPS. For serving OPS, or non-SLT OPS, selective conversion may be available on a limited basis. As the Department Head billet base begins to strengthen, you can expect that all OPS jobs will go back to the conventional 18-month tour. I expect this change will go into full effect in the Fall of 2026.

PERS-412 – Department Heads

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 2nd Tour DH's! 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. The current 2DH extension is approximately 3-4 months due to unplanned losses and training track delays. If you did not receive substantial operational experience during your 1DH tour, you should expect to be sent to a homeport which will facilitate you getting operational experience. During 2DH slating, you are NOT guaranteed to remain in the same homeport unless stabilization is required for co-location or EFM. There are A LOT of 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 of the requirements. I look forward to working with you! Keep me in the loop! Standing by to assist, chad.a.kenton.mil@us.navy.mil.

****EARLY COMMAND OPPORTUNITIES****

Starting in Fall 2025, PERS-41 will be assigning Early Command (EC) LCDR's to command Spearhead-class Expeditionary Fast Transport (T-EPF) crews. This exciting opportunity 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.

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.

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, and the first officers to be detailed to these positions are in their command training pipeline as you read this! The next Early Command Board will occur with the Major Command Board in November 2025. Contact me 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!

- **Farewell to LCDR Jackie Salvatini:** BZ to Jackie for her heavy lift during her time in Placement as she shifts to a new role PERS-41 CAG before she heads off to XO pipeline! You will be missed!
- **Welcome to LCDR Gabi Rosado:** Gabi is coming to us from USS MUSTIN and has taken over as CRUDES Placement. Welcome Gabi!
- **Welcome to LCDR Eddie Cruz:** Eddie is our newest arrival from USS CARL M LEVIN here to tackle CDS/LCS/MCM/NECC/AMPHIB/MSC Placement. Welcome Eddie!
- **Welcome to LCDR Mark Hansberry:** Mark landed in 413 following a successful tour at OPNAV. He is ready to answer all things Executive Placement. Welcome Mark!

Meet the New Team!

- | | | |
|-----------|-----------------------------|----------------------|
| • 413 | Surface Shore/Branch Head | LCDR Vincent Fontana |
| • 413 A/B | CRUDES | LCDR Gabi Rosado |
| • 413 E/F | CDS/LCS/MCM/NECC/AMPHIB/MSC | LCDR Eddie Cruz |
| • 413 X | Executive | LCDR 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

We are making our approach to come alongside during the following trips – looking forward to sitting down with you:

San Diego	08-12SEP25
Norfolk	22-26SEP25
Bahrain/Rota	06-10OCT25
San Diego	02-04DEC25
SNA East	13-15JAN26

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. We also recommend using stop-gaps provided by TYCOM to make up the difference.

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.

- i. Auxiliary Engineering Division Officer
- ii. Electrical Engineering Division Officer
- iii. Legal Officer
- iv. Tactical Tomahawk Weapons Control System (TTWCS) Watch Officer (TTWO)
- v. Ordnance Officer
- vi. Electronic Warfare (EW) Officer Surface
- vii. 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, Vince
PERS-413 Branch Head



The Fantail

Greetings from Millington, TN. I have relieved CDR Katherine “Kat” Vester as Branch Head for Surface LDO/CWO Assignments (PERS 414). It is truly an honor, and I am humbled to have this opportunity to serve you and our community. Thank you, CDR Vester, for all that you did for the Surface and General Line communities - best of luck to you and your family at your next tour!

For those who may not know me, I am a Surface Electronics (6180) LDO (former Surface Ordnance 6160) and I recently completed a tour at the Board of Inspection and Survey as the Director of C5I. This is my second tour in Millington, having served as the Surface Ordnance and Electronics Detailer (PERS 414D) from 2017-2019.

I would be remiss without saying goodbye to CDR Jacob Uptegrove. CDR Uptegrove was relieved by CDR Gaston “JR” Hatfield as the Surface Engineering Detailer (PERS 414C). Fair winds and following seas CDR Uptegrove and thank you for all of your tireless efforts! CDR Hatfield joins us from the USS BATAAN (LHD 5), having completed his O5 milestone tour at sea as the Chief Engineer. Welcome aboard CDR Hatfield and family – the Fantail is extremely excited to have you on our Team.

Communication: The Fantail receives a significant number of emails and phone calls each day, and my detailers are doing their best to respond within 72 hours. Communication is the most important tool we have—and it is a two-way process. We rely on you to be clear, concise, and accurate when reaching out, just as we strive to do the same in return. Please use brevity and include essential details in your messages to help us assist you efficiently. If you haven’t received a response in a timely manner and your issue is urgent, please cc me or call me directly. Your patience and professionalism are appreciated.

Orders: Worldwide assignability is essential to remain competitive and mission ready. As commissioned officers, we must be available to fill global billets across all theaters to meet the Navy’s operational needs. Limiting geographic flexibility can impact career progression, detailer options, and the community’s ability to support the fleet. Unrestricted assignability is a core expectation and a professional responsibility. Our #1 goal is to keep you in the fight and on track for your next promotion!

Please read your orders in their entirety to avoid unintended delays or ORMODOs! No cost orders have a release posture of about 6 months – these are same geo-location PCS moves, while funded, change of geo-location orders, have a release posture of approximately 4-5 months, dependent on funding streams. Retirement orders have a release posture of 8-10 months.

My team exhausts every effort to push orders as fast as we can, but understand orders go through many desks outside of the 414 shop. If you need a letter of intent (LOI) or are intending to execute a close-proximately move, contact your detailer early so we can assist you to avoid any delays and to assist you and your family with the PCS.

PERS-414 – LDOs / CWOs

Boards: Statutory and administrative boards are both a professional responsibility and a valuable opportunity for every naval officer. Participating in a board offers firsthand insight into the promotion and screening process while serving as a meaningful way to give back to the Navy and our Mustang community. If you are interested in gaining board experience, contact your detailer to volunteer. Your name will be placed on a rolling list, and if selected, you will be notified by Board Sponsorship. Depending on the board's requirements, you may be assigned as a member, recorder, or assistant recorder. Please note that officers are not permitted to request or “bird dog” specific boards, as doing so renders them ineligible. Additionally, all aspects of board participation are strictly confidential. Board Sponsorship will provide detailed instructions upon selection.

For those selected FY-26 Commanders and Captains, your next administrative screening will be the Commander Command and Major Command screening boards.

Surface Major Command (#085): 3-7 Nov 2025

Surface Commander Command (#270): 8-12 Dec 2025

To be eligible you must have successfully completed the Surface Limited Duty Officer Command Qualification Program for Command Ashore (COMNAVSURFPACINST/COMNAVSURFLANTINST 1412.3(series)) and have been awarded the 2D1 additional qualification designator. All record updates and letters to the board must be completed and submitted no later than 10 business days prior to the start of the board.

You will receive up to three looks for Surface Major Command and two looks for Surface Commander Command.

I will contact all Commander and Captain selects individually for a one-on-one review of your record well in advance of the start of each board.

Joint Professional Military Education (JPME): There continue to be questions about whether pursuing JPME is necessary. The bottom line: if you've already completed your undergraduate and graduate degrees and are eager for continued growth, JPME is a valuable investment. Though not mandatory, it broadens your understanding of joint operations, strategic thinking, and leadership—making you more competitive and professionally versatile. Two accessible options include: 1) Naval War College Distance Education Program, and 2) Air Command and Staff College. Learn more here: <https://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-41-SWO/Career-Info/JPME-Joint/>

Record Management: All officers are ultimately responsible for maintaining the accuracy of their own service records. While detailers may conduct courtesy reviews ahead of administrative or statutory boards, you must personally review your record to identify and correct any discrepancies. Timely updates ensure you present your best self to selection boards. A helpful guide for managing and updating your official record is available here:

https://www.mynavyhr.navy.mil/Portals/55/Career/Detailing/Officer/SurfaceWarfare/Documents/Officer_Record_Management_Brief_NOV%2023.pdf?ver=Lr5dz55HbyTYKYVeoCgw3g%3d%3d

Work/Life Balance: Establishing a healthy work/life balance is essential for sustaining long-term effectiveness and well-being in the LDO/CWO community. As Mustangs, we are often called upon to lead from the front—juggling operational demands, mentorship responsibilities, and administrative, technical, and tactical excellence. But without intentional balance, burnout becomes a real risk. Prioritizing family time, physical fitness, and personal development is not a sign of weakness—it's a

PERS-414 – LDOs / CWOs

strategy for longevity. Whether it's taking leave to attend a child's graduation, setting boundaries to protect time for spiritual renewal, or pursuing a hobby that brings joy, these moments restore the energy needed to lead with clarity and purpose. Officers who neglect their own well-being may find their judgment clouded, their relationships strained, and their leadership compromised. The Navy needs Mustangs who are not just professionally capable, but personally grounded. A balanced life strengthens resilience, promotes clarity, and sustains the warrior-scholar mindset our community depends on.

In closing, our people remain the greatest strength of the Mustang community. Your dedication, professionalism, and daily contributions make a lasting impact on the Navy and our collective success. Keep pushing forward—personally and professionally—with the same drive that brought you here. We are honored to serve alongside you. If there's anything you need, or if there's a tough conversation to be had, don't hesitate to reach out. We're here to support you—every step of the way.

With much respect,

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



PERS-460 Training and Administration of the Reserves

Greetings from your SWO TAR Detailers! I am the new Senior SWO TAR detailer, CDR Steven Gonzalez. Please join me in wishing CDR Jeff Gerring farewell and following seas as he sails off to enjoy his retirement.

TRAINING AND ADMINISTRATION OF THE RESERVES OFFICER PROGRAM



To maintain a high level of operational experience in the program, TAR unrestricted line (URL) officers in all grades follow a sea and shore rotation comparable to their active-duty contemporaries. The shore duty assignments that TAR URL officers perform include Reserve management tours based on career progression requirements and billet availability.

The typical TAR officer career path includes a balance of operational and Reserve management assignments.

Reserve MSRON Command

In support of the NECC mission, 8 new Reserve MSRONs (RMSRON) have been established, 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 will be XO/CO fleet-up that alternate between a SELRES Officer and TAR Officer. The screening for these billets will take 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.

SWO TARs who are going up for CDR CMD screening in December, please review your record for accuracy. Additionally, I will be conducting record reviews for all board eligible SWO TARs and coordinating with RADM Frost, the SWO TAR community leader, in scheduling a SWO TAR mentorship/record brief to assist those preparing for the CDR CMD board.

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.

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/>

Your Detailers:

CDR Milestone screened and O-5 CDR Steven Gonzalez: steven.gonzalez4.mil@us.navy.mil
O-4 and junior LCDR Anthony Joseph: anthony.m.joseph10.mil@us.navy.mil

BUPERS-311 – SWO Community Manager

What is the SWO Community Manager? Everybody knows about their Detailer, so it's easy to assume that all jobs in Millington have something to do with assignments, placement, and distribution. Our function is to manage community health through the various control levers we have in place to assist with talent management in aligning the force the Navy needs to meet current and future requirements. My key lines of effort include:

- | | |
|----------------------------|---|
| -Accession Planning | -POCR (Probationary Officer Continuation/Redesignation) |
| -Lateral Transfers | -Special and Incentive Pays (think DHRB, LRB & SORB) |
| -Graduate Education Quotas | -Billet Base Management |
| -Promotion Planning | -Continuation/Retire-Retain Requests |
| -Reserve Recalls | -Tailored Community Transition (TCT) |

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.

Lateral Transfer Board: I 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.

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

I take the overall health of your specific year group into account to calculate if we're on glideslope to meet future SWO requirements. It's a combination of uncommitted officers, # of DH contracts required, # of applicants, and if we're projecting gapped billets by year group and rank. My most common question is how many out quotas there will be, and the truth is I won't know until right before the board due to fluctuations in all the above categories. Out quotas 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.

You have a stronger chance of selection if you reach out to the gaining community manager and maintain contact through the board. It's also highly recommended to get letters of recommendation from leaders within the gaining community and tailor your package to whatever the gaining community manager tells you. Once you're released from SWO, selection is limited by the number of out quotas and the gaining community's priority in the selection list. Your goal is to be the #1 package they see.

If you're on the fence debating whether to continue as a SWO Dept Head, reach out and let's discuss options. You are incredibly 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 Dept Heads, we need your help motivating and mentoring our best officers to stay SWO. We have the best jobs in the Navy, so share your stories and experiences!!!

SURFACE WARFARE OFFICER



THE BEST JOB IN THE NAVY!

V/r,
CDR Lauren Johnson

PERS-41 Contact Information

PERS-41	Director	CAPT Robert Francis	robert.c.francis12.mil@us.navy.mil
41A	Deputy / CAPT Detailer	CDR Jason Garfield	jason.m.garfield.mil@us.navy.mil
41B	Assistant Director	LT Jessica Mathews	jessica.j.mathews8.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
41N	Surface Nuclear Placement	CDR Justin Smith	justin.b.smith3.mil@us.navy.mil
41N1	Surface Nuclear Community	LCDR Dyuti Das	dyuti.das.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
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