



## DEPARTMENT OF THE NAVY

NAVY PERSONNEL COMMAND  
5720 INTEGRITY DRIVE  
MILLINGTON TN 38055-0000

1401  
PERS-00  
22 Nov 16

From: Commander, Navy Personnel Command  
To: President, FY-18 Surface Commander Command Screen Board

Subj: ORDER CONVENING THE FY-18 SURFACE COMMANDER COMMAND  
SCREEN BOARD

Ref: (a) FY-18 Administrative Selection Board Precept  
(b) COMNAVSURFPAC/COMNAVSURFLANTINST 1412.3A  
(c) COMNAVSURFPAC/COMNAVSURFLANTINST 1412.2C

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, 12 December 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. Review the performance of previously selected officers in the Surface Limited Duty Officer (LDO) (611X, 612X, 613X, 616X, 618X, 641X and 649X) Commander Command bank and recommend for removal, if warranted.

b. Recommend officers in the Surface LDO community (611X, 612X, 613X, 616X, 618X, 641X and 649X), Promotion Year Groups (PYG) PYG-16 and PYG-17 for Commander Command Ashore.

c. Adjudicate 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 made available upon petition when the constituent can reasonably

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demonstrate that he/she was somehow disadvantaged, or that his/her record was unfairly considered during the normal administrative screening process. Such 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 an additional look. Officers approved for an additional look by a majority of the board members will then be considered with those officers receiving regular consideration. Special additional look selectees will count against the second look (PYG-13) selection target for those not previously screened for an Executive Officer (XO) milestone or against the third look (PYG-11) selection target for those previously screened for an XO milestone.

d. Adjudicate officers in the Surface Warfare (111X) community who have petitioned the board, in writing, for any other special requests. Such petition is made in writing to the selection board president, via NAVPERSCOM (PERS-41), who will attach an endorsement recommending approval or denial of the petitioner's request. A majority vote of members will determine final adjudication.

e. Review the performance of previously selected officers in the Surface Warfare Officer (SWO) (111X) Commander Command bank and recommend for removal, if warranted.

f. Review the performance of previously selected officers in the SWO (111X) XO bank and recommend for removal, if warranted.

g. Recommend officers in the Surface Warfare (111X) community, PYG-14, for Commander Command Afloat.

h. Recommend officers in the Surface Warfare (111X) community, PYG-13, for Commander Command Afloat.

i. Recommend officers in the Surface Warfare (111X) community, PYG-13, for Executive Officer Afloat.

j. Recommend officers in the Surface Warfare (111X) community, PYG-13, for Executive Officer-Special Mission (XO-SM).

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k. Recommend officers in the Surface Warfare (111X) community, PYG-11, for Commander Command Afloat.

l. Recommend officers in the Surface Warfare (111X) community, PYG-11, for Commander Command-Special Mission (CO-SM).

m. Identify SWOs (111X) selected for Commander Command as Surface Acquisition Professional Corps Candidates (ACC).

3. **Board Authorized Selections.** The total number of candidates that may be recommended in each competitive category is listed below:

a. Limited Duty Officer Commander Command:

(1) Eligibility. Each Surface LDO selected for promotion to Commander will receive two looks for command provided they have completed the LDO Command Qualification in accordance with reference (b). For this board, LDOs selected for promotion to Commander in FY-17 will receive their first look and LDOs promoted to Commander in FY-16 will receive their second look.

(2) FY-18 LDO Selection Goals

CDR PYG	LOOK	FY18 TARGET
17	1 <sup>st</sup>	(Note 1)
16	2 <sup>nd</sup>	(Note 1)
Total		12 (Note 2)

Note 1: The number of selections for each PYG is not specified, but the combined number of PYG-16 and PYG-17 selections must not exceed the total.

Note 2: Selection of LDOs to Commander Command does not guarantee they will serve in a command billet.

b. Surface Warfare (111X) Commander Command:

(1) Eligibility. Each SWO (111X) eligible for Commander Command will receive two looks for command provided they have completed the Surface Command Qualification in accordance with reference (c). Officers who did not select for command on

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either their first or second look, but did select for XO Afloat or XO-SM on their second look, will be eligible for a third look for Commander Command Afloat or CO-SM two years after their second look, provided they have completed the Surface Command Qualification in accordance with reference (c). An officer will be eligible for their first look two calendar years after the fiscal year that officer was promoted to Lieutenant Commander. The second look for command occurs the year immediately following the first look, and the third look, when eligible, occurs two years after the second look. For this board, eligible officers from PYG-14 will receive their first look, eligible officers from PYG-13 will receive their second look, and eligible officers from PYG-11, who previously selected XO Afloat or XO-SM, will receive their third and final look. Officers who have not completed their command qualification in accordance with reference (c) prior to the board will forego consideration for Commander Command during their respective look. Officers in PYG-13 who have not completed the command qualification are eligible for XO Afloat and XO-SM selection only.

(2) FY-18 111X Selection Goals. No minimum number of selectees is required.

<u>PYG</u>	<u>LOOK</u>	<u>FY-18 TARGET</u>
14 CO Afloat	1 <sup>st</sup>	39
13 CO Afloat	2 <sup>nd</sup>	17
13 XO Afloat	2 <sup>nd</sup>	28
13 XO-SM	2 <sup>nd</sup>	48
11 CO Afloat	3 <sup>rd</sup>	10
11 CO-SM	3 <sup>rd</sup>	10
Total		152

c. Acquisition Professional Corps Candidates (ACC):

(1) Eligibility. This board will also approve SWOs screened for command that are suited for potential service in the Navy's Surface Acquisition Professional Corps. Officers selected will have the opportunity to be detailed to acquisition assignments and/or acquisition education opportunities prior to their command tour or immediately after command, PYG and timing dependent.

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(2) FY-18 ACC Selection Goals

<u>PYG</u>	<u>LOOK</u>	<u>FY-18 TARGET</u>
14	1 <sup>st</sup>	5
13	2 <sup>nd</sup>	3
Total		8

Officers meeting the best and fully qualified criteria and approved by the board will be designated for engagement by surface leadership and encouraged to pursue a ACC career track.

4. Additional Guidance. The following information is provided to clarify community requirements and any specific needs, but in no way should replace the "Best and Fully Qualified" standard of reference (a).

a. Limited Duty Officers:

(1) The LDO community has not historically required college or other advanced degrees. While a college degree is desirable, it is not a prerequisite for command and should not be a disqualifier.

(2) The LDO career path differs greatly from the traditional SWO career path. The limited number of XO billets available to LDOs precludes XO assignment from being a milestone and should in itself not be a disqualifier for command. Maximum consideration should be given to officers completing LHA/LHD/CVN Department Head (DH) tours and demanding billets ashore.

(3) Officers selected to serve as Commanding Officers (CO) in the LDO community are not guaranteed command. They are screened into a pool of officers who will be detailed to command based upon timing and needs of the Navy that may include CO billets outside of the normal LDO career path.

b. Bank Review. To ensure that standards of performance are maintained, the records of officers previously selected for XO or Commander Command, but not yet in their tour, shall be reviewed. Those officers whose records, in the opinion of a majority of the board members, indicate significant decline in performance, or which contain material subsequent to the last board which casts doubt upon their qualifications to serve as an XO or in Commander Command, shall be reported to the Deputy Chief of Naval Personnel. This report shall include a

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recommendation regarding continuation on the Surface XO or Commander Command list, as appropriate. The purpose of this review is to ensure the continuing quality of officers selected for XO and Commander Command.

c. Leadership. Assignment to command places an individual in our community's foremost position of authority and accountability. Consequently, special trust and confidence is placed in these officers. In being assigned to command positions, these officers will exert great influence and must demonstrate the commitment and courage to lead and mentor our future leaders. Therefore, as you strive to determine an officer's fitness for command, you should favorably consider those best and fully qualified officers whose previous performance clearly reflect the leadership core values we equate with our successful COs.

d. Early Command. Some officers are assigned to a Lieutenant Command tour in lieu of, or in addition to, a second Department Head tour, or a Lieutenant Commander Command tour as fleet up second and third DH tours. As such, these officers may not have opportunity to complete a full early command tour prior to their first look for Commander Command and should not be penalized for the absence of fitness reports. The Navy is placing special trust and confidence in these officers, and their assignment to Early Command and performance in command should be a factor for you to favorably consider in determining which officers are best and fully qualified for selection to Commander Command.

e. Sea Duty and Forward Deployed Naval Force Assignments. Many officers seek the added challenges of more senior grade sea duty assignments to further hone their operational skills and broaden their operational background. These billets include Numbered Fleet Staffs, Strike Group Staffs, and large deck amphibious ships (LHDs/LHAs). In pursuing such post-DH sea duty assignments, these officers willingly forego time assigned ashore and do so with the goal of strengthening their professional background and experience while serving in demanding billets at sea. Additionally, many officers recognize the increased operational tempo and demands imposed on forward-deployed Naval force assignments and willingly accept world-wide moves and other exceptional requirements associated with these assignments in order to broaden operational experience. The benefits afforded the Navy through the service of experienced

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and motivated officers in these demanding operational billets should be a factor for you to consider in determining which officers are best and fully qualified for selection to Commander Command.

f. New Construction Assignment. Officers involved in new construction generally face the challenge of building a ship and forming a crew, usually from two distinct locations. The building and commissioning of a ship is a demanding assignment to which only quality officers are assigned. DHs of pre-commissioning units are usually functioning as such while still in the training pipeline, and often before the CO has embarked on his or her training track. When considering officers assigned to new construction/commissioning crews against their peers in operational commands, balance the breadth and depth of the complete record, not simply the new construction tour of duty. This is especially true for LHA-6 and LCS/FF classes.

g. Early Rollers. Some officers have career paths that may look different from their peers. Some officers were assigned to DH tours immediately following their initial Division Officer tour and accomplished the bulk of their sea duty ahead of their peers. These officers have the same amount of sea duty and at-sea DH experience as their peers, but acquired this experience earlier in their careers. This often means they did not have the same breakout opportunities due to promotion groupings as their peers. Review such records closely to be sure that these officers are given due consideration for their performance in difficult assignments at a relatively junior career point.

h. Waterfront Training and Production Organization Assignments. The Surface Navy has shifted from the practice of training the trainer to training the watchstander. This shift in practice requires that we send top performing officers to waterfront training and production billets at Afloat Training Group, Surface Warfare Officers School, Naval Surface and Mine Warfighting Development Center, Tactical Training Group, U.S. Naval Academy, Navy Reserve Officers Training Corps units, and other waterfront and production jobs that prepare our Sailors for sea duty are highly valued by the community. Selection for and subsequent superior performance at waterfront training/production organizations should be a factor for you to consider in determining which officers are best and fully qualified.

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i. Warfare Tactics Instructors (WTI). A limited number of junior officers are chosen annually to be trained and certified as WTIs. Officers with strong operational performance and their CO's endorsement can apply for selection into the WTI program through a highly competitive board process. Those who are selected and able to complete rigorous WTI training curriculum are subsequently assigned to fill waterfront or surface warfare community production tours. The combination of superior performance as a division officer, training as WTI and the completion of a WTI production tour directly enhances warfighting readiness across the fleet. Though DH at-sea performance remains the primary indicator of best and fully qualified, when appropriate, designation as a WTI may be used as a discriminator in identifying those best prepared for milestone screening. WTIs should not be disadvantaged for consideration if they do not have Joint Professional Military Education or post-graduate degrees because the traditional opportunities for these milestones is subsumed in the production tour. They will be afforded future graduate opportunities both as post-DH and post-command as circumstances dictate.

j. Limited Competitive FITREP Opportunities. A number of DH billets preclude opportunities for an officer to receive a competitive FITREP due to billet base requirements, officer timing, or duties assigned. For example, spot promote billets (LSD/CG Chief Engineers); single, longer tours (Weapons/Combat System fleet-up, LSD Chief Engineers); Operations Officers on LCS; and Full Time Support (FTS) Officers may lack opportunities to get hard breakouts against their peers. In these cases, careful consideration should be given to the officer's performance against the Reporting Senior's Cumulative Average, soft breakout language contained in block 41 of the FITREPs, and the billet responsibilities and recommendations for future service.

k. War College Assignments. Traditionally, those officers who have not yet screened for Commander Command and desire assignment to a billet which would enhance their record would be assigned to sea duty, a community job, or a large staff in order to earn a breakout competitive FITREP. However, War College assignments are considered extremely high priority and all assigned quotas must be filled. As a result, the board should not negatively view an officer's assignment to a War College.

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1. Evaluate the Officer Based on their Performance, not Necessarily the Assignment. Officers should be considered based upon the quality of their performance at the commands to which they were assigned. In many cases, quality officers were detailed into jobs out of the mainstream because of the needs of the Navy. Similarly, because of the operational cycles of ships and staffs, and the different types of each, some officers may not have had the deployment experience of other officers at a particular point in their career. Across an officer's career, this should balance out. Although performance in arduous sea duty and on deployments will highlight an officer's qualities, take care that officers who were denied such opportunities through no fault of their own receive due regard for their performance.

m. Nuclear-Trained SWOs. The Navy needs nuclear-trained Surface Warfare Officers (SWO(N)) with Commander Command experience to fill key leadership positions aboard nuclear-powered aircraft carriers. SWO(N) career paths often vary from those of their non-nuclear SWO counterparts in that they serve in nuclear-related sea, shore, and training billets throughout their careers in addition to filling traditional SWO assignments. The quality of performance of SWO(N)s in all of their nuclear-related assignments, along with their specialized background and potential for assignment to more senior SWO and SWO(N) positions, should be given weight equal to that of conventional SWOs who have followed traditional career patterns.

n. Full Time Support (FTS) Officers. In screening FTS Officers (1117), it is important to remember that although their background and sea duty experience will be similar to their Regular Navy contemporaries, FTS Officers also serve in key Reserve management billets, thereby often resulting in less total sea time.

5. 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.

  
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