



PERS-41 Newsletter

March 2016

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#LeadAtSea

Website: <http://www.npc.navy.mil/bupers-npc/officer/Detailing/surfacewarfare/Pages/default.aspx>
 Forums: www.sailorbob.com Instagram: [Instagram.com/pers41/](https://www.instagram.com/pers41/)
 Twitter: twitter.com/PERS41

From the Bridge

Greetings from Millington! Hoping this finds you doing well.

In the last few months, the Surface Warfare community has implemented a series of initiatives designed to improve the warfighting effectiveness of the Surface Force. From an officer detailing perspective these initiatives:

- **Develop warfighters like never before.** Over the past two years, 54 Officers (6 cohorts) have graduated from the Integrated Air and Missile Defense (IAMD) Warfare Tactics Instructor (WTI) course. These officers are force multipliers in the fleet, and are leading the charge to increase the tactical acuity of our surface forces and to develop the tactics necessary to defeat all emerging threats. By the end of May 2016, Naval Surface and Mine Warfighting Development Center (SMWDC) will have completed the inaugural Anti-Submarine/Surface Warfare (ASW/SUW) (14 weeks and 12 graduates) and Amphibious Warfare (AMW) WTI Courses (12 weeks and 9 graduates). Additionally, SMWDC Detachment San Diego has graduated over 150 Officers from their Advanced ASW Officer Course of instruction (formerly SuASW WTI)

- **Empower our Commanding Officers (COs) with additional authorities** to shape the makeup of their future wardrooms. These new policies impact Midshipmen selection, Division Officer (DIVO) sequencing and Department Head (DH) assignment and are already in motion!

- **Grow future Commanding Officers with more experience and W.U.K. (Water Under the Keel).** Under newly approved policies, DIVO and DH tours will be on ships or DESRON/PHIBRON staffs -- and nothing else. New policies also ensure that 3 of the 4 tours in the DIVO/DH sequence will be served on ships, with latitude that the remaining tour can be served in key positions on operational DESRON/PHIBRON staffs.

- **Retain our most talented young officers to serve as our future DHs, COs and Warfare Commanders.** Last July, we launched the new "SWO Career Chart," an option-based, agile, flexible career path that empowers junior officers with choice and opportunity. Now more than 6 months into execution, we have officers proceeding down each of the tracks in the chart. Along the way, we integrated new tools into the Career Chart -- through the new Fleet Scholar Education Program (FSEP), talented young SWOs will attend fully funded graduate education at America's most prestigious civilian institutions and we are broadening opportunities for exposure to America's top companies through the SECNAV Tours with Industry (SNTWI) program.

Many thanks for your leadership and support of Surface Warfare Officers around the world. I am excited for our future and I know that you are, as well!

Vr,
 CAPT Brad Cooper
 Pers-41

PERS-41A Captains

Updates from Millington

Welcome to 2016! As many Captains in YG86 prepare to reach statutory retirement, we thank you for your service to our Navy and our community these past 30 years.



We have plenty of work to go around for Captains – and endeavor to balance needed O-6 fills with your personal, family, and professional desires. There are Captain assignments world-wide, including overseas staffs, GSA/IAs, and instructor assignments. In fact, we recently received our 2017 ROTC fills list, so if interested, please shoot me a note. We recognize the importance of recruiting early – and ROTC is an important and impactful locale to begin our efforts to recruit for SWO early!

FY-17 Surface Major Command Board

41 of 165 SWOs were screened for SWO Major Command and 11 of 11 SWOs were screened for Acquisition Corps Major Command at last November's Major Command board. As always, proven and sustained superior performance in Commander Command was the primary consideration. Joint experience, IA/GSA assignments, and potential for future contributions also proved significant factors.

FY-17 SWO Overall Board Statistics

- Overall SWO board rate was 31.5% (52 of 165) (11 of 11 screened for SWO AC)
- Diversity selection rate was 25.0% (8 of 32) Diverse
- Female selection rate was 42.9% (3 of 7)
- NUC selection rate was 43.8% (7 of 16)
- CRUDES CDR CMD selection rate was 37.9% (36 of 95)
- AMPHIB CDR CMD selection rate was 36.8% (7 of 19)
- LCS CDR CMD selection rate was 44.4% (4 of 9)
- CO-SM selection rate was 9.8% (5 of 51) (4 of the 5 screened for SWO AC)
- Served/serving on IAs 27.6% (8 of 29)

Current Duty Stations for the 52 Selects:

- 6 are serving at OPNAV
- 6 are serving at a program office
- 4 are serving at JCS
- 4 are serving as Reactor Officers
- 3 are serving on Strike Group Staffs
- 3 are serving at OSD
- 2 are serving at PCRON
- 1 is serving at CNSP
- 1 is serving at COMPACFLT
- 1 is serving at CNAP
- 1 is serving at CORIVRON 3
- 1 is serving in AFSB PONCE
- 1 is serving at SOCOM
- 1 is serving at CSFTL
- 1 is serving at NSMWDC
- 1 is serving at NSMWDC Det Dahlgren
- 1 is serving at Engineering Assessments Norfolk
- 1 is serving at ASN FMC
- 1 is serving at NPC
- 1 is serving at CEN FOR SPECOPS

PERS-41A Captains

Current duty stations continued:

- 1 is serving at USFFC
- 1 is serving at MDA Dahlgren
- 1 is serving at MSCO Korea
- 1 is serving at Naval Leadership School
- 1 is serving SWOS
- 1 is serving at USCYBERCOM
- 1 is serving at US AAMDS Romania
- 1 is serving at SACT JWC
- 1 is serving in a Fellowship
- 1 is serving at SURFMEPP
- 1 is a student at the Naval War College

Greetings and Happy New Year from PERS-410! I would like to congratulate all of our new CO and XO selects from last December's board -- you each have extremely challenging and exceptionally rewarding tours forthcoming – sail safe and lead your Sailors well!

For our PCCs, once again, thank you for your patience during the board season. As CDR FITREPs approach, I will be reaching out to those of you coming up on orders this summer and fall to get your preferences and discuss options that will set you up best as you move toward your first look at the Major Command board. If you have any questions on the timing of your promotion or MC board, please do not hesitate to shoot me a note.

I wish you all a fantastic 2016 and look forward to meeting many of you during our various travels this year.

Fleet Up Certification Process

As part of the command qualification instruction, CNSP/CNSLINST 1412.2B, all sitting Executive Officers in Fleet Up billets must be recommended by their Commanding Officer, certified by their ISIC, and endorsed by their TYCOM prior to Fleeting Up and assuming command. This process is closely monitored at PERS-41 through the XO's PRD. Once the certification letter is routed through the TYCOM, an electronic copy is forwarded to PERS-41 and your 18 month fleet up orders to the CO billet are released. If the XO is not already Command Qualified, that process, to include separate TYCOM endorsement, must occur prior to routing of Fleet-up Certification. An example Fleet Up Certification letter can be found in enclosure 5 of the 1412.2B. Please contact LCDR Andrew Roy (andrew.t.roy@navy.mil) if you have any questions. The TYCOM Points of Contact are LCDR Colin Kennedy for CNSL (colin.kennedy@navy.mil) and LCDR Jenna Raunig for CNSP (Jenna.Raunig@navy.mil).

FY-17 Surface Commander Command Board (7-10 December)

The FY-17 Surface Commander Command Board concluded on 10 December and included very competitive records across all cohorts. The Board had the difficult task of picking the best and most qualified Officers from a highly competitive group. For 1110/1117 SWOs, this board marked the first look for command for PYG-13 (promotion year group to LCDR), the second look for PYG-12, and the third & final look for PYG-10 officers previously selected as XO Afloat or XO Special Mission. For LDOs, this board marked the first look for command ashore for PYG-16 (promotion year group to CDR) and second look for PYG-15.



FY-17 Surface Commander Command Board (Cont.)

From an initial group of 155 PYG-13 officers, of which 109 were Command Qualified* (70%) and eligible for Command on their first look:

- 42 Officers selected for Command Afloat
- 6 of the 42 Officers selected for Command were identified as Surface Acquisition Corps Candidates. These Officers will be assigned a Flag AP mentor and encouraged to consider applying for selection into the Acquisition Corps.

*** Of note, the above 70% command qualification rate was a marked increase on the FY16 Board (59%) and the FY15 Board (51%). ***

From a group of 44 PYG-12 officers, in which 26 were Command Qualified* and eligible for Command on their second look:

- 9 Officers selected for Command Afloat
- 6 Officers selected for Executive Officer Afloat
- 14 Officers selected for Executive Officer Special Mission

From an initial group of 70 PYG-10 officers, in which 48 were Command Qualified* and eligible for Command on their third look:

- 12 Officers selected for Command Afloat
- 12 Officers selected for Command Special Mission

Additionally, from a group of 32 Limited Duty Officers, in which 16 were Command Qualified**

- 12 were selected for (9 first, 3 second look) Command Ashore.

* in accordance with CNSP/CNSLINST 1412.2B

** in accordance with CNSP/CNSLINST 1412.3

FY17 SWO Commander Command Board Rates (ALL Selects, both CO and XO, Afloat or SM):

Overall	- 47.3% (95 of 201)
*CMD Afloat Rate	- 34.4% (63 of 183)
Diverse	- 49.0% (24 of 49)
African American	- 46.4% (13 of 28)
Asian	- 25.0% (1 of 4)
Native HI/Other Pac Isl	- 100% (1 of 1)
American Indian/AK Native	- 100% (1 of 1)
Multi-Racial	- 50.0% (1 of 2)
Hispanic	- 53.8% (7 of 13)
White	- 46.1% (66 of 143)
Race Not Specified	- 55.6% (5 of 9)
Females	- 66.7% (12 of 18)
Nuclear trained	- 33.3% (8 of 24)

PERS-410/411 – PCC / CDRs / LCDRs

Current Duty Stations for the 75 Command Selects:

- 18 are serving as Executive Officers Afloat
- 8 are serving at OPNAV
- 6 are serving at SWOS
- 5 are serving at NPC
- 5 are students at a War College
- 4 are serving on Fleet Staffs
- 4 are serving as DH/XO-SM on LHD/A or CVN
- 3 are serving in Early Command
- 3 are serving at NSMWDC / NSMWDC Detachments
- 2 are serving on a COCOM Staff
- 2 are serving as Legislative Fellows
- 2 are serving at ATG
- 1 is serving at an ACU
- 1 is serving at CNP
- 1 is serving at COMNAVAIRPAC
- 1 is serving at CNSL
- 1 is serving at COMOPTEVFOR
- 1 is serving on the Joint Staff
- 1 is serving at OLA
- 1 is serving at NLEC
- 1 is serving at a NOSC
- 1 is serving at PCRON
- 1 is serving at TTGP
- 1 is serving at U.S. Aegis Ashore Romania
- 1 is serving on a Strike Group Staff

As in years past, the most important factor for consideration was sustained, superior performance as a Department Head and in follow-on sea tours, to include those in early command. Soft breakouts in block 41 and hard breakouts in blocks 42/43 are key metrics.

For shore tours, the board recognized performance in challenging billets within the Surface Warfare community and on major staffs such as OPNAV, BUPERS, TYCOMs, SWOS, ATG, and SMWDC. Additionally, completion of a Master's program (regardless of major) and JPME Phase I were advantageous; whereas non-completion of a Master's degree while in-residence was a discriminator.

To discuss specific questions regarding your record, please contact your detailer. Congratulations to all selects!



PERS-412 – Junior Officers

Apply for Early Command!

Today's Patrol Coastal (PC) and Mine Countermeasure (MCM) commands are filling critical roles across the globe. As highly capable ships, it's no surprise that operational commanders in 5th Fleet, 7th Fleet, and 4th Fleet are leveraging our Early Command platforms to execute complex mission sets at the sharp edge of our battlespace. Whether you're providing real time information to the operational commander, conducting a Griffin missile shoot, or on a Counter Narcoterrorism deployment, your leadership will play a critical role in relationships with our international partners and our Navy's mission.

We need our best and most-fully qualified officers to command these important platforms. Many great officers choose not to apply for early command because of an outdated perspective of what Early Command is and how it's viewed by the Navy's leadership. Here are a few facts about Early Command that may better inform your perspective:

You have the full authority of Command at Sea: There is no difference between the authority held by an O5 CO and an O3 CO. Whether it's defending your ship, NJP authority, awarding Navy Achievement Medals, or meritoriously advancing a high-performing Sailor, you have the authority to make the call.

Performance over potential: There's no substitute for proven performance while in Command at Sea. Early Command provides a unique opportunity for officers to demonstrate the potential shown during Department Head tours. Now, more than ever, our Navy needs proven warfighters who demonstrate sound judgment in the face of complex challenges. There is no better proving ground for that than in Early Command.

Apply with no risk: APPLY! If your chain of command supports your application, there's no reason not to apply. If you are selected it is annotated in your record and you look like a rockstar! There is no indication on your record if you are not selected. It is literally a free lottery ticket! Let your detailer worry about your timing.

Congratulations to our most recent Early Command screened officers:

- LCDR William Stewart - LT Joseph Brisco - LT William Green

- LT Benjamin Pearlszig - LT Robert Toohig

The Early Command Screening Board convenes semi-annually (Jun 16 / Nov 16). Officers in their 1st or 2nd Department Head tours or Post-DH shore tour are eligible for screening. To learn more about the application process or Early Command opportunities, contact the 2nd Tour Department Head / Early Command Detailer, LCDR Dave Catterall at david.catterall@navy.mil or (901) 874-3485 or visit: http://www.npc.navy.mil/bupersnpc/officer/Detailing/surfacewarfare/Documents/Early_Command/Early_Command_Guidance_Message.pdf

PERS-412 – Junior Officers

Department Head Sequencing Plan

The tours spent as a Department Head are some of the most critical years in the Surface Warfare career path and we want to ensure that we are maximizing every officer's opportunity for personal and professional growth while grooming our future Commanding Officers.

To assist the community in achieving this goal, there are a series of approved enhancements to our assignment sequence that are designed to provide greater opportunities for professional development of our Officers at sea, capitalize on the Department Head billets that are funded annually, ensure that we have our top talent and skillsets serving in our most challenging and critical billets, and empower Commanding Officers to shape the future of their wardrooms. Additionally, we are looking to utilize these enhancements to balance the 1st Tour/2nd Tour DH flow by eliminating some 2nd Tour DH billets to help stabilize tour lengths and Department Head timing.

ATG ENG Assessor and NCW/RIVRON billets shifted to Post DH Tour

NECC billets and ATG assessor billets will be filled by more senior officers to provide greater experience to these critical positions, while allowing Department Heads to maximize their at-sea experience by keeping Department Heads serving on ships or afloat staffs.

Flight I DDG CHENG billets shifted to 36 Month Single Longer Tour (SLT)

Assigns our "top-talent" 1110 engineers to one of our most challenging billets -- "aging" Flight I DDG engineering plants – and recognizes them with a 36 month Single-Longer tour as a spot promoted LCDR.

Plans/Tactics Officer pilot program expansion

Aids in shaping the community's decision to place a 5th line Department Head on every ship in the Fleet. Expansion of the pilot will continue to focus on FDNF and deploying units. Eighteen officers are already serving or slated to head to ships in FY16.

LCS SUW Mission Module OIC billet shifted to 2nd DIVO tour

Provides 2nd Tour DIVOs with a greater leadership opportunity and tactical development as LCS detachment OICs.

MCM/LSD CHENG billets shifted to LDO community

Places our most experienced LDO engineers in aging platforms that require the greatest oversight and skill in order to maximize their lifecycle.

LHD/LHA NAV billets shifted to 2nd DH tour

Provides another at-sea 2nd DH Tour billet to LHDs/LHAs and provides our Officers another opportunity to serve in an afloat command as a Department Head.

PHIBRON N3 billets shifted to Post DH tour

Increases the rank and experience of the PHIBRON N3s to more closely approach the seniority of the MEU S3s and provide PHIBRONs the appropriate skillsets required for planning and mission execution.

PERS-412 – Junior Officers

“Selective CSO Fleet-up” pilot program

Empowers COs with the opportunity to choose their "#3 in command" through a pilot program that allows the CO to select "best officer/best fit" as CSO from among ALL line DHs on DDGs (and CGs in the future). For the last 30+ years, WEPS has automatically fleeted-up as CSO -- no other options were there and no questions were asked. That COULD be the right choice... but the pilot provides an opportunity for COs to influence their future #3 in command and flexibility for DHs who desire the opportunity to stay on board. There are 14 ships that will participate in this pilot in 2016.

*Detailed implementation guidance is posted on the PERS-41 Department Head website. <http://www.public.navy.mil/bupers-npc/officer/Detailing/surfacewarfare/detailers.aspx>

PLANS/TACTICS OFFICER

Warfighting! Warfighting! Warfighting!

Calling all Surface Warfare Officers that value innovation, warfighting, and being on the leading edge of change! Beginning NOW, we are piloting the Plans and Tactics Officer billet on deploying ships across the Fleet. Officers selected for this billet should be ready to step on board a ship to offer a unique warfighting perspective to the Commanding Officer and have the ability to play a critical role in providing feedback to inform a community decision to potentially add a 5th Line Department Head on all DDGs, CGs, LPDs, and LSDs permanently.

Over the last 20+ years, requirements placed on ships have exponentially increased and we have seen these requirements pull our focus away from our most critical skillsets – warfighting. This pilot program is in recognition of the need to reassess our organizational framework and provide ships with more leadership to focus on their primary mission areas.

Commanding Officers may tailor their organization as they see fit based upon ship's employment; however every PTO will be responsible for manning, training and equipment – building blocks for each Department Head job. To assist officers in their role as a warfighter, prospective PTOs are attending an operational planning course at the Naval War College and a one-week tailored course at SMWDC. Further, PTOs will be able to fill any traditional 2nd Tour DH billets filled by Officers that served in 1st Tour DH OPS, WEPS or CSO billets.

Response from the Fleet has been outstanding – another CDO? Yes! Another TAO? Yes! Another DH? Yes! Yes! We already have 11 officers serving on ships as PTOs beginning in January 2016 with another wave of officers arriving to FDNF platforms in the summer of 2016. If you are interested in this billet and your DH class has not begun the slating process, you can expect these billets to be available on future slates.

PERS-412 – Junior Officers

Note to Prospective Department Heads:

Congratulations on being selected for this significant milestone! As you and your family begin to work through the timing and decision making for this important career milestone, you are encouraged to visit the PERS-41 Department Head website to find up-to-date information on:

- SWOS class dates and slating timelines
- Sample slating email
- Notional platform specific training tracks
- FAQs
- Early Command information
- O4 Board preparations
- Available DH billet list

As we notice new topic trends, we will work to continue to update the webpage with current information so make sure to back periodically!

**The FY-17 DH Afloat Screening Board will be held from 8-17 June 2016. Officers have three screening opportunities between their third and fifth years of commissioned service (YCS) to be selected. Board eligible year groups are:

- Year Group 2013 (YG13) will receive their FIRST look
- Year Group 2012 (YG12) will receive their SECOND look
- Year Group 2011 (YG11) will receive their THIRD and FINAL look

Quick Admin Note:

Prior to their 5 YCS review, Officers may petition the board to delay their final look until 6 YCS. A delayed 3rd look will be available upon petition when the Officer can show he/she was somehow disadvantaged, or that his/her record was unfairly considered during the normal administrative screening process. Officers who are past their final look but feel that they were somehow disadvantaged, or that his/her record was unfairly considered may petition for a special additional look.

All petitions must be made in writing to the board president via PERS-41 NLT 27 May 2016 and the board will determine final adjudication. Officers who intend on requesting a delayed or additional look should contact their detailer for additional information.

At the conclusion of the 5 YCS look, Officers who have not screened or have been descreened through the board process will be referred to the Probationary Officers Continuation and Redesignation Board (POCR). Officers referred to the POCR board will either be separated from Naval service or re designated into another officer community.

YG11 Officers not screened for Department Head after the June 2016 board will be referred to the next convening of the POCR board (unless a delayed look is approved by the screening board). YG13 and YG12 officers who do not screen at the FY-17 board will have their next opportunity to screen in June 2017 at the FY-18 Department Head Afloat screening board.

PERS-412 – Junior Officers

FY-17 O4 Selection Board (16-27 May 2016) FAQ

How do I know if I am in-zone?

Officers eligible for this year's board have been identified in NAVADMIN 281/15. Every officer is encouraged to go to Bupers Online to determine their lineal number and compare against the names/lineal numbers listed in the NAVADMIN and validate when they are in-zone.

*You can also find your lineal number in NSIPS or the Naval Register.

What do I need to do to prepare for the O4 board?

Every officer is responsible for ensuring that their record is up-to-date. It is recommended that you visit the Record Management section (under Career info) on the NPC website to review each portion of your record. A couple of common themes are listed below:

- Photo. Ensure that your photo is up-to-date and submitted IAW MILPERSMAN 1070-180 (Officer Photos).
- FITREP continuity. Review your PSR to ensure that you have no gaps in your record. Specifically, pay attention to gaps greater than 90 days. If you have a gap in your record, you should attempt to locate the missing record or utilize BUPERSINST 1610.10D to determine the proper way to document or correct the gap in your record. If you are receiving a 31JAN16 FITREP or a special FITREP – it is imperative that you ensure that FITREP is in your record before the board.
- Education. Validate that your education record is correct to include: level of degree, institute, and major. If it is not correct, submit your transcripts in accordance with the guidance listed in the Officer Record Management brief posted on the NPC website.
- Review your record to ensure that you have all of the appropriate Additional Qualification Designation (AQD) codes. If they are not up-to-date, review the AQD Manual on the NPC website and the Officer Record Management brief for instructions on how to update them in your record. Common SWO AQDs: OOD (LB2), SWO (LA9), (EOOW-Steam (LC1), EOOW-Diesel (LC2), EOOW-GT (LC3), AAW Qual (BE1), SMS Aegis (KA6), SUASW WTI (KW1), IAMD WTI (KW2), TAO-Non-NTDS (LF6), TAO-NTDS (LF7), Qual Surf CDR (LN7), CMD Eligible (2D1), JPME Phase I (JS7), and JPME Phase II (JS8).
- Most AQDs can be updated by your detailer with appropriate designation letters and graduation certificates; however it is recommended that you validate that you meet all requirements before submitting. JPME AQDs can only be updated by the Joint Office. (PERS 45J)
- Validate that your awards are up-to-date. Note: detailers do not have the ability to review or update awards data. Visit <https://awards.navy.mil> or the officer record management brief for details.

PERS-412 – Junior Officers

Should I wait until May to update my record?

IAW MILPERSMAN 1420/010 (Communication with Officer Promotion Selection Boards), you are able to submit updates to your record until 2359 on the day prior to the board convening date; however everyone is highly encouraged to review and update their record as soon as possible.

Where do I send updates and can I send an encrypted email?

You can email correspondence to CSCSELBOARD@navy.mil. The mailbox account is capable of receiving ENCRYPTED correspondence IAW DoD policy; however please refer to paragraph 7 of NAVADMIN 281/15 for instructions.

I am not in-zone; however I am curious if I will receive a below-zone look?

Every officer may receive 1, 2 or even 3 below-zone looks dependent upon their lineal number and the zone-projections. Historically, very few officers have been selected below zone and there is no negative impact if not selected.

Why is my lineal number different than when I looked three months ago?

Periodically, lineal numbers are renumbered due to inventory of available numbers for each year group. This change does not have any impact on the seniority order of officers impacted.

How lineal numbers are determined?

IAW OPNAVINST 1426.2 (page 5):

“Officers of the Navy who are appointed as ensigns (other than Limited Duty Officers) will be rank-ordered by percentile of class standing among other ensigns appointed from all commissioning sources on the same date or with the same date of rank. The Naval Academy graduate who ranks highest in the class and who was appointed an ensign will be assigned the lowest (most senior) precedence number of those ensigns appointed with the same date of rank. All other officers, from whom percentile of class standings can be calculated, will take precedence with each other according to their-relative class standing regardless of their competitive category.”

“Officers appointed ensigns in the Navy for whom no percentile class standing can be calculated will rank junior to all other officers having the same date of rank and will be ranked among themselves based upon seniority in order of the follow criteria:

1. Date of appointment.
2. Regular officers take precedence over Reserve Officers.
3. Date of birth. When two or more officers have the same date of birth, they are ranked alphabetically by last name.”

PERS-412 – Junior Officers

Are below-zone, in-zone, above-zone looks going away?

This year's statutory boards will remove the "stamps" from each record that identify officers as below-zone, in-zone, or above-zone and allow greater opportunity for Officers to be selected based upon their performance uninfluenced by their year group.

Interested in how Statutory and Administrative Boards operate? Consider volunteering.

Board members, Admin Assistants and Assistant Recorders are needed for upcoming Statutory and Administrative Boards. For more information about board support, contact your detailer.

PERS-412 – Junior Officers

NROTC Engagement and Recruitment

Over the past five months we have undertaken a HUGE initiative to visit every NROTC unit in America. The goal of this endeavor is two-fold: first we want to make sure that all of our Midshipmen and Officer Candidates are empowered with the knowledge of who we are and what we do and second we want to recruit top talent to join our ranks as Surface Warfare Officers! We have visited units reaching over 1000 Midshipmen and Officer Candidates around the country. In addition to visiting all NROTC units we are also visiting each of our 26 Navy Recruiting Districts (NRD) around the country; so far we have visited six.

The overarching goal of these two initiatives is very simple. If we can recruit top tier talent to join the SWO community, we will continue to enjoy unmatched success and project our community to new heights.

To date we have visited the following NROTC units:

Texas A&M	University of Notre Dame	Vanderbilt University
Purdue University	University of California - Berkeley	Jacksonville University
Iowa State	University of California - Los Angeles	University of San Diego
San Diego State	University of California - San Diego	Mass Maritime
University of Mississippi	Hampton University	Old Dominion University
Norfolk State University	Morehouse College	Georgia Tech University
University of Memphis	University of Southern California	Northwestern University
Marquette University	Illinois Institute of Technology	University of Illinois
California Maritime	George Washington University	College of the Holy Cross
Boston University	Massachusetts Institute of Technology	University of New Mexico

To date we have visited the follow NRDs:

NRD Atlanta	NRD Chicago
NRD Jacksonville	NRD Los Angeles
NRD Nashville	NRD San Francisco

We are excited with the direction the Surface Warfare Community is headed, and we look forward to bringing in the most talented MIDN and Officer Candidates!

PERS-412 – Junior Officers

Detailing Changes:

As the Surface Warfare community continues to offer unique career paths, we still owe every Officer the peace of mind that, as a community, we will try and do everything we can to make your career as positive as possible! In an effort to better serve you and your detailing needs, we have reorganized the PERS-412 and PERS-411 detailer structures in order to improve customer support to the Fleet!

PERS 412 DIVO detailers are assigned as follows:

DIVO Detailer (A-B, T-Z)	LT Brad Bowen	bradley.bowen@navy.mil
DIVO Detailer (C-E)	LT Danielle Smith	danielle.a.smith@navy.mil
DIVO Detailer (F-H)	LTJG Vince Ludovici	vincent.ludovici@navy.mil
DIVO Detailer (P-S)	LT Bryce Brown	bryce.p.brown@navy.mil
DIVO Detailer (I-L)	LT Jeremy Thurman	jeremy.s.thurman@navy.mil
DIVO Detailer (M-O)	LT Robert Reichardt	robert.reichardt@navy.mil
1 st Tour DH Detailer	LCDR Adrienne Roseti	adrienne.roseti@navy.mil

PERS 411 CDR/LCDR detailers are assigned as follows:

2 nd Tour DH Detailer	LCDR Dave Catterall	david.catterall@navy.mil
CDR/LCDR Detailer (A-E)	LCDR Jason Lester *	jason.n.lester@navy.mil
CDR/LCDR Detailer (F-K)	LCDR Sean Whiteman *	sean.whiteman@navy.mil
CDR/LCDR Detailer (L-Q)	LCDR Chris Carroll *	christopher.j.carroll@navy.mil
CDR/LCDR Detailer (R-Z)	LCDR Janice Pollard *	janice.pollard@navy.mil
Command-screened officers	LCDR Andrew Roy **	andrew.t.roy@navy.mil

* Once an officer commences their 2nd DH tour, they will be assigned alphabetically to the appropriate 411 detailer

** Once an officer screens for Command (Afloat or Special Mission), their detailer is Lcdr Andrew Roy

Please continue to check the NPC website for updates to detailer contact information. We look forward to serving you in the Fleet!!

PERS-413 Placement

A-COMMO Tackling CYBER Readiness

We, along with PERS-47 (IWC Detailers), have started a new way forward to improve surface ship Cyber Readiness from an officer manpower and training perspective.

Earlier this year, the Surface Community started a joint SURFOR/IWFOR initiative to provide a network trained officer to every LSD, DDG, and CG by the end of 2016. For now, this specific direction does not apply to LHD / LHA / LPD / LCS / MCM / PC ship classes, but Commanding Officers must remain engaged on cyber readiness requirements. LHD / LHA / LPD ships already have a robust IP officer presence onboard and COs may assign another officer to Radio if necessary. We will conduct future reviews to address the LCS, MCM, and PC classes.

CSCS is facilitating the training ramp-up by piloting a Network Security Officer course in March 2016 for Surface Division Officers and a COMMO course in May 2016. The convening schedules are aligned with Norfolk and San Diego BDOC to maximize training pipelines. Between now and March, we are leveraging the IP Basic course (8 weeks) as means to get SWO trained network security officers to the fleet.

For ships without assigned A-COMMOs: XOs, please work with your Placement Officer and we will sequence training as part of a PG billet specialty training curriculum.

A new Pacific CRUDES Placement is on deck! Welcome LCDR Mike Bencini.

We are excited about the upcoming changes in the new year and continuing to serve the fleet!

413- LCDR Neil Gabriel, Branch Head

Email: neil.gabriel@navy.mil

ATLANTIC CRUDES/AMPHIB

413A- LCDR Wil Fensterer,

Email: will.fensterer@navy.mil

PACIFIC CRUDES/ AMPHIB

413B- LCDR Mike Bencini,

Email: william.m.bencini@navy.mil

LCS/PC/MCM

413E- LCDR Charles Harris, LCS

Email: charles.a.harris@navy.mil

PERS-413 Placement

Same Geographic Location Orders. **UPDATE** Due to policy changes PERS is required to change the process for PCS orders, with out of area training, to and from the same UIC (e.g. DOSP & Fleet-Ups) and PCS orders within the same geographic location (e.g. Norfolk to Little Creek).

In order to continue processing and releasing orders for members transferring with the same geographic location, NPC has initiated an interim process utilizing cross organization ("cross-org") Lines of Accounting (LOA) in the Defense Travel System (DTS) until a long term solution has been identified. NPC will still fund these orders via a cross-org LOA and hard copy orders will still be released with the training track IDENTIFIED in the text above the orders signature block.

In general, any training en route will take place from the gaining command for ease of DTS and travel liquidation. Under extenuating circumstances and on a case by case basis, training en route may take place from the losing command .

Once orders are released, commands will be required to complete the following steps to ensure out of area training is funded and executed:

1. Gain service member in DTS.
2. Email LCDR Bob Carr (robert.carr@navy.mil) once member has been gained.
3. Verify quota confirmation with Placement Officer.
4. Send Personal Reservation Request (PRR) to TYCOM DTS representative.
 - 4a. For STAFFS/COMMANDS WITH DTS: Arrange travel in DTS using Cross-org LOA: 16 GG TDY
 - 4b. For SHIPS: Send Personnel Reservation Request (PRR) to TYCOM DTS representative, informing representative of cross-org LOA: 16 GG TDY.
- DTS Afloat Support contact info,
CNSP - Ms. Sonya Provencio - CNSP_DTS@navy.mil
CNSL - Ms Tina Gregory - tina.gregory@navy.mil
5. The LOA (16 GG TDY) MUST BE SELECTED prior to signing the travel authorization request.

Note: The member's command, or travel office, is NOT AUTHORIZED to approve the travel authorization request as the authorizing official. Only the Navy Personnel Command AUTHORIZING OFFICIAL will approve the travel authorization request using LOA "16 GG TDY". Rental cars are not authorized unless lodging on base is unavailable.

What does this mean for you? Please read the orders carefully as the traditional "layout" is different and there are DTS instructions for the service member and the command. As we work through this new process we will need your help to ensure the service member is properly trained. Thank you for your help and patience and if you have any questions please contact your command's Placement Officer.

PERS-414 Limited Duty / Chief Warrant Officers

Greetings Surface Leaders from the PERS-41 "Fantail"!

It is my privilege to be back in Millington and serving as your Branch Head. I am so happy to be part of this Team of very professional and talented Detailers. I would like to thank CDR John Popham for his dedicated commitment to our community. We wish him the very best in Washington, DC.

One of our greatest honors as Naval Officers is the opportunity to serve in Command and lead Sailors in service to our great nation. Please join us in congratulating those officers screened as LDO Major Command and LDO Commander Command eligible during the FY17 cycle:

LDO Major Command

- CAPT Jim Turner - CAPT Steve Connell - CDR Jon Grant - CDR Jack Knick

LDO Commander Command

- CDR Angela Kosko - CDR Omar Martinez - CDR Almond Smith
- CDR Bobby Woods - LCDR Cassius Farrell - LCDR Mark Kaul
- LCDR Roderick Little - LCDR Joseph Morrison - CDR Rosalind Morrison
- LCDR Andrew Rinchetti - LCDR Clint Waggoner - LCDR Anthony Schermerhorn

Surface LDO Command Qualification

Your first step to Commander Command begins with completion of the Surface LDO Command Ashore (AQD - 2D1) qualification. CNSP/CNSL 1412.3A provides the qualification standards, requirements, and procedures for Surface LDOs to qualify. Ideal timing for this qualification is between promoting to LCDR and before your in-zone look for CDR. Once selected for CDR, your first of two opportunities to screen occurs approximately 6 months later.

The instruction and qualification booklet are available at: <http://www.public.navy.mil/BUPERS-NPC/OFFICER/DETAILING/SURFACEWARFARE/LDOCWO>. If you have questions regarding eligibility or completion of the qualification, please contact your detailer.

SWO Qualification

As a reminder, CNSP/CNSL 1412.1 requires all Surface LDO/CWOs (61XX/641X/649X/71XX/741X/749X) to qualify as Surface Warfare Officers (SWO) when given the opportunity. Contact your detailer if you have questions regarding SWO qualification.

Failure of Selection (FOS)

The FY17 promotion board season is underway. While many officers will receive good news as board results begin to be published, some fine officers will learn that they have a failure of selection (FOS) for promotion. As a result, those officers will not be eligible for another costed PCS move (per MILPERSMAN 1301-108).

PERS-414 Limited Duty / Chief Warrant Officers

“Don’t Pick Me” Letters

Officers who are selected for promotion incur a 2-year (O4/CWO) or 3-year (O5/O6) obligation that begins when actually promoted. For most officers selected by a board this year, promotion will occur on 1 September 2017. This means you will be obligated to serve until September 2019 (O4/CWO) or September 2020 (O5/O6). If you are in zone for an FY17 promotion board and intend to retire prior to September 2019/2020, please submit a "don't pick me letter" to the board.

Career Management

Detailers make every effort to get the right officer, to the right place, at the right time. That is our primary responsibility – manning the Fleet. At the same time, we must tend to the career needs and personal desires of our officers so that they can develop into the senior leaders of tomorrow. In practice, this rarely all aligns simultaneously. A common scenario is: right job, right officer, right time, but wrong geographic location. While we try to get officers to where they want to be, the needs of the Navy—and career progression requirements for the officer—often dictate otherwise. We are a worldwide Navy and officers must remain worldwide assignable.

Security Clearances

Oftentimes, security clearances do not hit our radar until there is a problem (such as losing out on a good set of orders due to a lapsed clearance). Do you know when your security investigation will expire? There is never a bad time to check the status of your clearance.

414- CDR Richie Enriquez, Branch Head

Email: ricardo.g.enriquez@navy.mil

Security/Admin Detailer

414A- LCDR Brian Dembicky

Email: brian.dembicky1@navy.mil

OPS/Deck Detailer

414B- LCDR Will Barkdale

Email: william.barksdale@navy.mil

Engineering Detailer

414C- LCDR Dave Elmer

Email: jeremy.elmer@navy.mil

Electronics/Weapons

414D- LCDR Pete Furman

Email: peter.furman@navy.mil

LDO/CWO Admin Assistant

414S- Mr. Roger Berryhill

Email: roger.berryhill@navy.mil

PERS-417 Full Time Support

Please join PERS-46 in welcoming our NEWEST FTS SWOs recently selected during the Spring FTS Re-Designation Board: LCDR Brandon Worl, LT Jade Calhoun, LT Jason Datinguino, LT Lawrence Hanks, LT Donald Lee, LT Eric Wynn and LTJG Alex Jackson. WELCOME ABOARD!!!!

FTS promotion opportunities remain strong and steady. We're able to absorb long term manpower changes (increases or decreases in billets) by balancing accessions (lateral transfers) and losses (retirements, separations, etc.), and keep our promotion opportunities relatively steady. To see for yourself, visit the NPC Reserve Officer website and compare our promotion results against the previous FYs or current FY Active Duty promotion results - you'll see that we're doing well.

Promotion Zones:

NAVADMIN 274/14 announces the FY-16 Navy Reserve promotion boards including FTS, and identifies the Senior and Junior in-zone for each competitive category. If your seniority falls between the listed lineal numbers or you are one of the officers listed, then you are in-zone. On average, you're in-zone for your next promotion when you reach 6 years Time in Grade (TIG). Zones change as officers retire and new FTS officers with a varying seniorities are gained in our community. You should double-check with your detailer no later than 3 years after your last promotion to see when you're expected to be in-zone for your next promotion, because chances are good that you will be looked at a year sooner than you expected (or a year later), and by asking at 3 years TIG, you can make a more informed decision about your career timing and next duty assignment.

NOSC CO Screening and Slating:

The O3-O5 NOSC CO screening board will convene on 20 Sept. If you have made yourself eligible for NOSC CO by either completing a NOSC Command Qualification Oral Board or have been awarded the LN7 AQD from the Surface Warfare community, please send your designation letters to LCDR Clinton Blankenship (clinton.e.blankenship@navy.mil). Both FTS and Active Duty are eligible to command a NOSC if they have been screened by the fall board. The projected Spring NOSC slate (PRDs from December 2016 - June 2017) can be found on the NPC website in the Officer Detailing, PERS-46 FTS - NOSC Command section. Preference inputs must be received by 08 April.

Community News

Statutory Promotion Board Season

Statutory promotion board season is in full swing! As with community administrative screen boards, you should review your record prior to the board and pay particular attention to your FITREP continuity and official photograph. Detailers are prohibited from communicating with a promotion board on your behalf, so any missing documents should be sent directly to the board via the cscselboard@navy.mil email address. The Active Duty Officer Promotion page on the NPC website (<http://www.public.navy.mil/BUPERSNPC/BOARDS/ACTIVEDUTYOFFICER/Pages/default.aspx>) provides information on how to submit documents to the promotion board. Do not hesitate to call your detailer if you have any questions pertaining to your record.

For promotion boards, it is critical that your most recent community milestone screening be clearly articulated in block 41 of every FITREP until you actually serve in that milestone billet.

Recommended Block 41 Screening Status Language

MAJOR COMMAND: "Screened Major Command"
XO/CO FLEET-UP AFLOAT: "Screened Commander Command Afloat"
XO/CO FLEET-UP CO SPECIAL MISSION: "Screened Commander Command"
XO AFLOAT: "Screened Executive Officer Afloat"
XO SPECIAL MISSION: "Screened Executive Officer"
SCP: "Screened for Specialty Career Path Executive Officer" or
"Screened for Specialty Career Path Commanding Officer"
EARLY COMMAND: "Screened for LT/LCDR Command Afloat"
DEPT HEAD: "Screened for Department Head Afloat"

Promotion zones define eligibility for the various Statutory Promotion boards. The FY-17 promotion zone forecast message is posted on the NPC website (NAVADMIN 281/15). Below are the eligibility zones listed by Lineal (Precedence) Number. Lineal (Precedence) numbers can be found in block 7 ("PREC NO") of the ODC. Your detailer can also provide your lineal number.

CAPTAIN LINE URL (11XX/13XX)

Board convened 12 January 2016

Senior in-zone - CDR P. C. Thien 022330-25 01 JUL 2010
Junior in-zone - CDR J. J. Brabazon 022854-00 01 SEP 2011
Junior eligible - CDR G. D. Gay 023382-75 01 OCT 2013

COMMANDER LINE URL (11XX/13XX)

Board convened 9 February 2016

Senior in-zone - LCDR T. R. Ewing 035729-75 01 JAN 2011
Junior in-zone - LCDR T. P. Faulds 037666-50 01 JUL 2012
Junior eligible - LCDR T. D. Chatman 039835-50 01 SEP 2014

LIEUTENANT COMMANDER LINE URL (11XX/13XX)

Board convenes 16 May 2016

Senior in-zone - LT B. M. Hart 105528-00 01 JUN 2010
Junior in-zone - LT M. W. Mayer 110726-00 01 JUN 2011
Junior eligible - LT N. A. Greenwood 121368-00 01 JUN 2013

Community News

Updated Post-9/11 GI Bill Instruction

OPNAV Instruction 1780.4 (POST-9/11 GI BILL) has been updated and consolidates policy detailed in NAVADMINs 187/09, 203/09, 354/09, and 235/11.

It includes the Transfer of Benefits (TEB) steps (Enclosure 1 of the instruction) in order to create a simple checklist that Sailors can follow to ensure they successfully complete the process. It outlines everything from verifying their family members are enrolled in the Defense Eligibility Enrollment System (DEERS) to eligibility requirements, service obligations and what to do if a request is rejected.

The instruction can be found at:

<http://doni.documentservices.dla.mil/Directives/01000%20Military%20Personnel%20Support/01-700%20Morale.%20Community%20and%20Religious%20Services/1780.4.pdf>

Surface Warfare Command Qualification Bibliography Update

CNSF released a message announcing an update to the Surface Warfare Command Qualification bibliography (DTG: 092219Z MAR 15). As of 1 July 2015, all Command Qualification Exams (CQE) and retake exams will be derived from CQE bibliography version 3, dated 6 Feb 15. Officers who need to retake one or more sections of the exam under the CQE bibliography, version 2, will retake the exam using the new bibliography. The new CQE bibliography is available at:

Navy Knowledge Online (NKO)

- <HTTPS://WWW.NKO.NAVY.MIL/GROUP/SWOS/N75-COMMAND-AT-SEA>

SIPRNET Navy Knowledge Online (S-NKO)

- <HTTPS://WWW.NKO.NAVY.SMIL.MIL/GROUP/SWOS-LEARNING-CENTER/COMMAND-QUALIFICATION-EXAM-AND-ASSESSMENT>

For more information on the SWO Career Chart and Factsheet, visit the PERS-41 webpage at:
<http://www.npc.navy.mil/bupers-npc/officer/Detailing/surfacewarfare/Pages/default.aspx>

Around the Fleet

Greetings from the Gulf - USS McFAUL (DDG 74)

Courtesy of LTJG Ian T. Akisoglu, USS McFAUL (DDG 74) Public Affairs Officer

Nearly five months ago, USS McFAUL departed Naval Station Norfolk for her deployment to the 5th Fleet area of operations.

McFAUL had a very exciting start to her deployment – visiting Ponta Delgada, Portugal, Malaga, Spain, and Rhodes, Greece while en route to the Arabian Gulf. In Malaga, McFAUL served as the centerpiece of the celebrations honoring Spanish General Bernardo de Galvez, who was instrumental in aiding the American colonists in their fight for independence from Great Britain. At a reception held onboard, McFAUL hosted Admiral Santiago Bolívar Piñeiro, Admiral of the Spanish Fleet. Additionally, Sailors participated in a joint ceremony involving the United States and Spanish militaries – marking the first time the United States national anthem had ever been played on Spanish soil and American flag carried by an American military unit in the Iberian Peninsula. In Rhodes, McFAUL had the opportunity to host the United States Ambassador to the country, David Pearce, for an onboard reception including prominent members of the Greek military and government, such as Georgios Chatzimarkos – Regional Governor of the South Aegean Region, Vice-Admiral Spiridonos Dimitriou, Deputy Chief of the Hellenic National Defense General Staff, and Mano Konsola, Member of Parliament for the Dodecanese region.



USS McFAUL fires its 5-inch gun during a PACFIRE in the Arabian Gulf. Photo by Mass Communications Specialist Third Class Nicholas Cottone.

After transiting the Suez Canal and arriving in the 5th Fleet, McFAUL continued its spate of international engagements, participating in aviation training operations with the United Arab Emirates Air Force, joint operations with the Kingdoms of Oman and Saudi Arabia, and a large bi-lateral exercise with the Iraqi Navy, United States Coast Guard, and United States Army – marking the first time a vessel as large as an Arleigh Burke class destroyer has ever participated in exercises of this nature. After proceeding through the Straits of Hormuz, McFAUL Sailors quickly and resiliently adapted to life in the Arabian Gulf. No one bats an eye anymore when someone mentions that tomorrow will be a cool day with temperatures in the low hundreds, and water bottles, sweat rags, and Oakley sunglasses are as familiar sights around the ship as foul weather jackets and watch caps in the North Atlantic during November. Despite having settled into a routine, however, McFAUL is far from complacent and eagerly faces new challenges every day. “It’s a great honor to have been selected to participate in so many events” said Cmdr. Michael J. Gunther, Commanding Officer of USS McFAUL. “McFAUL Sailors have adapted excellently to the challenges they face out here in the 5th Fleet area of operations and continue to get better every day.”

Around the Fleet

Courtesy of LT Matt Meeks, USS STOUT (DDG 55) Plans and Tactics Officer

Let's talk Plans and Tactics Officer (PTO): So, what's in a name?

The answer is, "EVERYTHING." If you have had the opportunity to hear any senior leaders in the Surface Warfare community speak recently – the focus is WARFIGHTING and TACTICS! Through this experience, I feel like I have been given an opportunity to directly contribute to my ship and the Surface Warfare community's success in making our Navy better and more capable.



As one of the first PTOs, I've received a lot of questions about the pilot program and this serves as my IMC announcement on most of the common inquiries that I have received...

...“For the Information of All Hands”...just kidding Boats... but seriously, here we go:

Are you actually a Department Head?

Ok, let's be very clear: PTOs are not “like” Department Heads, we ARE Department Heads – I own people, programs, and equipment – no different than any other Department Head... as DIRECTED by Surface leadership. My Chain of Command and – most importantly – my peers have fully embraced this monumental challenge of breaking stride with the legacy

approach to departmental organization on an AEGIS ship. EVERYONE has been totally on board because everyone fully recognizes the positive benefits to morale, productivity, and personal time when you have another DH to help manage the burdens placed on ships.

Are you upset about being reslated?

I was slated to be OPS on a DDG and was about to graduate Department School when I got the “Have I got a deal for you” phone call for you from the detailer... Thankfully it has turned out to be true! I know that some people have expressed apprehension about the “new” billet; however I was thrilled when the call came asking if I'd like to be a PTO. First of all, re-slates in DH School are common...don't take it personally and be prepared for it. For me it was OPS/DDG → WEPS/DDG → PTO/DDG. Second, the training and experience has been better than I imagined – I felt prepared to step into this new role from day one based upon the training that was provided to me before arrival.

What extra training did you get?

After completing the normal DH track – SWOS followed by CSO/BMD in Dahlgren – we attended the Maritime Staff Officer Course (MSOC) at the U.S. Naval War College, Newport RI; Joint Targeting Staff Course, Dam Neck, VA; Naval Mine and Surface Warfare Development Center (NMSWDC), San Diego, CA. At MSOC we executed six weeks of the Naval Planning Process; very much like the Joint Maritime Operations portion of JPME-1, but in a facility set up like a Fleet Maritime Operations Center where most of the instructors are very senior retired officers from all services. All students (O-3 to O-5) were headed to staff jobs at various Fleets, except for us five PTOs. We executed every phase of Navy Planning Process at the Operational Level as if we were a Fleet Commander's staff. In a nutshell, we planned and executed the entire maritime portion of a joint campaign. The best part was learning how to develop unit level tasking that supports Commander's Intent.

Around the Fleet

I gained a robust understanding of what our leadership expects of each unit in theatre; knowing what the boss needs ahead of time is going to be invaluable and this has already paid dividends (more to follow later). NMSWDC was by far the best experience; we were introduced to the latest threats and trained in cutting-edge blue force tactics by Subject Matter Experts (at the TS//SCI level) and all of this training was specifically tailored to support our transition into the new job. I can only imagine how awesome the next session is going to be!

Who benefits and how?

During my short time on board, I have already discovered that the new position really does benefit EVERYONE. There is an immediate increase in our most valuable resource – TIME! I work in unison with OPS to execute the operational tasking of the ship and TRUST me, two DHs working the planning piece is a definite force multiplier...kinda like Distributed Lethality, but for scheduling.

What are your specific duties and responsibilities?

The Plans and Tactics department in STOUT is comprised of CA, OT, SSES, and I also own the EW, CRY, INTEL, and USW warfare areas. The feedback has already been that there is already a HUGE swing in productivity and performance. Not only do the CO and XO get an extra action officer because each DH now has fewer demand signals and more capacity to focus on greatness (less 75% solutions) - the CPO mess gets another Departmental LCPO and ...the BEST part ... I have been able to spend more one-on-one time with each of my DIVOs to provide the mentorship and training that that they DESERVE! There is no doubt; it truly is a HUGE WIN from bow to stern.

The PTO also benefits the Strike Group. For example, my first week aboard just happened to coincide with FST-GC. The goal: demonstrate the Strike Group's ability to integrate. Remember what I said earlier about MSOC? Yep, the training I received as part of the PTO training pipeline trained me to proudly represent my ship amongst the Admiral's staff – yes, the schools were that good!

Finally, I've just spent the last month talking with our Senior Electronic Warfare Khakis across the waterfront here in Norfolk: SURFLANT, CSG-4, ATG, NIOC, and other waterfront partners to better understand the challenges associated with gaining and maintain the tactical advantage as we prepare to execute C2X and eventually deploy. Having a Department Head from the ship who is focused on the Electromagnetic Spectrum has all the Old Crows excited – (I think it's the former EW in me coming out!).

Is it really a good deal?

Bottom line: This has been a great opportunity – I get to be a Department Head that is charged with growing tacticians from within the lifelines and ultimately improve the war fighting capability of the entire ship. It really is a great deal that is long overdue and I have no doubt that eventually we will ask ourselves, “why didn't we do this years ago?”

STOUT is currently making all preparations to deploy with the EISENHOWER Carrier Strike Group (CCSG-10) – four other ships in the Strike Group also received a PTO: USS MONTEREY (CG 61), USS ROOSEVELT (DDG 80), USS MASON (DDG 87) and USS NITZE (DDG 94). USS SAN JACINTO (CG 56) is also in the CSG and gets their PTO in the coming months.

Around the Fleet

Another Day at the Office

December 22, 2015 was “just another day at the office” with an early reveille and breakfast followed by manning of the undocking detail. Flooding of Dry Dock 5 in Yokosuka was scheduled to start at 0645 - and the Docking Officer, LT Dave Reinhardt, was prompt, efficient, and on time. With a great deal of effort from the crew and our Japanese and American partners at the Shipyard Repair Facility, USS SHILOH (CG 67) would swim again five months, to the day, after docking. I would like to say that the day was “just another uneventful day at the office,” but I would be lying.



The tides were right, but the wind started to fill – not an immediate issue, but something to take into account AFTER she started moving out of the dock. The first complication was a slight list to starboard (I called 2° and LT Reinhardt called 1° 59” using his instrument mounted on the caisson...he was in charge until our last extremity left the dock, so we logged 1° 59”). We compensated and continued to flood the dock. Our next issue was a stubborn soft cap, but with some heaving she floated clear. Once the caisson was

removed, the small craft entered and made up and the Pilot came aboard. The wind had steadily filled, making our departure a bit more exciting than any of us would have liked. But, the Fleet Activities Yokosuka Navy Pilots and Tug Masters did a terrific job getting us under control and over to our berth. We all breathed a sigh of relief and were grinning from ear-to-ear when we secured. It would not be until later that night when I was reviewing the pictures from the day to post to Facebook that a thought about LT Stephen Decatur would again come to mind.

To be specific, my thoughts these days are less about LT Decatur and his heroic deeds and more about the unsung heroes, specifically the ones who instilled the strong character, mariner skills and imbued in young Naval Officers values which would serve them during some very challenging moments. One picture, in particular, reminded me of this thought – the picture of Chief Warrant Officer Donald “Donnie” Ling, SHILOH’s MPA, in Central with his headset on.

No other Officer had worked as hard as the MPA to get SHILOH ready for this day. And, SHILOH’s successes throughout the DSRA in every Department were the direct result of his leadership and hard work. As our DSRA Coordinator, you would think he would be too busy to take the Chaplain, the CMC, other Junior Officers or members of the Crew into tanks, provide lectures in the dock while they were removing both shafts or testing the new hubs, or, after mind-numbing hours of endless meetings, to teach newly minted Ensigns how to write jobs. That he is tireless and totally committed to SHILOH and our Navy, predominantly with an infectious positive attitude and with only a rare display of a crusty Warrant, is breathtaking. What is even more breathtaking are those moments when you look around and see ALL of the unsung and future heroes and know that our Navy’s future is bright.

The challenge is not to take the unique opportunity we SWOs have for granted while appreciating the fact that “just another day at the office” brings us into contact with heroes, unsung and otherwise.



Around the Fleet

FDNF: "Earning those Surface Warfare Sea Legs"

Junior Officers onboard USS DONALD COOK (DDG 75) are certainly earning their "sea legs" with 13 of 21 months underway and deployed. From Cape Wrath in Scotland, to Odessa, Ukraine and the eastern shores of the Mediterranean, these future Department Heads, XOs and COs are gaining extraordinary experiences packed in their 24 month tours.

All this valuable ship driving experience equals SWO qualification to a young motivated officer. I'm proud to announce seven DONALD COOK Junior Officers earned their salty SWO pin over the last 13 months. Ensigns quickly became SWO qualified Fleet Ensigns; driving the ship in and out of anchorages, in and out of tricky S/A details, through multiple Turkish straits transits, bringing us alongside the oiler after dark or operating in close proximity to foreign warships. Through all of this, they've emerged as Varsity ship drivers and Officers Of the Deck. The real world operations in C6F are providing a future of highly skilled, highly motivated and extremely well rounded Surface Warfare Officers.



LTJG Katie Hendrickson , ENS Audrey Petro, ENS Jillian Coughlin, ENS Brian Fritz, ENS Erin Fortner, ENS Jocelyn Addeo, ENS Nate Yuhas

A few short months ago, I reported this same team of talented JOs earning their CICWO qualification. As expected and right on track, these young officers have completely exceeded expectations and now wear their new insignia with great pride.

Audrey Petro from Warsaw, Indiana (USNA '14) states, "The past 14 months have been rigorous, but thrilling. I have had more opportunities to develop as a Junior Officer and qualified Surface Warfare Officer than I ever expected. Being FDNF-E provided incredibly unique experiences that I am grateful to have

taken part in."

Just like every other wardroom in the fleet, the junior officers onboard Team 75 are a tight-knit group that rely heavily on one another during their OOD and SWO board prep time. This cohesive unit has spent countless hours on the bridge, CIC, in the engineering plant as well as the deckplates gaining valuable knowledge from our enlisted subject matter experts. Over the last few months and while deployed, this knowledge and training culminated in seven highly successful SWO boards.

Jill Coughlin from Annapolis, Maryland (USNA '14) says, "When I first checked onboard, qualifying as a Surface Warfare Officer seemed to be a very daunting achievement and these past 14 months onboard have proven that the process is just that. One year ago, I would never have dreamed up the experiences that I have been a part of. I will be forever thankful to be a part of a wardroom and crew that helped me develop as a Junior Officer."

I'm in awe of what these young Varsity SWO's will bring to the fight over the course of their careers. It's a great time to be a SWO in the Med! BZ Team! Cheers from Spain.

-Chuck Hampton

Newest Surface Warfare Officers

Congratulations to the Fleet's Newest Surface Warfare Officers!

LCS CREW 103

ENS Andrew Spilling
ENS Scott Snowden

LCS CREW 104

ENS Matthew Henricks
ENS William Foster

LCS CREW 202

ENS Christian Andrews

MCM CREW CONFLICT

ENS Dennis Barrett

MCM CREW DOMINANT

ENS Wesley Mcdaniel

USS AMERICA (LHA 6)

ENS Lindsey Boyle
LTJG Colin Bruton
ENS Corbin Judstra

USS ANCHORAGE (LPD 23)

ENS Robert Smith
ENS Daniel Stefanus
ENS Emily Strong

USS ANTIETAM (CG 54)

ENS Stevonise Dunn
LTJG Amanda Abelon

USS ARLEIGH BURKE (DDG 51)

ENS Justin Milcarek
ENS Kevin Jones

USS BAINBRIDGE (DDG 96)

LTJG Jennifer Roberts
ENS Elizabeth Pryor

USS BARRY (DDG 52)

LTJG Matthieu Wooden
LTJG Emily Hutson
LTJG John Kim
LT John Miller
LTJG James Kocsis

USS BATAAN (LHD 5)

LTJG Sean Dooley

USS BENFOLD (DDG 65)

LTJG Nicholas Mann

USS BLUE RIDGE (LCC 19)

ENS Anthony Jenne
ENS Elizabeth Cotter
ENS Kathryn Ransom
ENS Geoffrey Block

USS BONHOMME RICHARD (LHD 6)

LTJG John Beach
ENS Ellen Deckinga
ENS Jamie Lassiter
ENS Katherine Macmurray
ENS Shayla Vanwoy

USS BOXER (LHD 4)

LTJG Christopher Ceconi
ENS Jon Alexander

USS BUNKER HILL (CG 52)

LTJG Michael Leonard
ENS Robert Maiers
LTJG Andrew Shopland

USS CHAFEE (DDG 90)

ENS James Duncan
ENS Curtis Ryner
ENS Matthew Minnis
ENS Benjamin Baehren

USS CHANCELVILLE (CG 62)

ENS Bryan Sumpter
LTJG Carl Greiner
ENS Andrew Beeler

USS CHIEF (MCM 14)

ENS Andrew Rumments
ENS Eric Tan

USS CHOSIN (CG 65)

ENS Bonnie Alford
ENS Kristen Brinkley
ENS Gabriella Davida
ENS Randon Mckain
ENS Christopher Olsen
ENS Michael Tinney
ENS Lauren Tracy
ENS William Thibault
ENS Thierkeld Miles

USS COWPENS (CG 63)

ENS Henry Theurer IV
LTJG Adrian Jones
LTJG Cody Hicks
ENS Matthew Elliott
ENS Michelle Rowley
LTJG Dustin Longhenry

USS CURTIS WILBUR (DDG 54)

ENS Scott Oberst
ENS Christine Mcelhinney
ENS Grace Thorstad

USS DECATUR (DDG 73)

LTJG Joshua Corpus
ENS Joseph Morris

USS DONALD COOK (DDG 75)

ENS Jocelyn Addeo
ENS Johnathan Marks
ENS Brian Fritz
ENS Nathaniel Yuhas
ENS Erin Fortner
ENS Jillian Coughlin
ENS Jason White
LTJG Katie Hendrickson

USS ESSEX (LHD 2)

LTJG Lindsay Zapolski
ENS Joshua Ortega
ENS Jacob Boudreau
LTJG Emma Wilson

USS FARRAGUT (DDG 99)

ENS Gary Feldman Jr
ENS Matthew Monaco
ENS Jose Iglesias II
ENS Aaron Hampton

USS FITZGERALD (DDG 62)

ENS Hunter Vanhook

USS FOREST SHERMAN (DDG 98)

LTJG Richard Rodriguez
ENS Michael Lehner
ENS Joshua Cenci
LTJG Michael Shofne

Newest Surface Warfare Officers

Congratulations to the Fleet's Newest Surface Warfare Officers!

USS FORT MCHENERY (LSD 43)

ENS Blake Pauley
LTJG Erica Park
ENS Jack Dembowski

USS GERMANTOWN (LSD 42)

ENS Ailorrarizz Brunin
ENS Zachary Manor

USS GLADIATOR (MCM 11)

ENS Andrew Archbold

USS GONZALEZ (DDG 66)

ENS Sasha Otero
ENS Lauren Schmiegel
ENS Tyler Zumbrock

USS GREEN BAY (LPD 20)

LTJG Franklin Agli
ENS Noah Valero
LTJG Dylan Kim
LTJG Luuthuy Quan
LTJG Ethan English

USS GRIDLEY (DDG 101)

ENS Grace Thorstad

USS GUNSTON HALL (LSD 44)

ENS Alston Harper

USS HALSEY (DDG 97)

ENS Christopher Zeleznik
ENS Erik Olberding

USS HARPERS FERRY (LSD 49)

ENS Christopher Hanley
ENS Jasmine Hilton
ENS Rodney Thatcher
LTJG Travon Adderly
LTJG Ian Fisher

USS HIGGINS (DDG 76)

ENS Joseph Barone
ENS John Pham
LTJG Harold Hickey
LTJG Daniel Kivovitz
ENS David Matasic
ENS Samuel Lieber

USS HOWARD (DDG 83)

ENS Matthew Martin

USS HUE CITY (CG 66)

ENS Anthony Grayson
LTJG Courtney Briney

USS IWO JIMA (LHD 7)

ENS Amanda Suter
LTJG Rohit Sharma
ENS Cody Rogers
ENS Domenic Reif
ENS Rachele Edwards
ENS Lindsey Darling
ENS Jacqueline Callahan

USS JAMES E WILLIAMS (DDG 95)

LTJG Brett Overend
LTJG Kyle Surovec

USS JASON DUNHAM (DDG 109)

ENS James Browning III
LTJG Cynthia Williams

USS JOHN S MCCAIN (DDG 56)

ENS Chris Lelah

USS KEARSARGE (LHD 3)

ENS Matthew Vanhalanger
ENS Valeta Wilsonjames
ENS Quang Tran
ENS Kathleen Ehlers
ENS Heather Cantrell
ENS Michael Huf

USS KIDD (DDG 100)

ENS Kellen Washington
ENS Dochenn Alfonso
ENS Kyle Lux
ENS Ryan Rapada
ENS Kyle Lux
ENS Darien Sears
ENS Mark Santamaria

USS LABOON (DDG 58)

LTJG Joseph Savo
LTJG Stephany Breau

USS LASSEN (DDG 82)

LTJG Joshua Allen

USS MAHAN (DDG 72)

ENS David Hardy
LTJG Joshua Jones
LTJG Terrie Williams

USS MAKIN ISLAND (LHD 8)

ENS Michael Pryor

USS MASON (DDG 87)

ENS James Sightler
ENS Adam Renquinha

USS MCFAUL (DDG 74)

ENS John Burns
ENS Kathleen Coonan
ENS Sydney Fernandez
ENS Eric Ma
ENS Jacob Nelson

USS MESA VERD (LPD 19)

LTJG Christina Kasper

USS MICHAEL MURPHY (DDG 112)

LTJG Ryan Monagle
LTJG Matthew Jones

USS MILIUS (DDG 69)

ENS Grace Olechowski
ENS Benjamin Walters
LTJG Jonathan Desimone
LTJG Gannon Beebe

USS MITSCHER (DDG 57)

ENS Teronda Brown
LTJG Samara Griffin
ENS Amanda Shade
ENS James Wiltshire
ENS Matthew Wolford

USS MOBILE BAY (CG 53)

LTJG Tricia Nguyen

USS MOMSEN (DDG 92)

LTJG Jonathan Poole
LTJG Vincent Audo
LTJG David Volentine

USS MONTEREY (CG 61)

LTJG Katrina Alsop
ENS Eric Oesterling

USS MUSTIN (DDG 89)

ENS Philip Cherry
ENS Michael Madrid

Newest Surface Warfare Officers

Congratulations to the Fleet's Newest Surface Warfare Officers!

USS NEW YORK (LPD 21)

ENS Donald Lafleur
ENS Jason Bradley
ENS Allison Lenzi
ENS Benjamin Sandridge

USS NIMITZ (CVN 68)

ENS Mark Phillips

USS NITZE (DDG 94)

ENS Heriberto Cruz

USS NORMANDY (CG 60)

LTJG Andreina Rascon
ENS Robert Quinn

USS O KANE (DDG 77)

LTJG Steven Billmaier
LTJG Tommy Chounramany

USS OSCAR AUSTIN (DDG 79)

LTJG Jeffrey Beale

USS PATRIOT (MCM 7)

LTJG Gregory Hill
ENS Joshua Schisler

USS PAUL HAMILTON (DDG 60)

LTJG Tyler Barker
LTJG Matthew Hearne

USS PEARL HARBOR (LSD 52)

LTJG Megan Sadekian

USS PINCKNEY (DDG 91)

ENS Donald Haase II
LTJG Kyle Solana

USS PIONEER (MCM 9)

LTJG Daniel Suh

USS PORT ROYAL (CG 73)

ENS Alexis Trelka
LTJG Matthew Neal

USS PORTER (DDG 78)

ENS Stephen Bates
LTJG Lucas Benton
LTJG Joseph Rizzo
ENS James Robinson

USS PREBLE (DDG 88)

LTJG Nicholas Hajner
ENS Abigail Meyer

USS PRINCETON (CG 59)

LTJG Marcus Lamadrid
LTJG Ryan Dishman
LTJG Kevin Dever

USS RAMAGE (DDG 61)

LTJG Eric Skogerboe
LTJG Harold Kim

USS ROOSEVELT (DDG 80)

LTJG Levi Beaird
ENS George Koutros

USS ROSS (DDG 71)

LTJG Danielle Garbarino
ENS Jonathan Larson
ENS Rakim Trappjackson

USS RUSHMORE (LSD 47)

ENS Stanley Hollins Jr
ENS Cory Cameron
LTJG Thomas Duncan

USS RUSSELL (DDG 59)

LTJG Rebekah Clayton
ENS Stephen Knight
LTJG Joseph Walker

USS SAMPSON (DDG 102)

ENS Julia Ryan
ENS Carter Eltzroth
LTJG Jessica Broadhead

USS SAN ANTONIO (LPD 17)

LTJG Jagdeep Walia
ENS Samuel Vonparis
ENS Patrick Taylor
LTJG Chantel Lavender
LTJG Sarah Skelly
LTJG Bertha Favelaxiong
LTJG Adriana Lozoya

USS SAN DIEGO (LPD 22)

ENS Ariel Coreth
ENS Trevor Bittner

USS SAN JACINTO (CG 56)

ENS Eliis Aunis
LTJG James Mosychuk
ENS Katrina Jorsch
ENS Ryan Schaefer

USS SHILOH (CG 67)

ENS Alex Steinberg
ENS Remington Roth
ENS Tyler Hall
ENS Craig Boling

USS SHOUP (DDG 86)

LTJG Steven Glick
ENS Adam Veit

USS SOMERSET (LPD 25)

LTJG Brandon Poole

USS SPRUANCE (DDG 111)

ENS Chase Dalton

USS STERETT (DDG 104)

ENS Joseph Kaplan
ENS Daniel Ramos Jr

USS STETHEM (DDG 63)

ENS Mark Ball

USS STOCKDALE (DDG 106)

ENS James Santiago
ENS Christopher Fontana
ENS Johnpaul Fernandes
ENS Sydney Stone

USS STOUT (DDG 55)

ENS Joseph Alpert
ENS Robert Lombardo

USS THE SULLIVANS (DDG 68)

ENS Melissa Sinar

USS TORTUGA (LSD 46)

ENS Kenneth Babcock
ENS Alexander Schacht
LTJG Raymond Lanphere
ENS Ryan Johnson
ENS Robert Dyer

Newest Surface Warfare Officers

Congratulations to the Fleet's Newest Surface Warfare Officers!

USS TRUXTUN (DDG 103)

LTJG Anthony Momb
ENS Andrew Hendrickson
LTJG Ethan Pellman

USS VELLA GULF (CG 72)

ENS Tyler Narby
ENS Bria Rand
ENS Claire Wardius

USS VICKSBURG (CG 69)

LTJG Benjamin Grayson
LTJG Kim Chalfant
ENS Brent Brouwer

USS WASP (LHD 1)

LTJG Stephen Roan
LTJG Peter Rogers
ENS Laurin Okon
ENS Cole Swavely

USS WAYNE E MEYER (DDG 108)

LTJG Christopher Lomax
ENS John Founds Jr
ENS Kevin Donahue
ENS Andrew Dillard
ENS John Blankenship
ENS Ian Bablewski

USS WHIDBEY ISLAND (LSD 41)

ENS Christopher Williams
ENS Adam Smith

USS WINSTON S CHURCHILL (DDG 81)

LTJG Dylan Maya
LTJG Christopher Hetherington
ENS Michael Allis
ENS Samuel Ross

Purdue Military Research Initiative (PMRI)



What is it?

The Purdue Military Research Initiative (PMRI) is a PhD or MS program, FULLY FUNDED by tuition scholarships at Purdue's Graduate School. PMRI is providing 10 graduate tuition scholarships annually for officers entering in-residence graduate programs. The Purdue Graduate School oversees more than 70 graduate programs at the West Lafayette campus and nearly 30 programs at four additional campuses across the State of Indiana. There are between 50 and 100 Purdue faculty working with DoD research grants at any given time...ready to provide funded research opportunities in support of YOUR DOCTORATE OR MASTER'S DEGREE, from day one!

FREE: Tuition is paid in full via Tuition Scholarships by Purdue's Graduate School, with remaining departmental and student fees the responsibility of a student's Faculty Advisor. All tuition costs and fees applicable to completing the intended degree are without cost for both the Service and the student (please note, this does not include books). Students will receive funding for up to 3 years to complete a PhD or up to 2 years to complete a MS (dependent upon successful progress as determined by your faculty advisor and the program administrators).

DEGREES: The initiative focuses first on PhD candidates (3 year program), but will consider MS applicants (2 year program) as well, and attempts to match students with Purdue faculty working DoD funded projects. Other faculty research projects that parallel DoD interests will also be considered.

FIELDS OF STUDY: Preferably, STEM majors with application to DoD research or potential application to DoD research. PMRI will work with students to identify a Faculty Advisor in their area of study that is either doing DoD research today, is expecting to conduct DoD research in the future, or is conducting research in areas that have DoD potential interest. Though STEM degrees are preferred, PMRI will consider all applications for all majors, with the exception of Purdue's professional graduate degrees or the Krannert MBA.

Who is eligible?

Officers on shore duty, with enough time to execute their degree of choice without delaying their next milestone tour, are eligible for consideration. Current research efforts at Purdue are specifically seeking officers with significant AEGIS experience to work on a current research project with the Missile Defense Agency (MDA), and prefer students with a STEM background. **RJSCRB is required.**

PMRI: A WIN-WIN-WIN, benefitting YOU, Surface Warfare and the Navy!

Graduate Education

How do I get a quota and take advantage of this GREAT opportunity?

- There is no quota limitation for this program. PMRI has the final selection authority, since they fund the degree. Individual merit (academic and military service) is the primary driver for selection, typically there are 3-5 quotas, Navy-wide, each year.
- Contact your detailer ASAP to confirm your career timing supports releasing you for this program, and to receive community approval to attend.
- Apply to the graduate school of your choice at Purdue University. (Application fee is your responsibility)
 - o Application is through a “rolling application” process, so applying early is recommended.
 - o When you apply, Purdue will provide a one-page application for PMRI funding.
- **START AS EARLY AS SUMMER 2016!**

The Graduate School

<https://www.purdue.edu/gradschool/academics/majors/index.html>

Purdue Military Research Initiative

<http://www.purdue.edu/research/idi/pmri/>

Have you PCS'd in the last 6 months? Have you provided your detailer with your current contact information (email, mailing address, and telephone number) and duty preferences? Service members are encouraged to keep their detailer apprised of any changes in their contact info or status.

New Additions to the PERS-41 Team



CDR Richie Enriquez
PERS-414 Limited Duty Officer/
Chief Warrant Officer Branch
Head



LCDR Dave Catterall
PERS-412S 2nd Tour DH/
Early Command Detailer



LCDR Janice Pollard
PERS-411 CDR/LCDR
(R-Z) Detailer



LCDR Sean Whiteman
PERS-411 CDR/LCDR
(F-K) Detailer



LT Kelsey Averill
PERS-41C Strategic
Communications Coordinator



LT Brad Bowen
PERS-412 Junior Officer
(A-B, T-Z) Detailer



LT Robert Reichardt
PERS-412 Junior Officer
(M-O) Detailer



LTJG Vincent Ludovici
PERS 412 Junior Officer
(F-H) Detailer

PERS-41 Farewells



CAPT Will Baxter



CAPT Leif Mollo



CDR John Popham



LCDR Pete Abbott



LCDR Chris Norris



LCDR Jeff Servello



LCDR John Rummel



Mrs. Sheila Bridges



LT Link Mustin