



DEPARTMENT OF THE NAVY
NAVY PERSONNEL COMMAND
5720 INTEGRITY DRIVE
MILLINGTON TN 38055-0000

1401
PERS-00
23 Jul 15

From: Commander, Navy Personnel Command
To: President, FY-16 Specialty Career Path Selection Board
Subj: ORDER CONVENING THE FY-16 SPECIALTY CAREER PATH (SCP) SELECTION BOARD
Ref: (a) FY-16 Administrative Selection Board Precept
Encl: (1) Board Membership

1. **Date and Location**

a. This administrative selection board, consisting of you as the president and the members listed in enclosure (1), is ordered to convene at Navy Personnel Command, Millington, TN, at 0800, 27 July 2015, or as soon as practicable thereafter.

b. The board shall proceed in accordance with all guidance in this letter and the FY-16 Administrative Selection Board Precept, reference (a).

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

a. Screen officers in the 1110, 1120, 1140, 1310 and 1320 designators as Specialty Career Path (SCP) officers in 1 of 10 SCP disciplines;

b. Screen designated SCP officers as Specialty Career Path-Commanding Officer (SCP-CO) and Specialty Career Path-Executive Officer (SCP-XO);

c. Conduct a bank review of SCP officers previously screened as SCP-XO and SCP-CO.

3. **Board Authorized Selections**

a. The maximum number of officers that may be selected for SCP designation at this board is provided in Table 1. Officers who have applied for more than one discipline will have their record reviewed for each specialty for which they have applied. After each record has been briefed and voted, you will then assign officers to each specific discipline based on their personal preferences, their skill sets, and the needs of the Navy.

Subj: ORDER CONVENING THE FY-16 SPECIALITY CAREER PATH SELECTION BOARD

Table 1: FY-16 SCP Selection Board Goals:

Discipline	Maximum Select
MD	2
AT/FP	1
ASW	1
MIW	5
SIM	6
SS	1
OA	6
FM	0
NOP	5
ETMS	5
Total	32

(1) The maximum number selected should only be attained if there are a sufficient number of officers determined as meeting best and fully qualified criteria.

(2) To be qualified for selection, officers must:

(a) Be on active duty, not currently being processed for administrative separation, not the subject of a pending detachment for cause, previously detached for cause, or previously selected for an SCP discipline;

(b) Have submitted an application request for SCP designation;

(c) Meet the following entry time for designator as listed in paragraph 4.b.

b. The maximum number of officers that may be selected for SCP-CO and SCP-XO at this board is provided in Table 2. This quota is based on the total number of SCP-CO and SCP-XO billets within each discipline, the current number of SCP designated officers in the SCP-CO and SCP-XO banks, and accounts for an unlimited number of looks for SCP-CO and SCP-XO within a career.

Table 2: FY-16 SCP-CO and SCP-XO Selection Board Goals:

Discipline	SCP-CO Maximum Select	SCP-XO Maximum Select
MD	1	2
AT/FP	2	1
ASW	2	2
MIW	2	2
SIM	2	3
SS	1	2
OA	3	3

Subj: ORDER CONVENING THE FY-16 SPECIALITY CAREER PATH SELECTION BOARD

FM	2	2
NOP	2	1
ETMS	2	3
Total	19	21

(1) The maximum number selected should only be attained if there are a sufficient number of officers determined as meeting best and fully qualified.

(2) To be qualified for selection, officers must have already been selected for one of the 10 SCP disciplines, or selected by this board.

(3) To be eligible for SCP-CO, officers must possess a 2D1 additional qualification designation.

4. **Additional Guidance.** The below 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. Specialty Career Path Disciplines. The SCP program provides alternatives to the traditional command-at-sea career path and supports the demand for Unrestricted Line (URL) Lieutenant Commander, Commander and Captain experience in critical mission areas. Eligible officers will be selected for one of the following 10 SCP disciplines:

- (1) Missile Defense (MD)
- (2) Anti-Terrorism/Force Protection (ATFP)
- (3) Anti-Submarine Warfare (ASW)
- (4) Mine Warfare (MIW)
- (5) Shore Installation Management (SIM)
- (6) Strategic Sealift (SS)
- (7) Operations Analysis (OA)
- (8) Financial Management (FM)
- (9) Naval Operational Planner (NOP)
- (10) Education and Training Management (ETMS)

b. Eligibility Requirements. Officers desiring to enter one of the SCP disciplines may do so at the following career points per designator:

(1) 1110 - Upon completion of the first Department Head (DH) tour or upon completion of the first 18 months of a single longer DH tour.

(2) 1120 - After final look for Executive Officer and not serving or required to serve in Submarine Support Assignment as determined by the Officer Community Manager.

(3) 1130 - Not eligible for the FY-16 SCP selection board.

Subj: ORDER CONVENING THE FY-16 SPECIALITY CAREER PATH SELECTION BOARD

(4) 1140 - When all administrative screening opportunities for explosive ordnance disposal (EOD) warfare XO have been completed. Eligible officers may only apply for either the mine warfare or naval operational planner career paths. (SCP program will not impact the EOD warfare LCDR CSRB).


(5) 1310/1320 - Upon completion of a DH tour, or failure to select for a DH tour for the second time.

c. Discipline Selection. Officers interested in more than one discipline may submit a prioritized list. Officers will only be selected for one discipline from their list of specialty options they provide. This board will select the best and fully qualified officers to serve the needs of the Navy in each of the disciplines; however, due consideration should be given to the applicant's preference and the needs of the Navy when determining the discipline for which they are selected.

d. SCP Milestones. Designated SCP officers will be considered for SCP-CO and SCP-XO screening. Commander and commander selects will be considered for SCP-CO; lieutenant commanders and lieutenant commander selects will be considered for SCP-XO. Each SCP discipline board will review the records of all previously unscreened for XO or CO as appropriate SCP officers and select the best and fully qualified. There is no limit to the number of times an SCP officer can be considered for SCP-CO or SCP-XO screening. Selection for SCP-CO and SCP-XO does not guarantee slating to SCP-CO and SCP-XO equivalent billets, but will depend upon individual PRDs and billet availability.

e. Performance and Experience. Officers should be considered based upon the quality of their performance at the commands to which they are assigned. While it is important to factor in education and experience when determining which officers are the best fit for a specified discipline, there should be a premium placed on sustained performance in milestone or operational billets.

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.


DAVID F. STEINDL

BOARD MEMBERSHIP
FY-16 UNRESTRICTED LINE SPECIALTY CAREER PATH SELECTION BOARD

1. Specialty Career Path:

RADM John C. Scorby, Jr., USN, 1320 (President)
CAPT Brian P. O'Donnell, USN, 1110
CAPT Mark B. Guevarra, USN, 1120
CAPT Raymond J. Benedict, USN, 1110
CAPT Keith W. Hoskins, USN, 1310
CAPT Anthony J. Anglin, USN, 1110
CAPT Christopher T. Petrock, USN, 1310
CAPT Christopher A. Middleton, USN, 1320
CAPT Stephen L. Newlund, USN, 1310
CAPT Scott H. Kraft, USN, 1140
CDR Tamara K. Graham, USN, 1310
CDR John J. Molinari, USNR, 1117
CDR Dennis L. Farrell, USN, 1110

2. CDR Brian C. Erickson, USN, will act as recorder with the following personnel acting as assistant recorders:

LCDR Nathan J. Gammache
LCDR Christopher P. Kent
LCDR Wilbur R. Hines

The recorder or an assistant recorder will be present during all deliberations.

3. The following administrative support person is designated to serve as the board sponsor:

CAPT Daniel W. Dwyer

4. The following personnel are designated to serve as administrative support personnel to the board:

RDML David F. Steindl	CDR Jeffrey R. Vignery
RDML Kenneth R. Whitesell	LCDR Price W. Balderson
CAPT Bradley J. Cordts	LCDR Kristopher M. Brazil
CAPT Paul L. Dinius	LCDR Matthew M. Langreck
CAPT Mark C. Holley	LCDR Leon M. Leflore
CAPT Martin L. Pompeo	LCDR Andrew M. McGinly
CAPT Henry P. Roux, Jr.	LCDR Stephen P. Milloway
CAPT Jason L. Webb	LCDR Timothy D. OBrien
CDR Matthew F. Phelps	LCDR Eric A. Polonsky
CDR Steven J. Skretkowicz	LCDR Jeremy S. Yarbrough

BOARD MEMBERSHIP

FY-16 UNRESTRICTED LINE SPECIALTY CAREER PATH SELECTION BOARD

LT Erin T. Janofski	Ms. Karen Dapsis
LT Matthew S. King	Mr. Bennie Davis
LT Maura K. Leary	Mr. Richard T. DeRousse
LT Vincent N. Perry	Mr. Bernard D. Dunn
LT Edward R. Polk	Mr. Jeremy L. Fisher
LT Christopher N. Pratt	Mr. John Fleenor
LT Van E. Stewart	Mr. Mike Foldes
LT Donald J. Todorowski	Mr. John Frantz
LT Troy L. Wright	Ms. Elizabeth J. Garrett
LTJG Robert R. Allen	Mr. Dennis Garza
CWO3 Mitchell D. Allen	Mr. Cornell D. Gaulman
PSCM(SW/AW) C. E. Christiansen	Mr. William H. Green
PSCM(AW) Robert A. Ferrari	Mr. Keith Grover
YNCM(SW/AW/EXW) Leo S. Godet	Mr. Richard M. Hammer
YNCS(SW/AW/IDW) A. Shuttlesworth	Mr. Jim Hammerich
PSC(SW/AW) Patrick R. Harris	Mr. Dave Hard
YNC(EXW/IDW/SCW) Byron J. Capps	Ms. Marlene V. Harrison
YNC(SS) Michael W. Mason	Mr. Max H. Hodge
LS1(AW/SW) Kedrick D. Cockrell	Ms. Pamela Holland
YN1 Laura A. Guthridge	Ms. Tawanna Hopson
LN2 Steven J. Cooney	Mr. David L. Howard
LN2 Lauren M. Hauck	Mr. Jeffery D. Jacob
PS1(SW/AW) J. J. Pennington II	Mr. Michael Jennings
YN2 Christopher D. Brooks	Mr. Juan J. Jimenez
YN2 Dexter A. Correll	Mr. Douglas E. Johnson
YN2(SW/AW) Alexis P. Williams	Mr. John Johnson
Mr. Rodger Abernathy	Ms. Crystal Jones
Ms. Jacqueline S. Anderson	Mr. Steven P. Jones
Mr. Steve A. Armstrong	Ms. Shu J. King
Mr. James M. Barlett	Ms. Kim E. Kirk
Ms. Alison Barnes	Mr. Blair M. Knight
Mr. Julion A. Bend	Mr. Alex Kraus
Ms. Wendy Beyer	Ms. Karen M. Kumnick
Mr. Robert C. Black	Mr. Randy L. Kurschner
Mr. Brian D. Bourne	Ms. Nancy G. Langford
Mr. Doug Burgess	Mr. David B. Lanham
Ms. Patricia O. Boothe	Mr. James D. Law
Ms. B. J. Callis	Ms. Sonia Lewis
Mr. Clarence Carver	Mr. Thomas R. Lewis
Mr. James C. Clemmons	Ms. Diane L. H. Lofink
Ms. Shannon A. Collins	Mr. Victor A. Loy
Mr. Joel Cook	Ms. Nancy P. Lubiani
Mr. John R. Crotts	Mr. Joseph F. Maceira
Ms. Sonya Y. Cox	Mr. Donald P. Marshall

BOARD MEMBERSHIP

FY-16 UNRESTRICTED LINE SPECIALTY CAREER PATH SELECTION BOARD

Mr. Paul D. Martin	Mr. Lee K. Staley
Mr. Paul L. Martin	Mr. William A. Stephens
Mr. Richard P. Mason	Ms. Lynnette Stinnett
Ms. Lynda C. McKinney	Mr. Tim Suich
Mr. Christopher J. Meunier	Ms. Jennifer M. Summers
Ms. Angela S. Moyler	Mr. Jim C. Tanner
Mr. William H. Mummert	Mr. Horace Taylor
Mr. Pratap Muratee	Mr. Robert J. Thompson
Mr. Jason C. Myers	Mr. David C. Tidwell
Mr. Corey A. Nichols	Ms. Martha Uselton
Mr. Tommy D. Owens	Mr. Carl R. Waelde
Ms. Doris A. Pembroke	Mr. Shawn Walther
Mr. Chuck Pennington	Mr. Brian L. Wenger
Mr. Scott S. Perry	Ms. Angela White
Mr. Durand C. Peterson	Ms. Jessica Whitfield
Mr. James A. Price	Mr. James Whiting
Mr. Stephen R. Ranne	Mr. Christopher A. Wiley
Ms. Amy C. Ray	Mr. Bob T. Wilkinson
Mr. Dondi Reed	Mr. Ed Willard
Mr. Stanley Robinson	Ms. Sharlene Williams
Mr. Jay A. Rublaitus	Mr. Charles E. Wilson
Mr. Tony V. Sanders	Ms. Deborah A. Wilson
Ms. Edna M. Shannon	Mr. Jason T. Winfield
Mr. Antoine Sharp	Mr. Wiley P. Winter
Mr. Michael P. Simrell	Ms. Mindee M. Wolven
Ms. Angie L. Smith	Ms. Rebecca Yong
Mr. Thor Smith	Mr. Alan D. Young
Ms. Ruby D. Snowden	Mr. Christopher J. Zaller
Mr. Larry Sokoloski	