



## DEPARTMENT OF THE NAVY

NAVY PERSONNEL COMMAND  
5720 INTEGRITY DRIVE  
MILLINGTON TN 38055-0000

1401  
PERS-00  
27 Oct 16

From: Commander, Navy Personnel Command  
To: President, FY-18 Surface Major Command Screening Board  
Subj: ORDER CONVENING THE FY-18 SURFACE MAJOR COMMAND SCREENING BOARD  
Ref: (a) FY-18 Administrative Selection Board Precept  
(b) OPNAVINST 1412.14  
(c) NAVPERSCOMINST 1401.1A  
Encl: (1) Board Membership  
(2) Administrative Support Staff

### 1. Date and Location

a. This administrative selection board, consisting of you as president, the officers listed in enclosure (1) as members, and the personnel listed in enclosure (2) as administrative support staff, is ordered to convene at Navy Personnel Command (NAVPERSCOM), Millington, TN, at 0800, 31 October 2016, or as soon as practicable thereafter.

b. The board shall proceed in accordance with all guidance in this letter and the FY-18 Administrative Selection Board Precept, reference (a).

### 2. Function. The function of the board is to:

a. Recommend officers in the Surface Warfare (111X), Naval Special Warfare (NSW) (113X), and Explosive Ordnance Disposal (EOD) (114X) communities for major command afloat and ashore.

b. Recommend officers in the Surface Warfare (111X) community who have petitioned the board, in writing, for a Special Additional Look. A Special Additional Look will be available upon petition when the constituent can show that he/she was somehow disadvantaged, or that his/her record was unfairly considered during the normal screening process. Petition is made in writing to the selection board president, via NAVPERSCOM (PERS-41) who will attach an endorsement recommending inclusion or exclusion of the petitioner's record

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for a "Special Additional Look." Officers approved for a "Special Additional Look" by majority of the board members will then be considered with those officers receiving regular consideration. "Special Additional Look" selectees will count against the third look goal.

c. Recommend officers in the Surface Warfare (111X) community who have petitioned the board, in writing, for a Delayed Look. A Delayed Look will be available upon petition when the constituent can show that he/she was somehow disadvantaged, or that his/her record would be unfairly considered during the normal screening process at the first look. Petition is made in writing to the selection board president, via NAVPERSCOM (PERS-41), who will attach an endorsement recommending inclusion or exclusion of the petitioner's record for the current board. Officers approved for a "Delayed Look" by majority of the board members will then be considered first look eligible with those officers receiving regular first look eligible consideration on the next scheduled administrative screening board.

d. Recommend officers in the Surface Warfare (111X) community who have petitioned the board, in writing, for an Early Look. Officers, who have been selected for promotion to captain by a statutory board, prior to their projected promotion year group, may submit a letter to the board requesting an "Early Look". Petition is made in writing to the selection board president, via NAVPERSCOM (PERS-41), who will attach an endorsement recommending inclusion or exclusion of the petitioner's record for the current board. Officers approved for an "Early Look" by majority of the board members will then be considered as a first look eligible with those officers receiving regular first look eligible consideration.

e. Assign officers recommended for major command to one of the following lists:

- (1) Amphibious
- (2) Acquisition Corps (AC)
- (3) Cruiser Destroyer (CRUDES)/Littoral Combat Ship Squadron (LCSRON)
- (4) Major Shore

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(5) EOD

(6) NSW

f. Recommend Captains in the Limited Duty Officer (LDO) (61XX/641X/648X/649X) community for major command ashore.

g. Screen the records of 111X and 114X Captains presently serving in major command and those who have served in major command within the last 12 months (who have not previously screened for sequential command) for potential assignment to sequential command.

h. Review the performance of previously selected officers in the major command bank and recommend for removal, by majority vote of the board members, if applicable.

3. **Board Authorized Selections.** Major command screening goals are derived from projected fill requirements and are allocated to provide equitable command opportunity to each Promotion Year Group (PYG). The total number of candidates that may be recommended in each competitive category is listed below:

a. Surface Warfare (111X)

(1) Eligibility is based on two criteria: Previous screening for commander command by an administrative selection board and date of rank of Commander promotion. Only those Full Time Support (FTS) officers who were selected for retention by the FTS Captain Selective Retention Board will be considered for major command.

(2) Selection Goals (111X)

<u>PYG</u>	<u>09</u>	<u>10</u>	<u>11</u>	<u>Total</u>
FY-18 GOALS	7	12	26	45

Note: The board (by majority vote of the board members) may shift quotas between PYGs should redistribution clearly be dictated by quality or qualification difference between these groups; however, the board should endeavor not to exceed the total overall FY-18 screening goal of 45. If an officer, from a PYG with looks remaining (PYG 09, 10, 11), is recommended for

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removal from the major command bank (by majority vote of the board members), the FY-18 screening goal may be increased according to corresponding PYG.

(3) Recommended Selectee Distribution (111X)

<u>COMMAND</u>	<u>DISTRIBUTION</u>
CRUDES/LCSRON	24
Amphibious	6
Major Shore	15

Note One: Selectee distribution guidance is a recommendation only. The board (by majority vote of the board members) may, in consultation with NAVPERSCOM (PERS-41), deviate slightly from the guidance.

Note Two: A recommendation by the board for an eligible officer for any community specific command category listed above is a determination by the board that the officer meets the command screening requirements of reference (b) for all command categories.

Note Three: Per reference (c) the Type Commander must review and approve the board results and is specifically granted authority to shift command screened officers between the command categories recommended by the board.

(4) Full Time Support (FTS) Officers. The board may select FTS officers (1117) for assignment to major command if the eligible officer meets the standards for selection listed in reference (a). FTS officers will count against 111X year group goals in subparagraph 3a(2). FTS officers who were not retained by the FTS Captain Selection Retention Board will not be considered for major command.

b. Surface Warfare Officer Acquisition Corps (SWO AC). Surface Warfare acquisition professionals are tracked by the "APM" Additional Qualification Designator (AQD), which is assigned by an annual AC selection board. Officers selected for major AC command/major acquisition program by this board become eligible for consideration for slating by the Naval Sea Systems Command slating panel. ACs selected for AC major command/major acquisition program are not guaranteed major command assignment in the acquisition field.

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(1) Eligibility is determined by administrative screening for commander command, the rank criteria used for each community, and by either submitting a request to NAVPERSCOM (PERS-41) for inclusion in the AC Major Command screening group or having been designated an Acquisition Member at a previous AC selection board. Eligible Officers designated as an Acquisition Member at a previous AC selection board or those requesting inclusion in the AC Major Command screening group will not be considered during the Surface Warfare Major Command portion of the board.

(2) Selection Goals

<u>PYG</u>	<u>09</u>	<u>10</u>	<u>11</u>	<u>Total</u>
FY-18	*	*	*	*

\* No specific goals for each PYG nor overall.

c. NSW (113X)/EOD (114X)

(1) Eligibility is based on two criteria: Previous screening for commander command by administrative selection board and selection for promotion to the rank of Captain. Officers previously considered will be eligible until selected or their three opportunities are exhausted.

(2) NSW Selection Goals (113X)

<u>PYG</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>Total</u>
FY-18 GOALS	*	*	*	4

\* No specific goal for each PYG.

(3) EOD Selection Goals (114X)

<u>PYG</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>Total</u>
FY-18 GOALS	*	*	*	2

\* No specific goal for each PYG.

(4) Special Requirements

(a) AC. Eligibility is determined by administrative screening for commander command, selection to the rank of captain, and by either submitting a request to NAVPERSCOM (PERS-

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41) for inclusion in the AC Major Command screening group or having been designated an Acquisition Member at a previous AC selection board. Officers under consideration for both NSW or EOD major command and AC major command are first considered for their warfare designation major command without an Acquisition request stamp on the record. Regardless of selection status to NSW or EOD major command, officers requesting AC Major Command screening will then be considered for AC major command/major acquisition program. If selected for their warfare designation major command, NSW and EOD officers will still be eligible AC major command/major acquisition program for their remaining looks. Additionally, if selected for AC major command, NSW and EOD officers will still be eligible for NSW or EOD major command for their remaining looks.

(b) FTS Officers. The board may select FTS officers (1137 or 1147) for assignment to major command if the eligible officer meets the standards for selection listed in reference (a). FTS officers will count against 113X and 114X year group goals in subparagraphs 3c(2) and 3c(3). FTS officers who were not retained by the FTS Captain Selection Retention Board will not be considered for major command.

d. LDO (61XX/641X/648X/649X). LDOs will be considered for major command. Since they are not guaranteed a major command tour, officers selected will not count against the 111X or 114X year group goals in subparagraph 3a(2) and 3c(3).

(1) Eligibility is based on two criteria: Previous screening for commander command by administrative selection board and selection for promotion to the rank of Captain.

(2) LDO Selection Goals (61XX/641X/648X/649X)

<u>PYG</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>Total</u>
FY-18 GOALS	*	*	*	*

\* No specific goals for each PYG nor overall.

e. Surface Warfare and EOD Sequential (111X and 114X). There are no selection goals for Surface Warfare and EOD sequential command.

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4. Additional Guidance. Below information is provided to facilitate this board and clarify community requirements to assist in determining the best and fully qualified in accordance with reference (a).

a. Nuclear Qualified Officers. SWO's with nuclear propulsion qualifications (SWO(N)) will be considered with their SWO contemporaries within their respective year groups. SWO(N) career patterns often vary from the majority of the SWO community in that they serve in nuclear-related training, sea, and shore billets throughout their careers in addition to traditional SWO assignments. As a result, they can arrive in major SWO career milestones later than their SWO contemporaries. The quality of performance of SWO(N)s in all of their nuclear-related assignments along with their specialized background should be given equal weight to that of conventional SWOs who have followed traditional career patterns.

b. Sea Duty and Forward-Deployed Naval Force Assignments. Many officers seek the added challenges of more senior grade sea duty billets to further hone their operational skill level, experience new areas of intra-community specialty, and sharpen their competitive edge. These billets include those on numbered fleet staffs, strike group staffs, destroyer squadron, and amphibious squadron staffs and large deck amphibious ships (LHDs/LHAs). In pursuing these post-department head and post-command sea duty billets, these officers willingly forfeit time ashore and do so with the knowledge of improving and broadening their professional background and experience serving in these unique environments. Additionally, many officers recognize the increased operational tempo and demands imposed in forward-deployed naval force assignments and willingly accept world-wide moves and other exceptional requirements associated with these assignments to take advantage of these opportunities. The benefit afforded the Navy through the service of experienced and motivated officers in these operational billets is substantial. You should consider these factors when determining the best and fully qualified.

c. Education and Professional Development. The board shall give favorable consideration to those officers with relevant graduate education, experience in specialized areas, and Professional Military Education. The Navy values officers

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who seek opportunities to broaden their cultural awareness through experiences and education and to enable better communication in a global operating environment.

d. Commander Command Ashore Consideration

(1) Officers screened for Commander Command, but who served their respective tours ashore (vice afloat), should be given consideration equal with their afloat-experienced peers.

(2) In many cases, officers who have experience and well-developed skill sets while in command ashore can best serve the Navy in positions of greater responsibility in major command.

5. Selection Goals. The board need not select to the numbers provided. The authorized number to select should only be attained if there are a sufficient number of candidates determined fully qualified.

  
R. A. BROWN