



DEPARTMENT OF THE NAVY  
PROGRAM EXECUTIVE OFFICER  
ENTERPRISE INFORMATION SYSTEMS (PEO-EIS)  
2451 CRYSTAL DRIVE, SUITE 1139  
ARLINGTON, VA 22202

1214  
Ser PEO EIS/00040  
06 Feb 11

From: Lieutenant [REDACTED], USN, XXX-[REDACTED]/1200  
To: Bureau of Naval Personnel (PERS 45E)  
Via: RADM [REDACTED], Program Executive Officer, Program  
Executive Office Enterprise Information Systems

Subj: REQUEST FOR ADDITIONAL SIGNIFICANT EXPERIENCE  
SUBSPECIALTY CODE

Ref: (a)NAVPERS 15560C, Section: MILPERSMAN 1214-010  
(b)NAVPERS 15839

Encl: (1) Fitness Report from USS TAYLOR (FFG 50) dtd 05FEB13  
(2) Fitness Report from USS TAYLOR (FFG 50) dtd 05MAY21  
(3) Fitness Report from USS TAYLOR (FFG 50) dtd 06FEB25

1. In accordance with references (a) and (b), I respectfully request the subspecialty code 3150, Education and Training Management be added to my official naval record. In support of this request, please see the outlined information below.

- Assigned to the USS TAYLOR (FFG 50) for a period of 18 months in a corresponding subspecialty coded billet as Training Officer. This required performance at the level of more senior Officers as the point man for the continued readiness of TAYLOR's training teams and crew.
- Orders were slated for 18 months however, I completed only 17 months due to sustaining a ruptured achilles which forced my departure a month early. The Unit Identification Code (UIC) of the TAYLOR is 21231. My duties while onboard included:
  - Command Training Officer and Education Services Officer: Responsible for Command-wide training, coordination of shipboard training teams, and all aspects of shipboard education and schools for over 200 total officers and sailors. This including training, monitoring, scheduling, and recording all matters training and education related.

Subj: REQUEST FOR ADDITIONAL SIGNIFICANT EXPERIENCE  
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2. I firmly believe the execution of my daily duties and responsibilities as outlined above, enabled me to gain significant experience in the area of Education and Training Management, and I respectfully request this coding designation.





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1214

Ser PEO EIS/00042

08 Feb 11

FIRST ENDORSEMENT on [REDACTED], USN, XXX-XX-4289/1200 ltr 1214 Ser PEO EIS 00040 of 6 Feb 11

From: RADM C. [REDACTED] Program Executive Officer, Program Executive Office Enterprise Information Systems

To: Navy Personnel Command (PERS-45E)

Subj: REQUEST FOR ADDITIONAL SIGNIFICANT EXPERIENCE  
SUBSPECIALTY CODE

1. Forwarded recommending approval. Having reviewed [REDACTED]'s accomplishments, he clearly demonstrates the skills required for the 3150S Education & Training Management subspecialty code.

2. While serving at PEO EIS, LT [REDACTED] has become our "go-to-person" for all matters training related. He revised our Assistant Program Manager (APM) Course curriculum resulting in drastically improved content and \$5k in real savings. Our civilian and military workforce in attendance departed the APM course with a greater level of knowledge and preparedness in preparation of unforeseen challenges. Additionally, the experience LT [REDACTED] gained as Training Officer while onboard the USS TAYLOR (FFG 50) has also enabled him to establish a systematic approach to accurately, efficiently, and effectively track Congressionally mandated Defense Acquisition Workforce Improvement Act (DAWIA) Training for over 101 individuals.

3. POC: [REDACTED], Chief of Staff, Program Executive Office Enterprise Information Systems, email:

[REDACTED] phone: [REDACTED]

[REDACTED]  
[REDACTED]  
[REDACTED] EIS

# FITNESS REPORT & COUNSELING RECORD (E7-06)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix)		2. Grade/Rate	3. Desig	4. SSN
5. ACT <input checked="" type="checkbox"/>	TAR <input type="checkbox"/>	INACT <input type="checkbox"/>	AT/ADSW/265 <input type="checkbox"/>	6. UIC <b>21231</b>
7. Ship/Station <b>FFG 50 TAYLOR</b>			8. Promotion Status <b>REGULAR</b>	9. Date Reported <b>04OCT29</b>
Occasion for Report		Detachment		Period of Report
10. Periodic <input checked="" type="checkbox"/>	11. of Individual <input type="checkbox"/>	12. Reporting Senior <input type="checkbox"/>	13. Special <input type="checkbox"/>	14. From: <b>04OCT01</b> 15. To: <b>05FEB28</b>
16. Not Observed Report <input type="checkbox"/>	Type of Report		20. Physical Readiness	21. Billet Subcategory (if any)
	17. Regular <input checked="" type="checkbox"/>	18. Concurrent <input type="checkbox"/>	19. Ops Cdr <input type="checkbox"/>	<b>P/WS</b>
22. Reporting Senior (Last, FI MI)		23. Grade	24. Desig	25. Title
		26. UIC	27. SSN	

28. Command employment and command achievements.  
 POM-1, SNFM Med Deployment-3, Operation ACTIVE ENDEAVOR-3.

29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.)  
**TRAINO** Command Training Officer-5. Responsible for command-wide training, coordination of shipboard training teams and all aspects of shipboard education and schools. Watch: OOD (U/W) - 1; Inport (CDO (U/I)-1; Coll: Educational services Officer-5, ITT Coordinator-3, DCTT-3, CART Coordinator-3. LV/TT: 04OCT02-04OCT28.

For Mid-term Counseling Use. (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.)	30. Date Counseled <b>NOT REQ</b>	31. Counselor	32. Signature of Individual Counseled
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PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.

PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards
33. PROFESSIONAL EXPERTISE: Professional knowledge proficiency, and qualifications.  NOB <input type="checkbox"/>	- Lacks basic professional knowledge to perform effectively. - Cannot apply basic skills. - Fails to develop professionally or achieve timely qualifications.		- Has thorough professional knowledge. - Competently performs both routine and new tasks. - Steadily improves skills, achieves timely qualifications.		- Recognized expert, sought after to solve difficult problems. - Exceptionally skilled, develops and executes innovative ideas. - Achieves early/highly advanced qualifications.
34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community.  NOB <input type="checkbox"/>	- Actions counter to Navy's retention/recruitment goals. - Uninvolved with mentoring or professional development of subordinates. - Actions counter to good order and discipline and negatively affect Command/Organizational climate. - Demonstrates exclusionary behavior. Fails to value differences from cultural diversity.		- Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. - Actively adequately encourage/support subordinates' personal/professional growth. - Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. - Values differences as strengths. Fosters atmosphere of acceptance/inclusion per EO/EEO policy.		- Measurably contributes to Navy's increased retention and reduced attrition objectives. - Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. - The model of achievement. Develops unit cohesion by valuing differences as strengths.
35. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values.  NOB <input type="checkbox"/>	- Consistently unsatisfactory appearance. - Unsatisfactory demeanor or conduct. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT.		- Excellent personal appearance. - Excellent demeanor or conduct. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.		- Exemplary personal appearance. - Exemplary representative of Navy. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.
36. TEAMWORK: Contributions towards team building and team results.  NOB <input type="checkbox"/>	- Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well.		- Reinforces others' efforts, meets personal commitments to team. - Understands team goals, employs good teamwork techniques. - Accepts and offers team direction.		- Team builder, inspires cooperation and progress. - Talented mentor, focuses goals and techniques for team. - The best at accepting and offering team direction.
37. MISSION ACCOMPLISHMENT AND INITIATIVE: Taking initiative, planning/prioritizing, achieving mission.  NOB <input type="checkbox"/>	- Lacks initiative. - Unable to plan or prioritize. - Does not maintain readiness. - Fails to get the job done.		- Takes initiative to meet goals. - Plans/prioritizes effectively. - Maintains high state of readiness. - Always gets the job done.		- Develops innovative ways to accomplish mission. - Plans/prioritizes with exceptional skill and foresight. - Maintains superior readiness, even with limited resources. - Gets jobs done earlier and far better than expected.

# FITNESS REPORT AND COUNSELING RECORD (E7-O6) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) [REDACTED]		2. Grade/Rate [REDACTED]		3. Desig 1115		4. SSN [REDACTED]			
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards				
38. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.	<ul style="list-style-type: none"> <li>- Neglects growth/development or welfare of subordinates.</li> <li>- Fails to organize, creates problems for subordinates.</li> <li>- Does not set or achieve goals relevant to command mission and vision.</li> <li>- Lacks ability to cope with or tolerate stress.</li> <li>- Inadequate communicator.</li> <li>- Tolerates hazards or unsafe practices.</li> </ul>	-	<ul style="list-style-type: none"> <li>- Effectively stimulates growth/development in subordinates.</li> <li>- Organizes successfully, implementing process improvements and efficiencies.</li> <li>- Sets/achieves useful, realistic goals that support command mission.</li> <li>- Performs well in stressful situations.</li> <li>- Clear, timely communicator.</li> <li>- Ensures safety of personnel and equipment.</li> </ul>	-	<ul style="list-style-type: none"> <li>- Inspiring motivator and trainer, subordinates reach highest level of growth and development.</li> <li>- Superb organizer, great foresight, develops process improvements and efficiencies.</li> <li>- Leadership achievements dramatically further command mission and vision.</li> <li>- Poses over through the toughest challenges and inspires others.</li> <li>- Exceptional communicator.</li> <li>- Makes subordinates safety-conscious, maintains top safety record.</li> <li>- Constantly improves the personal and professional lives of others.</li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapons systems.	<ul style="list-style-type: none"> <li>- Has difficulty attaining qualification expected for the rank and experience.</li> <li>- Has difficulty in ship(s), aircraft or weapons systems employment.</li> <li>- Warfare skills in specialty are below standards compared to others of same rank and experience.</li> </ul>	-	<ul style="list-style-type: none"> <li>- Attains qualifications as required and expected.</li> <li>- Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment.</li> <li>- Warfare skills in specialty equal to others of same rank and experience.</li> </ul>	-	<ul style="list-style-type: none"> <li>- Fully qualified at appropriate level for rank and experience.</li> <li>- Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment.</li> <li>- Warfare skills in specialty exceed others of same rank and experience.</li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: LCPO, DEPT CPO, SEA, CMC, CWO, LDO, Dept Head, XO, OIC, CO, Major Command, War College, PG School.						DEPARTMENT HEAD		PG SCHOOL	
41. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 Point) only. Use upper and lower case.									
[REDACTED COMMENTS]									
advancement.									
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address COMMANDING OFFICER USS TAYLOR (FFG-50) FPO AA 34093-1504		
42. INDIVIDUAL				X					
43. SUMMARY	<input checked="" type="checkbox"/>	0	0	5	0	0			
Member Trait Average: 4.29      Summary Group Average: 4.14									
47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report									
Date:									

# FITNESS REPORT & COUNSELING RECORD (E7-06)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) [REDACTED]		2. Grade/Rate LTJG	3. Desig 1115	4. SSN [REDACTED]
5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265 <input type="checkbox"/>	6. UIC 21231	7. Ship/Station FFG-50 TAYLOR		8. Promotion Status REGULAR
Occasion for Report 10. Periodic <input type="checkbox"/> Detachment of Individual <input type="checkbox"/> Detachment of Reporting Senior <input checked="" type="checkbox"/> 13. Special <input type="checkbox"/>		Period of Report 14. From: 05MAR01		15. To: 05MAY27
16. Not Observed Report <input type="checkbox"/>	Type of Report 17. Regular <input checked="" type="checkbox"/>	18. Concurrent <input type="checkbox"/>	19. Ops Cdr <input type="checkbox"/>	20. Physical Readiness P/WS
[REDACTED]		21. Billet Subcategory (if any) NA		

SNMG2 Med Deployment-3, Operation ACTIVE ENDEAVOR-3, NATO Exercise MARE APERTO-1, NATO Exercise NOBLE MARLIN-1, NATO Exercise TRIDENT D'OR-1, NATO Exercise NAC/MC-1. Received Blue "E" for Supply and Logistics Excellence.

29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.)  
**TRAINO** TRAINING OFFICER-3. COLL: Educational Services Officer-3, ITT Coordinator-3, Damage Control Training Team Member-3. Watch: (U/W) OOD-3, CICWO-3 (INPT) CDO-3.

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 31. Counselor  
 32. Signature of Individual Counseled

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