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MSGID/GENADMIN/COMNAVSURFOR SAN DIEGO CA/0569/MAR//

SUBJ/EARLY COMMAND SCREENING PROCESS UPDATE//

REF/A/MSGID:GENADMIN/CNSF/120123ZDEC2012//

REF/B/MSGID:DOC/CNSP-CNSL/YMD:20130312//

NARR/REF A IS 2012 EARLY COMMAND SCREENING PROCESS MSG.

REF B IS CNSP/L INST 1412.2B REQUIREMENTS FOR COMMAND OF SURFACE SHIPS.//

POC/BAXTER, WILL/CDR/UNIT:PERS 412/NAME:MILLINGTON TN/TEL:901-874-3912//

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GENTEXT/REMARKS/1. CANCEL REF A. THIS MESSAGE SUPERSEDES REF A AND SHOULD BE REVIEWED IN ITS ENTIRETY.

2. BACKGROUND. 111X DEPARTMENT HEADS MAY COMPETE FOR PATROL COASTAL (PC) COMMAND AND MINE COUNTERMEASURES (MCM) EXECUTIVE OFFICER/COMMANDING OFFICER FLEET-UP TOURS IN LIEU OF TRADITIONAL SECOND DEPARTMENT HEAD TOURS. POST-DEPARTMENT HEAD OFFICERS ARE ALSO ELIGIBLE TO APPLY. APPLICANTS ARE ENCOURAGED TO CONTACT THEIR DETAILER TO ENSURE CAREER TIMING SUPPORTS.

A. IAW REF B, THE EARLY COMMAND APPLICATION PROCESS IS AS FOLLOWS:

(1) AN ELIGIBLE OFFICER REQUESTS AN EARLY COMMAND QUALIFICATION BOARD VIA THEIR COMMANDING OFFICER. A COMMAND QUALIFICATION BOARD WILL BE CONVENED IAW REF B TO DETERMINE FITNESS FOR COMMAND. (EOOW AND TAO QUALIFICATIONS ARE PREREQUISITES TO APPLY.)

(2) FOR OFFICERS FOUND QUALIFIED BY THE COMMAND QUALIFICATION BOARD, THE SENIOR BOARD MEMBER SIGNS AN EARLY COMMAND QUALIFICATION BOARD LETTER STATING THE MEMBER MEETS THE REQUIREMENTS PER REF B WITH THE EXCEPTION OF SWOS COMMAND ASSESSMENT (CA).

(3) A COMPLETE COMMAND SCREENING PACKAGE WILL BE FORWARDED TO PERS-41 FOR INCLUSION IN THE SEMI-ANNUAL EARLY COMMAND SCREENING BOARD. THE EARLY COMMAND PACKAGE SUBMITTED ELECTRONICALLY TO PERS-41 BY THE REQUESTING OFFICER MUST INCLUDE:

- (A) THE OFFICER'S REQUEST FOR EARLY COMMAND;
- (B) COMMANDING OFFICER'S ENDORSEMENT LETTER;
- (C) FIRST FLAG OFFICER IN CHAIN OF COMMAND ENDORSEMENT LETTER;
- (D) COMMAND QUALIFICATION BOARD LETTER. TYPE COMMANDER

ENDORSEMENT IS NOT REQUIRED, UNLESS THE TYPE COMMANDER IS THE FIRST FLAG OFFICER IN THE CHAIN OF COMMAND.

(4) OFFICER RECORDS SCREENED FOR EARLY COMMAND WILL BE UPDATED WITH AN EARLY COMMAND SCREENING CODE. THERE IS NO EARLY COMMAND BANK; THEREFORE, NOT ALL OFFICERS SCREENED FOR EARLY COMMAND WILL BE SLATED. THIS IS DUE LARGELY TO TIMING AND AVAILABILITY. HISTORICALLY, MORE OFFICERS SCREEN FOR EARLY COMMAND THAN REQUIRED IN ORDER TO PROVIDE MAXIMUM OPPORTUNITY AND MAINTAIN FLEXIBILITY IN THE ASSIGNMENT PROCESS. IF SLATED, AN OFFICER CAN EXPECT TO SERVE AS A PC COMMANDING OFFICER OR MCM EXECUTIVE OFFICER/COMMANDING OFFICER BASED ON PREFERENCES, TIMING, AND NEEDS OF THE NAVY. IF NOT SLATED TO COMMAND, AN OFFICER IS ASSIGNED TO A TRADITIONAL SECOND TOUR DEPARTMENT HEAD ASSIGNMENT.

B. FAILURE TO SCREEN FOR EARLY COMMAND IS NOT A NEGATIVE REFLECTION OF AN OFFICER'S RECORD, NOR IS THERE ANY PERMANENT INDICATION OF NON-SELECTION IN AN OFFICER'S OFFICIAL RECORD.

C. RESULTS OF THE EARLY COMMAND SCREENING BOARD ARE FORWARDED TO CNSF FOR FINAL REVIEW AND APPROVAL.

D. ONCE APPROVED, OFFICERS WILL BE NOTIFIED OF BOARD RESULTS BY PERS-41 AND THE SLATING PROCESS WILL BEGIN.

E. CA FOR EARLY COMMAND SCREENED OFFICERS WILL BE COMPLETED AT SWOS WHILE IN THE COMMAND PIPELINE. UPON COMPLETION OF CA, THE OFFICER SHALL FORWARD REQUIRED PAPERWORK PER REF B TO APPROPRIATE TYCOM TO RECEIVE QUALIFIED FOR COMMAND DESIGNATION (LN7). CA, SUBSEQUENT LN7 DESIGNATION, AND ISIC XO/CO FLEET-UP CERTIFICATION (IF APPLICABLE) MUST BE COMPLETED PRIOR TO ASSUMING COMMAND.

### 3. AMPLIFYING INFORMATION.

A. EARLY COMMAND IS A TREMENDOUS AND REWARDING OPPORTUNITY FOR JUNIOR OFFICERS. THE BEST AND MOST FULLY QUALIFIED OFFICERS ARE SELECTED TO COMMAND EARLY. PRINCIPAL SCREENING CRITERIA FOR EACH APPLICANT INCLUDES COMPETITIVE PEER RANKING AS A DIVISION OFFICER AND DEPARTMENT HEAD. IF CAREER TIMING SUPPORTS, NON-SELECTED APPLICANTS ARE ENCOURAGED TO REAPPLY FOR FUTURE BOARDS.

B. MCM EXECUTIVE OFFICER/COMMANDING OFFICER FLEET-UP BILLETS WILL NOMINALLY BE 12-15 MONTHS IN DURATION FOR A COMBINED 24-30 MONTH TOUR, WHEREAS PC COMMANDING OFFICERS WILL NOMINALLY BE 18-24 MONTHS.

C. AEGIS WEAPONS OFFICERS AND SWO (NUCLEAR OPTION) DEPARTMENT HEADS MAY APPLY FOR EARLY COMMAND. PERS-41 WILL MAKE EVERY EFFORT TO IDENTIFY A RELIEF TO SUPPORT THIS PLAN. COMMAND LEADERSHIP SHOULD INDICATE AN OFFICER'S INTEREST AS EARLY AS POSSIBLE TO PERS-41.

D. PACKAGES MUST BE RECEIVED BY PERS 41 NLT 7 DAYS PRIOR TO THE CONVENING OF THE APPLICABLE BOARD.

4. BI-ANNUAL EARLY COMMAND BOARDS ARE BEING ALIGNED TO COINCIDE WITH THE SURFACE DEPARTMENT HEAD AND MAJOR COMMAND BOARDS IN JUNE AND NOVEMBER, RESPECTIVELY.

5. ANY QUESTIONS MAY BE DIRECTED TO CDR WILL BAXTER, PERS-412, AT (901) 874-3912 WILL.BAXTER(AT)NAVY.MIL OR THE SECOND TOUR DH DETAILER, LCDR JEFF SERVELLO, AT (901) 874-3485 JEFFREY.SERVELLO(AT)NAVY.MIL//