



# PERS-41

2nd Quarter FY 2012

# Quarterly

Navy Personnel Command  
Surface Officer Assignments (PERS-41)  
5720 Integrity Drive  
Millington, TN 38055-4110

Website: <http://www.public.navy.mil/bupers-npc/officer/Detailing/surfacewarfare/Pages/default.aspx>  
Forums: [www.swonet.navy.mil](http://www.swonet.navy.mil) and [www.sailorbob.com](http://www.sailorbob.com)  
Twitter: [twitter.com/PERS41](https://twitter.com/PERS41)  
Facebook: [www.facebook.com/PERS41](https://www.facebook.com/PERS41)

## From the Bridge

### INSIDE THIS ISSUE

- 1 From the Bridge
- 2 Community News
  - Board Season Wrap Up
  - CDR Command Board
  - CDR Command Board Lessons Learned
  - FY13 CDR CMD Board Stats
  - Major Command Board Lessons Learned
  - Including Screening Status in FITREPS
  - Understanding Accessions & JO Footprint
  - SSDS Training Added to BST
- 3 41A - Captains
  - In Focus
  - FY13 Major Command Board – Additional Stats
  - Board Support
- 4 410/411 - CDRs and LCDRs
  - I've Screened XO-SM – Now What?
  - LPD 17 Transition
  - War College Opportunities
- 5 412 – Junior Officers
  - JO Profile
- 6 413 – Placement
  - Organizational Changes
- 7 417 – NOSC Command
- 8 DC Placement - Joint Staff
- 9 PERS-41 - Contact Information



Send comments and suggestions to  
[daniel.duhan@navy.mil](mailto:daniel.duhan@navy.mil)

Shipmates,

Hope this finds all having enjoyed a safe and happy Holiday season. I would pass a special thanks to our shipmates who were deployed or away from their families at the tip of the spear during the Holidays.

We just concluded a very successful board season, including the Major Command and Commander Command Board. The Boards affirmed once again, that performance at sea, in Command and in your Department Head tours, remains the most important discriminator in selecting our future Commanding Officers and Commodores. As a community, we value Early Command at Sea, and the boards validated that once again. The quarterly provides complete board results, stats and lessons learned.

If you have not seen it yet, NAVADMIN 376/11 announced the FY13 Promotion Selection Boards and Zones. Our initial assessment is that there is some relief to the pressurization we saw in the FY12 boards. I encourage you all to review the message and ensure your record is up to date. PERS-45 developed an Officer Record Management Guide on the NPC site. It is one stop shopping on how to update your record, from FITREPs and photos to AQDs and Education Certificates. The link is:

<http://www.public.navy.mil/bupers-npc/officer/Pages/default2.aspx>

On a Budget note, we have just received our PCS funding and are working through the backlog of orders. Please be patient, and as always, communicate with your detailer regarding any issues.

We also anticipate a NAVADMIN within the next couple of weeks regarding CSR changes. We'll keep you posted on the latest via social media as well.

Sail Safe & V/r,

CAPT John Nowell, Jr  
PERS-41

# Community News

## Board Season Wrap Up



### Board Results

The Major Command and CDR Command Boards made difficult choices from a list of extremely talented officers---each with years of dedicated service to the Navy and the Nation. The results reaffirm the incredible talent that resides within the Community. However, that means that some very good officers were not selected for Major Command and CDR Command. Each board is unique and we urge caution in acting solely on the basis of a single year's results. Career decisions should be deliberate, not reactionary. It is not prudent to make radical course changes based on the results of one screening board. Our Surface Warriors should continue to seek the counsel of trusted mentors, and should view the results of these boards as part of the total screening process. We recommend officers engage their detailer in a dialogue regarding individual career goals and the best courses of action to achieve those goals. To those that did select, congratulations! Your hard work and perseverance has paid off! You will follow in the footsteps of so many other great Surface Warfare Officers in leading our most prized asset, the men and women of the Fleet.

### CDR Command Board

Eligibility for the Commander Command Board is based off the fiscal year an officer is promoted to LCDR, referred to a "Promotion Year Group" or "PYG". The first look is the December board two fiscal years after promotion to LCDR (PYG + 2). The second look is the following year (PYG +3). The third look (for eligible officers) is two years after they screen for XO Afloat/XO-SM (PYG + 5). Therefore, in December 2011, the CDR Command Board included PYG 09 1<sup>st</sup> Look, PYG 08 2<sup>nd</sup> Look, and PYG06 3<sup>rd</sup> Look.

First look officers will be considered for XO/CO Afloat only. Second look officers will be considered for XO/CO Afloat, XO-Afloat and XO-SM. Officers who screen XO-Afloat and XO-SM should anticipate rolling to their XO assignment as soon as feasible, often prior to their PRD. Officers eligible for a third look (XO-Afloat and XO-SM screened officers) will be considered for CO-Afloat and CO-SM. Of Note, PYG07 officers screened under the previous two-look system were screened for CO-SM, XO-Afloat, and XO-SM at their second look. Like the PYG06 officers this year, those PYG07 officers who screened for XO-Afloat and XO-SM will receive a third look at the FY13 Commander Command Board in December 2012.



# Community News

## Commander Command Board Lessons Learned

Consistent with previous years, this year's Commander Command board selected the best and fully qualified from a truly talented group of officers eligible for Executive and Commanding Officer positions. In selecting the best and fully qualified, the Board considered the following:

- Performance as a Department Head remains the **primary consideration** in Commander Command screening. Breakouts (hard and soft) against peers remain the key metric for the board to determine the best and fully qualified. The single most important factor affecting selection was sustained, superior performance in competitive sea duty assignments.
- For all year groups, and particularly the PYG-06 Officers in their 3<sup>rd</sup> look, additional sea time as XO and XO-SM, along with competitive breakout opportunities in community jobs were valued. Officers who remained at sea in challenging Post Department Head assignments (Ship, Strike Group Staff, FDNF, Fleet Staffs, etc.) were recognized.
- Additionally, Post Department Head performance in significant Surface Community and major staff (OPNAV, BUPERS, TYCOMS, SWOS, ATG etc.) assignments were noted.
- An officer's member trait average versus the Reporting Senior's Cumulative Average (RSCA) remained a key measure of performance.
- Performance in Early Command was specifically recognized.
- Performance in diverse and challenging at-sea assignments was recognized. However, the type of platform in which officers completed their Department Head tours had no bearing on results.
- Early and consistent recommendations for Commander Command from DH tours and subsequent tours were crucial.
- Command achievements in the areas of operational performance were recognized.
- Serving in or completing an Individual Augmentation (IA) or GWOT Support Assignment (GSA) was a positive discriminator.
- Completion, as well as failure to complete, a Masters Program (regardless of major) and JPME Phase I was recognized by the board.
- Official photograph in current rank was used to determine military bearing and physical fitness.
- Attendance at the various War Colleges was recognized.
- Record management to include FITREP continuity, current photo, and updated education certs and award information was considered by the board.
- Ensuring your record is up to date cannot be overemphasized.

## FY13 CDR Command Board Stats

1<sup>st</sup> Look XO/CO screened:

- Total 65 of 248 (26.2%)
- Female 13 of 31 (41.9%)
- Diverse 16 of 63 (25.4%)
- SWO(N) 8 of 26 (30.8%)

2<sup>nd</sup> Look XO-Afloat/XO-SM:

- Total 50 of 105 (47.6%)
- Female 3 of 7 (42.9%)
- Diverse 17 of 37 (45.9%)
- SWO(N) 6 of 13 (46.2%)

2<sup>nd</sup> Look XO/CO screened:

- Total 44 of 149 (29.5%)
- Female 4 of 11 (36.4%)
- Diverse 11 of 48 (22.9%)
- SWO(N) 2 of 15 (13.3%)

3<sup>rd</sup> Look CO-Afloat/CO-SM

- Total 5 of 66 (7.6%)
- Female 0 of 2 (0%)
- Diverse 1 of 14 (7.1%)
- SWO(N) 0 of 6 (0%)

## DOES YOUR RECORD NEED UPDATING?

Visit: <http://www.public.navy.mil/bupers-npc/officer/Pages/default2.aspx>

**For a Quick Reference Guide to Updating Officer Records**

# Community News

## Major Command Board Lessons Learned

The FY13 Major Command Board screened 40 of 127 SWOs for Major Command. As always, proven and sustained superior performance in Commander Command was the primary consideration. Joint education/experience, IA/GSA/Afghan-Pakistan Hands assignments and potential for future contributions following Major Command all proved significant factors. All new selects have incredible records and are welcome additions to our senior leadership team as we face the challenges ahead.

The following factors provided the best opportunity to screen for Major Command, these factors have been a consistent theme for SWO Major Command selection:

- Performance as a Commanding Officer in Commander Command (primary factor)
- For those who did not have hard breakouts during their Commander Command Tour, post Command at sea tours (FDNF, Strike Group Staffs, Fleet, and other afloat units) weighed significantly in selection.
- Diverse and challenging assignments, particularly performance in significant community jobs (TYCOMs, OPNAV, SWOS, BUPERS, etc.) played in selection.
- Joint Education, Joint Tour assignment/completion and JQO designation were factors considered by the board.
- Experience and skill sets that could be applied to post Major Command tours were also discriminators.
- IA, GSA and Afghan-Pakistan Hands assignments were positively viewed by the board.
- Command achievements, particularly in the areas of mission accomplishment, operational performance, developing and training of subordinates, retention, innovation and command climate were rewarded.

## Including Screening Status in FITREPs

While there are many factors that contribute to promotion viability and selection, *administrative screenings are key indicators used by promotion board members to determine the general competitiveness of a given record.*

To avoid ambiguity in the interpretation of your record for statutory promotion boards, we suggest including your administrative screening code in every FITREP you receive. The following are recommended in the first line of Block 41:

- Major Command Screened:  
**Screened Major Command**
- XO/CO Fleet Up CO-Afloat Screened:  
**Screened Commander Command Afloat**
- XO/CO Fleet Up CO-SM Screened:  
**Screened Commander Command**
- XO-Afloat Screened:  
**Screened for Executive Officer Afloat**
- XO-SM Screened:  
**Screened for Executive Officer**
- XO/CO SCP Screened:  
**Screened for Specialty Career Path  
Executive Officer or Specialty Career  
Path Commanding Officer**



# Community News

## Understanding Accessions and JO Footprint

Healthy and reliable accessions have an undeniable contribution to overall SWO community health. From a Community Management standpoint, long-term SWO community health is dependent upon accessing, retaining, promoting and force managing (when necessary) sufficient officer inventory to meet projected annual demands. As such excessive inventory shortages or surpluses are undesirable. Our first and most critical demand milestone is Department Head billets.

Understanding SWO accession planning factors may help explain the challenges we face today such as managing a large Division Officers footprint on our ships. Annual SWO accessions are calculated to support a projected Department Head (DH) inventory requirement that will occur in the eighth Year of Commissioned Service (YCS). Additionally, SWO accession modeling incorporates factor for: aggregate junior officer retention rates, sustainment of SWO-option programs to Restricted Line (RL) communities, incoming & outgoing lateral transfers, attrition rates, and Year Group inventory changes resultant from redesignations across Unrestricted Line (URL) communities. Aggregate junior officer retention between YCS-3 and YCS-8, which was 36.36% during FY-12 accession planning, is a dominant variable in these calculations. Additionally, because SWO leadership, managerial, and tactical experience is highly valued by RL communities, the SWO community supports 96 SWO-Options annually. This represents approximately 12% of our FY-12 accessions. In short, although the managerial challenges associated with a high junior officer footprint per ship are noteworthy, the hazards of an insufficient Department Head inventory are worse.

The current 30-year shipbuilding plan includes force structure growth (even with proposed POM-13 cuts) and hybridized crewing models, both of which contribute to a greater Department Head inventory requirement than we have today. As such, the principal reason for our accession levels is to effectively manage Department Head tour lengths. FY-12 accession levels were reduced by 14% from FY-11 and will support Department Head tour lengths between 18-21 months through FY-20. While further accession reductions would yield fewer junior officers per ship, this approach could also yield unreasonable Department head tour lengths.

## SSDS Training Added to the BST

A Training Project Plan (TPP) was recently approved by OPNAV N15, via CNSF, to add the 5 week SSDS Warfare Operator training in Dahlgren as part of the BST for CO, XO, and Department Heads enroute to LHD (7&8) and LPD 17 class ships. This course is in lieu of the 2 week course in Dam Neck and San Diego.

Adding this course to the SWO BST was the result of a collaborative effort between CNSP N7, ATRC Dahlgren, SWOS, OPNAV N152, and PERS-413. Funding to support the additional TDI cost for the SSDS course will be offset by other BST course quotas that were under-utilized due operational timing and friction for officers transferring from ship to ship. As such, the TPP approved a limited number of billets for PERS-413 to send officers to. While we will continue to work to achieve full funding, the annual throughput for the course is not at its fullest as the LPD class ships are still rolling out. CO, XO, and DH enroute to LHD (7&8) and LPD 17 class ships, should expect to attend the 5 week course in Dahlgren, given timing and other considerations that effect training pipelines.



# PERS-41A Captains

## In Focus

Greetings from Millington! As we head into the New Year, it is important that we reiterate our focus of effort; getting our constituents screened for their next career milestone; administrative screening to Major Command and/or statutory promotion to the next pay grade. As many have asked for feedback on Major Command board results, the focus will be to cover down on board statistics. Please feel free to call us at anytime to discuss in detail. The stats are offered below for general consumption.

## FY13 Major Command Board

The FY13 Major Command board adjourned 17 November 2011 and was charged with the difficult task of picking the best and fully qualified Officers from a highly competitive group. The membership included Admirals Richard Hunt, Joe Kernan (NSW), Tom Rowden, Sinclair Harris, Frank Morneau (EOD), Dave Steindl, Larry Creevy, Mike Smith, and Captains Pat Piercey, Ron Boxall, Rudy Laco (FTS), Cindy Thebaud, Troy Stoner, Charlie Williams, Mike Slotsky, James Malloy, and Jeff Hayhurst (LDO).

## Additional Stats:

Current Duty Station for the 40 SWO Major Selects

- Six are serving at OPNAV
- Four are serving at JCS
- Three are serving at CNSP
- Three are serving at BUPERS
- Three are serving as Reactor Officers
- Two are serving at OSD
- Two are serving at SWOS
- Two are serving at MDA
- Two are serving at JECC
- Two are serving at ESGs
- Two are students at War Colleges
- One is serving at C3F
- One is serving at CNSL
- One is serving at NAVCENT
- One is serving at EUCOM
- One is serving at NORTHCOM
- One is serving at ATG EATQ
- One is serving at CSG
- One is serving at CNIC
- One is serving at COMOPTEVFOR



## FY13 SWO Board Statistics

31.5% Overall Board Rate

## SWO Individual Demographic Selection Rates

60.0% (6 of 10) Nuke  
30.0% (6 of 20) served/serving on IAs  
40.5% (30 of 74) CRUDES CDR CMD  
53.3% (8 of 15) AMPHIB CDR CMD  
33.3% (1 of 3) LCS CDR CMD  
2.9% (1 of 35) CO-SM  
7.7% (1 of 13) FTS  
29.3% (17 of 58 ) OPNAV tour  
57.1% (12 of 21) BUPERS tour  
55.6% (5 of 9) OSD tour  
37.9% (11 of 29) JCS tour  
43.8% (14 of 32) Other Joint tour  
31.9% (37 of 116) have JPME Phase I  
32.3% (21 of 65) have JPME Phase II  
35.1% (13 of 37) are JQOs  
31.5% (39 of 124) have Masters Degrees

## Board Support

Serving as a board member is a great opportunity to enhance your understanding of the FITREP system, meet community leadership and improve your understanding of career management. We are always on the lookout for opportunities to place 1110 PCCs and Captains on boards. If serving on a board is opportunity you are interested in – let us know and we'll work to find an opportunity for you.

V/R

Scott Sciretta

### I've Screened XO Special Mission – Now What?

First of all, congratulations! Although you may be feeling a little disappointed at not screening for Command, you should remind yourself that achieving a milestone screening never has and never will be a *fait accompli* AND more importantly, with a 3<sup>rd</sup> look, you are still in the hunt for Command!

In most cases, Officers screened for XO-SM will be accelerated into the XO-SM milestone tour in order to advantage your record for statutory promotion as much as possible. Your detailer, specifically the XO Slating Officer, will look to get you into your XO-SM assignment (milestone tour) as soon as feasible for two principle reasons: to position you as best as possible for Command screening (administrative screening) and to position you as best as possible for O-5 selection (statutory promotion).

Officers screened for XO (both Afloat and Special Mission) will receive their third and final look for Command two years after receiving their second look for Command. The ideal position for the third look is to have completed or be in the XO-SM milestone assignment. This is important because it is another discriminator that board members can use to gauge your professional portfolio and viability for Command.

With that in mind, it is **ABSOLUTELY IMPERATIVE** that every FITREP that you receive from the time you screen for XO-SM until the time you are selected for O-5 states that you are an **XO Special Mission screened Officer**. This stipulation is specifically meant to address statutory (i.e. promotion) boards because, try as we might, we will not be able to get every XO-SM into their milestone assignment prior to their O-5 board. Those without this comment in their FITREP will have no means of communicating their screening status to the board. At the O-5 board you are competing with Officers across the URL (SWOs, Aviators, Submariners, SEALs, and EOD) for promotion. The words in your FITREPs are often the only way to definitively communicate your status to the board members. Unlike administrative (i.e. milestone screening - DH, XO/CO Fleet Up, Major Command) boards that are community specific, the O-5 board will be comprised of members representing the aforementioned communities, and while a SWO reading your record may understand that AUXO on a CVN or DCA on an LHD is an XO-SM milestone billet, an Aviator or URL Officer may not, for example.

As an XO-SM screened Officer you have one of the most diverse pools of billets to pick from in terms of billets and locations. XO-SMs serve as AUXOs and DCAs on CVNs, DCAs and C5I Officers on LHDs, Chief Staff Officers in MPSRONS and MSRONS, XOs in ACUs and RIVRON 3, and OICs on HSV-2. These billets are in Fleet Concentration Areas and locales INCONUS and around the world. Wherever you are, you will be in a position to lead Sailors and make a difference.

---

*The next administrative screening look for XO-SM screened Officers is the 3<sup>rd</sup> look for CDR Command. Following CO-SM tours, the next administrative screening is Major Command.*

---

# PERS-410 (PCCs) / 411(CDRs and LCDRs)

## LPD 17 Transition

On 27 July 2011, ADM Roughead, signed a memo approving the transition of LPD-17 class ships to Surface Warfare Officer and Naval Aviator Major Commands, to be filled by a post-Command Captain, with a "fleet-up" Executive Officer (following the current, and successful, Amphibious Assault ship (LHA/LHD) model). To offset the impact on both the Surface and Aviation communities, the 4 aviation only Major Command LSDs will revert back to Commander Commands under the Surface Force "fleet-up" model. 4 SAN ANTONIO class ships will be designated as aviation-only Major Commands to be incorporated into the CVN CO training pipeline.



The transition to Major Command came about because of the unique challenges associated with introducing this complex ship class to the Fleet. Placing our more experienced, post-Command Captains at the helm of these complex weapons systems better positions us to leverage the enhanced warfighting capability the SAN ANTONIO class brings to the Fleet.

There has been no significant change to the career path since the implementation of XO/CO Fleet-up. On average, everyone will have (2) DIVO tours followed by (2) DH tours. It is good to diversify those sea tours to provide you the opportunity to command either CRUDES or AMPHIB ships as an O5. Diversification occurs primarily during the divo tours. During the first department head tour, officers are building expertise which will be used in the more complex second department head tours.

## War College Opportunities

Officers interested in War College should contact their detailer. There are numerous opportunities for officers to get their masters and JPME Phase I during the Summer/Fall classes according to the following schedule:

School	RNLT	Convening
Navy Senior	AUG12	AUG12
USMC Senior	26JUL12	01AUG12
Air Force Senior	16JUL12	23JUL12
Army Senior	19JUL12	30JUL12
ICAF	06AUG12	09AUG12
National	06AUG12	09AUG12
JAWS	19JUL12	23JUL12
Navy Intermediate*	AUG12	AUG12
USMC Intermediate	25JUL12	01AUG12
Air Force Int.	30JUL12	08AUG12
Army Intermediate	05JUL12	TBD

\* 5 of the 8 seats for the Navy Intermediate course require Maritime Advanced Warfighting School (MAWS). Students are enrolled in the War College curriculum concurrently with the MAWS curriculum, so MAWS students have a larger course load throughout the year. MAWS students spend an additional 3 months at War College conducting their Capstone "Direct Support" Planning Project. Upon graduation, MAWS students must fill a planner billet (unless headed to a milestone billet).



# SURFACE WARFARE SHIPMATE... IN THE SPOTLIGHT

## ONE SWO'S STORY

Name: *LTJG Tyler Haught*

Commissioning Source: *US Naval Academy, Annapolis, MD, B.S. Oceanography*

First DIVO: *USS STERETT (DDG 104)*  
*First Lt, Visit Board Search and Seizure Officer, San Diego, CA*

Current Assignment: *PCU ARLINGTON (LPD 24), Main Propulsion Division Officer*



**FLEXIBILITY  
OPPORTUNITY  
SERVICE**

### On Surface Warfare:

*The experience of being a Surface Warfare Officer can be good or bad depending on how you approach it. You are immediately put into a leadership role, forced to make decisions that affect Sailors, young and old, and are constantly being watched on how you carry yourself. In my mind I could not have asked for a better opportunity to start my career. As 1st LT and VBSS Boarding Officer onboard USS STERETT, I was pushed hard to lead my Sailors and continuously keep them motivated. I was lucky to have an incredible division that always completed tasks. In my mind you will never amount to much of a leader if your Sailors are not your #1 priority. Without them in your corner you will never complete the mission.*

*Being a young SWO forced me to find out who I was as a leader quickly and how I needed to react, whether driving the ship as OOD or boarding a foreign vessel during VBSS. I was put in many opportunities to find out what type of character I had and if I could make decisions when they needed to be made. I am happy that I chose SWO. The opportunities and experiences are unmatched.*



# PERS-413 Placement

## Organizational Changes

LCDR Brian Fremming has relieved LCDR Dan Duhan as PERS-413 Branch Head and Placement Officer for CNSP/L, ATG, SWOS and other SWO Community shore Commands. LCDR Kevin Louis will join the team in January 2012 and will take over as PACFLT CRUDES Placement Officer.

The Schools Coordinator, CDR Marc Mueller will depart at the end of January. Placement assignments for 2012:

413	Branch Head	LCDR Brian Fremming
413A	CRUDES LANT	LCDR Aaron DeMeyer
413B	CRUDES PAC	LCDR Brian Fremming
413E	LCS/PC/MSC/MESF/RIVRON	LCDR Jimmie Jensen
413F	AMPHIB/MCM	LCDR Bryce Benson

## Notes of Interest

### Promotion Boards

11 JAN 12 O-6 LINE BOARD  
7 FEB 12 O-5 LINE BOARD

### Upcoming PERS-41 Trips

10-12 JAN 12 SNA (Washington DC)  
5-9 Mar 12 Pearl Harbor Detailing Trip

### **Interested in giving back to the Navy, the SWO Community and adding to your leadership kit? Would you like work a Board?**

Contact your detailer. Board members, Administrative Assistants and Assistant Recorders are always needed for Statutory and Administrative Boards

## PERS-417 Full Time Support (FTS)

There are 125 Navy Operational Support Centers (NOSC) located across the United States with three abroad in Hawaii, Guam and Puerto Rico. Each NOSC is Commanded by an FTS Officer from Captain to LT where Reserve Component Sailors conduct operational training. The sizes of these Operational Support Centers vary greatly, depending on the number of R/C Sailors assigned. NOSC are designed to streamline operational preparation and communications with A/C gaining commands around the globe. NOSC often have unique capabilities such as extensive training facilities, including damage control trainers and small boat units. Many NOSC are co-located on USN or Joint military facilities, while others are stand alone centers which are often the main U.S. Navy representation in the community or even the entire state.

If you are a Surface Warfare Officer looking for a challenging Command Ashore opportunity while staying competitive for career milestones such as DH, Commander Command and Major Command, FTS may be a great fit. For further details, contact LCDR Ty Bush, FTS JO Detailer/NOSC Placement at ([tyrone.bush@navy.mil](mailto:tyrone.bush@navy.mil)) or 901-874-4158. You can be a SWO in Command Ashore as an FTS with the Navy Reserve.



## PERS-4417 Washington Placement

Previously I discussed the different commands in the National Capital region and reasons why you should consider a DC tour. In this issue, I would like to focus on one of the largest commands: the Joint Chiefs of Staff (JCS).

Within the Joint Staff the J-codes (directorates) include:

- J1- Manpower and Personnel
- J3- Operations
- J4- Logistics
- J5- Strategic Plans and Policy
- J7- Operational Plans and Joint Force Development
- J8- Force Structure, Resources and Assessment

As a LCDR and CDR, you will be given the opportunity to serve as an action officer in one of the codes listed above. CAPTs serve as Branch Heads, Division Directors and Executive Assistants.

### **“Great, but why should I go?”**

You do not get a better opportunity be immersed in the strategic picture of what goes on in our military than being on this Staff. If that’s not enough, the daily interaction with the best and brightest of the Army, Marines and Air Force guarantee a perspective broadening experience. The relationships and skill-sets you build pay big dividends later on. Getting “jointed” is a requirement for promotion to Flag rank but benefits to you start professionally and personally the moment you walk in the door.

### **“All that and a Joint Staff Badge I can wear on my uniform forever...how long will I have to serve on this Staff?”**

That depends. Without going into the specifics of title 10, normal tour duration is 36 months. If screened for a career milestone (e.g., CDR Command or Major Command), a Critical Operational Specialty takeout (COSTO) letter is submitted which gives your Detailer the opportunity to start you on the command pipeline at the 22 month point. This allows you to get the full joint tour credit.

Contact your detailer directly to express interest in going to the Joint Staff. The billets are in high demand and require my placement team to submit a nomination request to the Joint Staff Directorate.

One last point to make: Your Detailer is aware of all billet availabilities. I don’t have “more, better, or special reserved for friends” billets, so please do not call Washington Placement for that information. Now, we will talk to you, because we are nice people, but the conversation will be about everything EXCEPT billets you think we have, but don’t see on the downstream fills.

Very Respectfully,  
CDR Rich Dromerhauser

# PERS-41 Contact Information

PERS-41	Director	CAPT John Nowell Jr.	(901) 874-3926	<a href="mailto:john.nowell@navy.mil">john.nowell@navy.mil</a>
41A	Deputy /Asst CAPT Detailer	CDR Scott Sciretta	(901) 874-3325	<a href="mailto:michael.sciretta@navy.mil">michael.sciretta@navy.mil</a>
41A1	41 Admin Assistant	Mr. Stephen Armstrong	(901) 874-2843	<a href="mailto:stephen.armstrong@navy.mil">stephen.armstrong@navy.mil</a>
41B	Assistant Director	LCDR Ed Angelinas	(901) 874-4995	<a href="mailto:edward.angelinas@navy.mil">edward.angelinas@navy.mil</a>
41C	Strategic Comms	LCDR Dan Duhan	(901) 874-3558	<a href="mailto:daniel.duhan@navy.mil">daniel.duhan@navy.mil</a>
41M	Asst. Community Manager	LCDR Josh Menzel	(901) 874-2412	<a href="mailto:joshua.menzel@navy.mil">joshua.menzel@navy.mil</a>
41N	Surface Nuclear Placement	CDR Christopher Engdahl	(901) 874-3940	<a href="mailto:christopher.engdahl@navy.mil">christopher.engdahl@navy.mil</a>
41N1	Surface Nuc Community Manager	LCDR H.W. Bowman-Trayford	(901) 874-3145	<a href="mailto:harold.bowmantrayfor@navy.mil">harold.bowmantrayfor@navy.mil</a>
PERS-410/411	Branch Head	CDR Darren McPherson	(901) 874-3504	<a href="mailto:darren.mcpherson@navy.mil">darren.mcpherson@navy.mil</a>
410A	PCC Admin Assistant	Ms. Jackie Olson	(901) 874-3900	<a href="mailto:jackie.d.olson@navy.mil">jackie.d.olson@navy.mil</a>
411A	CDR/LCDR Detailer A-E	LCDR Scott Rosetti	(901) 874-2208	<a href="mailto:scott.rosetti@navy.mil">scott.rosetti@navy.mil</a>
411B	CDR/LCDR Detailer F-K	LCDR Jamie Murdock	(901) 874-2185	<a href="mailto:jamie.murdock@navy.mil">jamie.murdock@navy.mil</a>
411C	CDR/LCDR Detailer L-Q	LCDR Kitja Horpayak	(901) 874-3373	<a href="mailto:kitja.horpayak@navy.mil">kitja.horpayak@navy.mil</a>
411D	CDR/LCDR Detailer R-Z	LCDR Ed Sundberg	(901) 874-3682	<a href="mailto:edward.sundberg@navy.mil">edward.sundberg@navy.mil</a>
411M	411 Admin Assistant	Ms. Marilee Stroman	(901) 874-3888	<a href="mailto:marilee.stroman@navy.mil">marilee.stroman@navy.mil</a>
PERS-412	Branch Head	CAPT Rick Cheeseman	(901) 874-3912	<a href="mailto:rick.cheeseman@navy.mil">rick.cheeseman@navy.mil</a>
412B	JO Sea/Shore Coordinator	LCDR Riley Murdock	(901) 874-3884	<a href="mailto:riley.murdock@navy.mil">riley.murdock@navy.mil</a>
412C	JO Shore Coordinator	LCDR Allison Christy	(901) 874-3891	<a href="mailto:allison.christy@navy.mil">allison.christy@navy.mil</a>
412G	Divo Detailer A-B, T-Z	LT Chris Stolle	(901)874-3909	<a href="mailto:chris.stolle@navy.mil">chris.stolle@navy.mil</a>
412H	Divo Detailer C-H	LT Adam Stein	(901) 874-2358	<a href="mailto:adam.stein@navy.mil">adam.stein@navy.mil</a>
412J	Divo Detailer O-S	LT Matt Brooks	(901) 874-3898	<a href="mailto:matt.brooks@navy.mil">matt.brooks@navy.mil</a>
412K	Divo Detailer I-N	LTJG Nicole Lobecker	(901) 874-3916	<a href="mailto:nicole.lobecker@navy.mil">nicole.lobecker@navy.mil</a>
412M	1 <sup>st</sup> Tour DH Detailer	LCDR Kelley Jones	(901) 874-3890	<a href="mailto:kelley.jones@navy.mil">kelley.jones@navy.mil</a>
412N	SWO(N) Detailer	LCDR Steve Aldridge	(901) 874-3896	<a href="mailto:steve.aldrige@navy.mil">steve.aldrige@navy.mil</a>
412S	2 <sup>nd</sup> Tour DH Detailer	LCDR Tim Labenz	(901) 874-3485	<a href="mailto:timothy.labenz@navy.mil">timothy.labenz@navy.mil</a>
412T	DH Admin Assistant	Ms. Shelia Bridges	(901) 874-3913	<a href="mailto:shelia.bridges@navy.mil">shelia.bridges@navy.mil</a>
412Y	Divo Admin Assistant	Ms. Robbie Richard	(901) 874-3914	<a href="mailto:roberta.richard@navy.mil">roberta.richard@navy.mil</a>
PERS-413	Branch Head/ATG/PAC CRUDES	LCDR Brian Fremming	(901) 874-3901	<a href="mailto:brian.fremming@navy.mil">brian.fremming@navy.mil</a>
413A	LANTFLT CRUDES	LCDR Aaron DeMeyer	(901) 874-3917	<a href="mailto:aaron.demeyer@navy.mil">aaron.demeyer@navy.mil</a>
413E	MSC/MESF/RIVRON PC & LCS	LCDR Jimmie Jensen	(901) 874-3921	<a href="mailto:jimmie.jensen@navy.mil">jimmie.jensen@navy.mil</a>
413F	AMPHIB/MCM	LCDR Bryce Benson	(901) 874-3923	<a href="mailto:bryce.benson@navy.mil">bryce.benson@navy.mil</a>
PERS-414	Branch Head	CDR Jeff Sheets	(901) 874-3887	<a href="mailto:jeffrey.sheets@navy.mil">jeffrey.sheets@navy.mil</a>
414A	Security/Admin Detailer	LCDR Mike Beal	(901) 874-2329	<a href="mailto:michael.beal1@navy.mil">michael.beal1@navy.mil</a>
414B	OPS/Deck Detailer	LT Justin Santos	(901) 874-3906	<a href="mailto:jutin.santos@navy.mil">jutin.santos@navy.mil</a>
414C	Engineering/Repair Detailer	LCDR Raul Santospieve	(901) 874-3887	<a href="mailto:raul.santospieve@navy.mil">raul.santospieve@navy.mil</a>
414D	Electronics/Weapons	LCDR Patrick Sutton	(901) 874-3907	<a href="mailto:patrick.sutton@navy.mil">patrick.sutton@navy.mil</a>
414S	LDO/CWO Admin Assistant	Mr. Roger Berryhill	(901) 874-3905	<a href="mailto:roger.berryhill@navy.mil">roger.berryhill@navy.mil</a>
PERS-415	SPEC WAR Detailer	CAPT Chuck Herbert	(901) 874-2259	<a href="mailto:chuck.herbert@navy.mil">chuck.herbert@navy.mil</a>
415A	SPEC WAR Admin Assistant	Ms. Margarethe Fuller	(703) 614-3289	<a href="mailto:margarethe.fuller@navy.mil">margarethe.fuller@navy.mil</a>
PERS-416	EOD Detailer	CDR Larry Hall	(901) 874-3910	<a href="mailto:lawrence.e.hall@navy.mil">lawrence.e.hall@navy.mil</a>
416A	EOD Admin Assistant	Ms. Karen Rublaitus	(901) 874-3911	<a href="mailto:karen.rublaitus@navy.mil">karen.rublaitus@navy.mil</a>
PERS-417	FTS Surface Branch Head	CAPT Timothy Mahan	(901) 874-4103	<a href="mailto:timothy.mahan@navy.mil">timothy.mahan@navy.mil</a>
417A	FTS Surface JO Detailer	LCDR Ty Bush	(901) 874-4158	<a href="mailto:tyrone.bush@navy.mil">tyrone.bush@navy.mil</a>
BUPERS-311	SWO Community Manager	CDR H. Thomas Workman	(901) 874-3173	<a href="mailto:harold.workman@navy.mil">harold.workman@navy.mil</a>