DEPARTMENT OF THE NAVY
CHIEF OF NAVAL PERSONNEL
WASHINGTON D.C. 20370-5000

MAR 12 2003

From: Chief of Naval Personnel
To: CAPT Daniel H. Struble, USN, [redacted]

Subj: PRECEPT CONVENING FY-04 SELECTION BOARD TO CONSIDER SENIOR CHIEF PETTY OFFICERS OF THE NAVY AND NAVAL RESERVE, SERVING ON ACTIVE DUTY, FOR ADVANCEMENT TO MASTER CHIEF PETTY OFFICER

Encl: (1) Board Membership
(2) Selection Board Guidance
(3) Rating Quotas

1. Membership, Date, Location and Function

a. The selection board, consisting of you as president, the officers and Master Chief Petty Officers listed in enclosure (1), is ordered to convene at the Navy Personnel Command, Millington, TN, at 0800, 17 March 2003 or as soon as practicable thereafter. The function of the board is to recommend active-duty senior chief petty officers for advancement to master chief petty officer. The records and names of all service members eligible for advancement consideration, determined as of the date the board convenes, will be furnished to the board.

b. The board shall proceed in accordance with guidance provided at enclosure (2).

2. Authorized Selections. From among those service members eligible for consideration, the board may select candidates for advancement in each rating, the numbers of which are not to exceed the quotas specified for advancement in enclosure (3). The board need not select to the numbers provided. The board shall consider carefully, without prejudice or partiality, the case of every service member whose name is furnished. The names of those eligible candidates who are selected for advancement will be indicated, as appropriate.

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3. Confidentiality. Unless expressly authorized or required by the higher authority or myself, neither you nor any member of the board or administrative staff may disclose the proceedings, deliberations, or recommendations of the promotion selection boards. All board members and administrative staff must comply fully with these requirements, and I expect you to emphasize the need for strict confidentiality.

G. L. HOEWING
Vice Admiral, U.S. Navy

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

1430
14 Mar 03

From: Director, Personnel Progression, Performance and Security
To: Secretary of the Navy

Subj: MEMBERSHIP MODIFICATION TO THE FY-04 ACTIVE DUTY MASTER CHIEF PETTY OFFICER SELECTION BOARD'S PRECEPT

Ref: (a) CNP ltr of 12 Mar 03

Encl: (1) Revised FY-04 Active Duty Master Chief Petty Officer Selection Board's Membership List

1. Request permission to replace enclosure (1) of reference (a) with the attached membership list. This action is requested due to the following membership modification:

a. Deletion of Members:

CDR Thomas S. Fox, III, USN, [redacted]
CMDCM(SW) Darlene A. Lovell, USN, [redacted]
CTTCM Brian C. Knudson, USN, [redacted]

b. Deletion of Assistant Recorder:

GMC(SW) Ricky D. Bradley, USN

c. Addition of Members:

CDR Carl P. Chebi, USN, [redacted]
CDR Edward W. Gehrke, USN, [redacted]
CDR Craig D. Powell, USN, [redacted]
CTACM(SW) Bryan J. Devlin, USN, [redacted]
MMCM(SW) Jeffrey A. Cherry, USN, [redacted]

Subj: MEMBERSHIP MODIFICATION TO THE FY-04 ACTIVE DUTY MASTER CHIEF PETTY OFFICER SELECTION BOARD'S PRECEPT

d. Addition of Assistant Recorder:

GMCS(SW) Robert G. Gielczyk, USN, [redacted]

T. E. BRODERICK

CNP DECISION:

Approve: 18 Mar 03

Disapprove: _____

Other: _____

FY-04 ACTIVE DUTY MASTER CHIEF PETTY OFFICER
SELECTION BOARD'S MEMBERSHIP

1. Master Chief Petty Officer Board:

CDR Winford W. Knowles, USN, [redacted]
CDR Edward W. Gehrke, USN, [redacted]
CDR Craig D. Powell, USN, [redacted]
CDR Russell E. Haas, USN, [redacted]
CDR Diane L. Hoover, MSC, USN, [redacted]
CDR John J. Heinzel, CEC, USN, [redacted]
CDR Wade H. Schmidt, USN, [redacted]
CDR George J. Rissky, USN, [redacted]
CDR Diane K. Gronewold, USN, [redacted]
CDR Debra M. Livingood, USN, [redacted]
CDR Robert J. Bestercy, SC, USN, [redacted]
CDR John Malfitano, USN, [redacted]
CDR Joseph C. Castell, USN, [redacted]
CDR Michael K. Price, USN, [redacted]
CDR Carl P. Chebi, USN, [redacted]
LCDR William R. Bray, USN, [redacted]
LCDR Clark A. Nichols, III, USN, [redacted]
LCDR Patrick W. Grzelak, USN, [redacted]
LT Early Jackson, USN, [redacted]
CWO4 David L. Hodgson, USN, [redacted]
CWO4 Donald W. Kaanapu, USN, [redacted]
CWO4 Karl E. Eichhorn, USN, [redacted]
CNOCM(SS/SW) Kevin H. Licursi, USN, [redacted]
ACCM(AW/SW) Richard H. Roat, Jr., USN, [redacted]
AFCM(AW/SW/NAC) William A. Kascsak, USN, [redacted]
AFCM(AW) Richard F. Pfeifle, USN, [redacted]
AFCM(AW/SW) Calvin J. VanderMolen, USN, [redacted]
AOCM(AW/SW/NAC) Aaron A. Shipley, Jr., USN, [redacted]
AVCM(AW/NAC) Brian D. Brownell, USN, [redacted]
AVCM(AW) Michael R. Patek, USN, [redacted]
AVCM(AW/NAC) Troy M. Saylor, USN, [redacted]
AVCM(AW) Thomas J. Wiley, Jr., USN, [redacted]
AWCM(AW/NAC) Paul Perry, USN, [redacted]
BMCM Robert P. Bruce, USN, [redacted]
BMCM(SW) Raynard Kidd, USN, [redacted]
CMDCM(SS) Robert F. Bentley, Jr., USN, [redacted]
CMDCM(SW/SS/DV) William P. Bentley, USN, [redacted]
CMDCM(SW/AW) Alvin R. Crawford, USN, [redacted]
CMDCM(AW/SW) Luis R. Cruz, USN, [redacted]
CMDCM(SW/NUC) Michael F. Dollen, USN, [redacted]
CMDCM(SW/AW) Alan Dungan, USN, [redacted]
CMDCM(AW/SW) George A. Harris, USN, [redacted]
CMDCM(SS/SW) Steven A. Head, USN, [redacted]
CMDCM(SW) Anthony R. Hintz, USN, [redacted]

FY-04 ACTIVE DUTY MASTER CHIEF PETTY OFFICER
SELECTION BOARD'S MEMBERSHIP

CMDCM(SS) Michael J. Hurley, USN, [redacted]
CMDCM(SS) Glennon K. Jenne, USN, [redacted]
CMDCM(SS/NUC) Martin W. Kidder, USN, [redacted]
CMDCM(SW/AW) Edward W. Myers, Jr., USN, [redacted]
CMDCM(SW) Ronald L. VanDyck, USN, [redacted]
CMDCM(SW/AW) Larry J. Schaffer, USN, [redacted]
CMDCM(SS) Paul R. Wierbonics, USN, [redacted]
CMDCM(AW) Rosa L. Wilson, USN, [redacted]
CTACM(SW) Bryan J. Devlin, USN, [redacted]
CTMCM(SW/AW) Richard T. Hatton, USN, [redacted]
CUCM(SCWS) Austin P. Leedom, II, USN, [redacted]
DCCM(SW/AW) Keith A. Tucker, USN, [redacted]
DKCM(SW) Alfredo O. Follosco, USN, [redacted]
DTCM(SW/AW) Juan A. Torres, USN, [redacted]
EMCM(SS/SW) Robert S. Berry, USN, [redacted]
EMCM(SW) Bradley M. Bush, USN, [redacted]
EMCM(SW/AW) Arthur H. Enriquez, USN, [redacted]
ENCM(SWCC) James R. Ferens, USN, [redacted]
ENCM(SW) Joseph Persaud, USN, [redacted]
EQCM(SCW) Walter L. Asher, USN, [redacted]
EWCM(SW) Steven J. Mervyn, USN, [redacted]
FCCM(SW/AW) Jonathan D. Song, USN, [redacted]
FTCM(SS) Darryl L. Brandt, USN, [redacted]
GMCM(EOD/SW) Donald J. Schwalback, USN, [redacted]
GSCM(SW) Joseph L. Langer, USN, [redacted]
GSCM(SW) Bret D. Westerman, USN, [redacted]
HMCM(SW/AW) Theresa M. Hanson, USN, [redacted]
HMCM David C. Jefferson, USN, [redacted]
HMCM(SS/SW) Richard R. Mylod, USN, [redacted]
HTCM(SW) Russell M. Hackler, USN, [redacted]
HTCM(SW/SS/MDV) Jeffrey L. King, USN, [redacted]
ISCM(SW/AW) Gary L. Bernhard, USN, [redacted]
ITCM(SW) Michael K. Forbes, USN, [redacted]
ITCM(SW) Amy L. Thompson, USN, [redacted]
JOCM(SW/AW) David M. Butts, USN, [redacted]
MACM(SW/AW) John M. Cornish, USN, [redacted]
MMCM(SW) John F. Callahan, Jr., USN, [redacted]
MMCM(SW) Jeffrey A. Cherry, USN, [redacted]
MRCM(SW) Arthur D. Flores, USN, [redacted]
MSCM(SW/AW) Robert L. Corkish, USN, [redacted]
MSCM(SW/AW) Clive A. Powell, USN, [redacted]
MUCM(SW) Guy T. Dailey, Jr., USN, [redacted]
NCCM Arlyn J. Bronkema, USN, [redacted]
NCCM(SW/AW) Shelly A. Fletcher, USN, [redacted]
OSCM(SW) Mark W. Starr, USN, [redacted]
PNCM(SW/AW) Efren D. Espiritu, USN, [redacted]
PRCM(AW/FPJ) Todd B. Jargowsky, USN, [redacted]

FY-04 ACTIVE DUTY MASTER CHIEF PETTY OFFICER
SELECTION BOARD'S MEMBERSHIP

SHCM(SW/AW) Rolando M. Carandang, USN, [redacted]
SKCM(SS) Paul L. Boykin, USN, [redacted]
SKCM(SW/AW) Loretta Glenn, USN, [redacted]
SMCM(SW/AW) David R. Quinn, USN, [redacted]
STGCM(SW) Kevin L. Meyers, USN, [redacted]
UCCM(SCW) David J. Crowell, USN, [redacted]
YNCM(SW/AW) Lloyd J. Austin, USN, [redacted]
YNCM(SS) Raymond N. Brown, USN, [redacted]
YNCM(SW/AW) Valerie A. Johnston, USN, [redacted]

2. ITCS Charles W. Mills, USN, will act as recorder with the following personnel acting as assistant recorder:

AWCS(AW/SW/NAC) Michael J. Haire, USN
ETCS(SW) Mary J. Campbell, USN
ETCS(SW) Kurt E. Sassenfeld, USN
GMCS(SW) Robert G. Gielczyk, USN
PCCS(SW) Otilio Santos, USN
BMC David M. Graham, USN
EMC(SW) Edison I. Malamanig, USN
EOC(SCW) Anthony B. Teart, USN
HMC(SW/AW/FMF) John D. Brown, USN
NCC Paula J. McColl, USN
NCC(SW) German M. Trias, USN
SKC(SW) Arturo R. Espanta, USN
YNC(AW) Kenneth K. Edgerton, USN

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

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

RADM Steven J. Tomaszeski
CAPT Betty J. Putnam
CAPT Charles Jamison
CDR Margaret M. Carlson
CDR Douglas M. Warren
CDR John A. McGuire
LCDR Matthew J. Martin
LCDR Christopher J. Zaller
LCDR Jeffrey P. Cole
LCDR Meredith L. Robinson
LT Randy B. Cole
LT Robert C. McMillan
LT Heather M. Wheeler
LT Mark R. Wilsey
CAPT Thomas E. Broderick
CAPT Henry R. Molinengo, II
CAPT Eric E. Geiser
CDR William C. Horrigan
CDR Stephen J. Lepp
LCDR Ann M. Burkhardt
LCDR Leith S. Wimmer
LCDR Mary S. Seymour
LCDR Barbara T. Hanna
Maj Edward F. McDonnell
LT Tamara L. McCracken
LT William G. Perdue
LT Kana Yang
LT Eugene H. Mincey

FY-04 ACTIVE DUTY MASTER CHIEF PETTY OFFICER
SELECTION BOARD'S MEMBERSHIP

LT Charles E. Johnson
LT Theresa M. Gregory
LT Oudrey Hervey
CWO4 Charley Baker
CWO3 Max H. Hodge, Jr.
CWO2 Juan Jimenez
PNCM(SW) Terrence K. Taylor
PNCM(SW) Victor R. Smallwood
PNC(SW) Bryan L. Williams
Mr. Kimric J. Chapman
YNC Walter Brown
Ms. Patricia Frye
Mr. David M. Nuffer
Mr. Donald P. Marshall

LT Howard C. Gray
LT Christopher G. Williams
LT Wade J. Callender
LTJG Randal E. Fuller
CWO3 Wash Carthon
CWO2 Kenneth Kipler
CNOCM James Abeyta
PNC Stacey R. Johnson
PNC(SW/AW) Jeffrey T. Pitts
YNC(SW/AW) Yolanda D. Gandy
Mr. William S. Morris
Mr. Dwight Stanton
Ms. Deborah Wilson
Ms. Shirley Wakefield

SELECTION BOARD GUIDANCE

Appendix	Subject
A	**General Procedural Guidance**
	- Duties of the Board President - Board proceedings - Marital status - Area tours - Adverse Information
B	**Selection Standard and Skills Guidance**
	- Application of the Best Qualified Standard - Innovation Guidance - Special Duty Assignment - Overseas and Arduous Duty - Public Quarters and Flag/Executive Mess Management Specialists and Flag Writers - Performance Trends
C	**Equal Opportunity Guidance**
	- Addresses equitable consideration for all candidates
D	**Board Report**
	- Addresses content and routing of selection board report
E	**Oaths**
	- Provides oaths for board members and support personnel

APPENDIX - A

GENERAL PROCEDURAL GUIDANCE

1. **Duties of the Board President**. The president of the board has been appointed by me and shall perform prescribed administrative duties. The board president has no authority to constrain the board from recommending for selection those fully qualified candidates that the majority finds best qualified to meet the needs of the Navy. The board president shall ensure that the board proceedings listed below are read to each board member, recorder, and administrative support person on the convening date of the board or on the date of assignment to the board, whichever is later.

2. **Board Proceedings**. The following directions concerning communications and information apply to all board proceedings:

a. Each of you (president, members, recorders, and administrative support personnel) is responsible to maintain the integrity and independence of this selection board, and to foster careful consideration, without prejudice or partiality, of all eligible candidates.

b. You must pay particularly close attention to the rules governing communications with and among other board members, the information authorized to be furnished to you, and the procedures you should follow if you believe that the integrity of this selection board has been improperly affected.

c. You may not receive, initiate, or participate in communications or discussions involving information that Navy Regulations preclude from consideration by a selection board. You are to base your recommendations on the material in each candidate's military record, any information I have provided to the board and any information communicated to you by individual eligible candidates under provisions I have issued. In your deliberations, you may discuss your own personal knowledge and evaluation of the professional qualifications of eligible candidates to the extent that such matters are not precluded in law or Service regulations from consideration by a selection board or inclusion in a candidate's military personnel record. You may not discuss or disclose the opinion of any person not a member of the board concerning a candidate being considered unless that opinion is contained in material provided to the board under the provisions of Navy Regulations.

d. When discussing your own personal knowledge concerning the professional qualifications of eligible candidates, the board is reminded that if personal remarks, based on a member's

personal knowledge, could be considered adverse, the member cannot discuss his personal knowledge or evaluation unless such matter is contained in the candidate's official record or other material placed before the board in compliance with the law and Service regulation. In addition, should a candidate's record reveal the removal of a fitness report via the Board for Correction of Naval Records, the member may not discuss his personal knowledge regarding the circumstances which resulted in the removal of the report.

e. I and the Master Chief Petty Officer of the Navy are the only persons who may appear in person to address you on any matter, other than administrative matters. All communications with the board, other than those that are clearly administrative or made by the Master Chief Petty Officer of the Navy, must be in writing, given to each of you, and made part of the board's record. I have designated in writing those persons authorized to provide routine administrative information to you.

f. Before the report of the selection board is signed, the recommendations may be disclosed only to members of the board, recorders, and those administrative support personnel I have designated in writing. After you sign the board report, only the recommendations of the board may be disclosed. Except as authorized by the Chief of Naval Personnel the proceedings of the board may not be disclosed to any person not a board member or board recorder.

g. If at any time you believe that you cannot in good conscience perform your duties as a member of the board without prejudice or partiality, you have a duty to request relief by me from this duty. I will honor any such request. If a member or recorder believes that the integrity of the board's proceedings has been affected by improper influence of military or civilian authority, misconduct by the board president or a member, or any other reason, or believes someone is exerting or attempting to exert inappropriate influence over the board or its proceedings, he or she must request to be relieved by me from the obligation not to disclose board proceedings and, upon receiving it, to report the basis for this belief.

3. **Marital Status**. Selection boards are prohibited from considering the marital status of a member or the employment, education, or volunteer service of a spouse.

4. **Area Tours**. Repeated tours in a particular geographic location should not be considered negatively, provided the candidate has progressed in billet complexity, professional development, and leadership responsibility.

5. **Adverse Information**

a. Just as you must consider positive performance, you must consider documented incidents of misconduct and substandard performance, which are included in a candidate's official service record, in determining those candidates who are best qualified for selection. Members must give careful consideration to each such incident. For those eligible candidates who are recommended for selection and who have received disciplinary action, or whose privileged information record (Fiche Five/EMPRS Field Code 17) contains matters relating to conduct or performance of duty, every board member shall review the information contained therein, personally, prior to the final board decision.

b. Faced with many well-qualified candidates, there may be a tendency to simplify your task by summarily putting aside the folders of candidates whose past records are less than perfect; however, to do this is to fall short of your obligation. A judgment of the whole person and the whole record is required to determine whose future potential will serve Navy best. You may conclude that particular adverse information undermines a candidate's ability to serve successfully in a position of increased authority and responsibility, despite an otherwise outstanding record. On the other hand, you may find that a candidate's overall outstanding performance demonstrates such potential for future service that it outweighs the deficiency noted in the record. Some candidates will have learned from their mistakes in ways that make them stronger; others will have strengths that outweigh relative weaknesses in their records.

c. Make the best, not simply the most obviously defensible, choices. By doing this, you will not only fulfill your obligation, you will also better serve Navy.

APPENDIX - B

SELECTION STANDARD AND SKILLS GUIDANCE

1. **"Best Qualified Standard"**. Navy policy regarding application of the "best qualified" standard is as follows: The board shall consider carefully, without prejudice or partiality, the record of every eligible candidate. The candidates selected will be those whom a majority of the members of the board consider best qualified, giving due consideration to the needs of the Navy for candidates with particular skills. In addition to the standard of best qualified, each candidate recommended must be fully qualified for selection; that is, each candidate must be capable of performing the duties of the next higher paygrade. The best and fully qualified standard shall be applied uniformly to all eligible candidates.

2. **Innovation and Efficiency**. In your deliberations, give careful consideration to the fact that the needs of the Navy have changed over the years and will continue to change. Please be especially alert for candidates who embrace innovation and efficiency to find new solutions to our most challenging problems. The Navy needs bold leaders who are willing to think creatively, take well-calculated risks, develop new ideas, and maximize capabilities through sound management practices. Seek to select candidates who have shown initiative in finding and pursuing the most effective ways of accomplishing our mission. In your consideration, recognize that the continued preeminence of the Navy in the future is inextricably linked to its ability to change and to manage for efficiency. I note also, in this regard, that candidates with the greatest capacity for innovation and management efficiency may have had some billets different from the norm. In the context of a changing Navy, the best qualified candidates may reflect a variety of backgrounds and proven records of accomplishment.

3. **Special Duty Assignment**. Although the candidates presented to the board compete within their rating, they are frequently detailed to duty outside of their rating specialties. Many such types of duty require selectivity in assignment and special qualifications. Recruiting and retention of Sailors is the top priority of today's Navy. In recognition of the critical role recruiting and retention play in Navy's ability to accomplish its mission, you should give maximum consideration to those candidates who have successfully completed, or are currently serving in the extremely demanding tours of duty as Recruit Division Commanders and Recruiters. Additionally, tours of duty which the Board considers reinforcing Navy Core Values of recruits and other first term Sailors such as instructor in "A" and "C" schools, Apprenticeship Training, Fleet Training Centers,

prototype, and submarine and aircrew candidate schools must also be given maximum consideration. In determining which candidates are best and fully qualified, bear in mind that members serving in these types of highly selective assignments are evaluated among a large number of individually selected personnel with equally superb records. Due consideration shall be given to the successful accomplishment of major collateral duties affecting mission effectiveness, retention and morale; e.g., 3M coordinator, Professional Development Board member. In consideration of SEAL, EOD, SWCC and Divers, advancement quotas specified in enclosure (3) are formulated to reflect both fleet requirements and the Navy's need for personnel possessing the special NEC. To this end, the board should select the best-qualified candidates within each source rating.

4. **Overseas and Arduous Duty**. In determining who is best qualified, emphasis shall be placed upon demonstrated evidence of professional and leadership excellence under arduous conditions. It should be recognized that some ratings do not offer an extensive opportunity for sea duty; however, candidates who have performed well in demanding sea duty billets and/or overseas sea duty units in their current pay grade should receive special consideration. This special consideration cannot, however, be used to disadvantage otherwise outstanding female candidates who have not had the opportunity to serve at sea owing to law or policy. Eligible candidates should not be judged against the norm of a preconceived career pattern.

5. **Public Quarters and Flag/Executive Mess Management Specialists and Flag Writers**. The board will give due consideration to Public Quarters and Flag/Executive Mess Management Specialists and to Flag Writers (NEC YN 2514) to ensure selection opportunity is comparable to that given Mess Management Specialists in Enlisted Galley assignments and general Yeomen at sea and ashore.

6. **Performance Trends**. In order to not disadvantage outstanding performers, the selection board should give due consideration to those records which contain both a superior trend of performance on evaluations submitted on or before 31 December 1995, and performance marks other than 5.0 and other than "early promote" evaluations submitted on or after 1 January 1996. To establish performance trends, the board should consider rankings assigned to Sailors under the former evaluation system, and trait grade averages and promotion recommendations under the current system; however, just as you must give careful consideration to positive outstanding performance, you must consider documented incidents of misconduct and substandard performance, which are included in a service member's record, in determining those service members best qualified for selection.

APPENDIX - C

EQUAL OPPORTUNITY GUIDANCE

1. The Department of the Navy is dedicated to equality of treatment and opportunity for all personnel without regard to race, creed, color, gender, or national origin. The Navy strives to maintain a professional working environment in which an individual's race, creed, color, gender, or national origin will not limit his or her professional opportunities. Accordingly, within this board's charter to determine those candidates who are best and fully qualified, you must ensure that candidates are not disadvantaged because of their race, creed, color, gender, or national origin.

2. Your evaluation of all candidates must afford them fair and equitable consideration. You should be particularly vigilant in your evaluation of records to take care that no candidate's selection opportunity is disadvantaged by service utilization policies or practices. You should evaluate each candidate's potential to assume the responsibilities of the next higher grade, the overriding factor being performance of assigned duties.

3. The Navy has assigned some candidates outside of traditional career development patterns, e.g., institutional instructors, recruiting and equal opportunity billets. In addition, other utilization policies or practices, such as those based on statutory restrictions on the assignment of women, may have had an effect on career opportunities. These assignments, though beneficial to the Navy, may have foreclosed to the candidates so assigned opportunities available to other candidates. Such assignment practices should not prejudice the selection of these candidates for promotion. Successful performance of assigned duties is the key in measuring an candidate's potential for promotion. Accordingly, in determining the qualification for promotion of any candidate who has been affected by such utilization policies or practices, duty performed well in such assignments should be given weight equal to duty performed well by a candidate not affected by such policies or practices.

4. This guidance should not be interpreted as requiring or permitting preferential treatment of any candidate or group of candidates on the grounds of race, creed, color, gender, or national origin.