



SEAPOWER THROUGH ENGINEERING



5.2.3

TOPIC LEARNING OBJECTIVES	STUDENT PREPARATION
<p>Upon successful completion of this topic, the student will be able to:</p> <ol style="list-style-type: none">1. Recognize the properties of a good fitness report.2. Identify the key attributes of the Officer Summary Record (OSR) and Performance Summary Report (PSR).3. Recognize the procedures used by a selection board.	<p>Student Support Material</p> <ol style="list-style-type: none">1. DVIDS - Video - Board Life: Officer Boards (dvidshub.net) <p>Primary References</p> <ol style="list-style-type: none">1. None <p>Additional References</p> <ol style="list-style-type: none">1. BUPERSINST 1610.102. NAVADMIN 279/18: Performance Evaluation Transformation (PET)3. NAVADMIN 220/19: Electronic Submission of Selection Board Documents (ESSBD)4. NAVADMIN 137/20: BUPERSINST 1610.10E Change One5. NAVADMIN 247/20: Elimination of Display of Officer Photographs During Selection Boards



Overview

- FITREP counseling
- FITREPs – Officer Summary Record (OSR)/Performance Summary Report (PSR)
- Selection boards



Mid-Term Counseling

- Purpose
 - Enhance professional growth, encourage professional development, and improve communication
 - To provide an individual information concerning how to correct and/or improve their performance
- When: At the 6 month point of your regular FITREP period
- Who counsels you?
 - Reporting Senior (RS) and/or Supervisor
- Effective counseling
 - Provides honest and timely feedback
 - Reinforces positive behaviors
 - Corrects/modifies negative behaviors
 - What is the RS looking for to rank you higher in a particular performance trait?

Do not miss your mid-term counseling. Make the appt if you are not called



Counseling

- What types of things should you ask?
 - What is your Reporting Senior Cumulative Average (RSCA)?
 - How junior officers are ranked (process)
 - What is the Reporting Senior looking for in each FITREP graded category
 - Where do I stand relative to my peers
 - What do I need to do to improve
 - Expectations of me
- How does a LT/LCDR stand out?
 - Most Reporting Seniors do not work directly with LT/LCDR
 - Input comes from supervisor (typically CDR)
 - Collateral duties get you direct visibility with the boss
 - There is typically some progression within command of collateral duties; look for/ask for the hard ones
 - Docking Officer, Ship Safety Officer, Disaster Preparedness Officer
 - AT/FP



Overview

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Fitness Reports

- Fitness Report (FITREP) System
 - 144X and 146X are in the same competitive category
 - LT (Active/Reserve) - Jan
 - LCDR (Active/Reserve) - Oct
 - Continuity of reports is important
 - **No** excuse for a missing FITREP
- What is the Selection Board looking for:
 - Competitive ranking (ex. #1 of 5 in block 43)
 - Above the Reporting Senior's Cumulative Average (RSCA)
 - Reporting Senior should tell you their average – **If they don't, then ask!**
 - RSCA is the average of **every** officer evaluated at that pay grade (regardless of designator)
 - Progression to the right during your tour
 - Member trait average increasing
 - Member trait average above summary group average
 - Soft breakout
 - In the wording of block 41 (comments) vice block 43



Fitness Reports: Block 41

- Strong opening statement (My #1...)
 - Not #1... then why?
 - Moving right in rankings
 - Top MP, etc.
 - Why not #1 MP... “ranked against more tenured 1440’s”
- Clear message to the board members from the Reporting Senior
- Show sustained superior performance over time
- Ability to assume the responsibility of next rank
- If something unusual has happened, explain it
 - Declining average with the same reporting senior
 - Moving left in rankings
- **Not** a laundry list of activities



Fitness Reports: Recent Updates

- NAVADMIN 137/20 issued 07MAY20 promulgates immediate updates to the FITREP system to instill continuous learning behaviors
 - FITREPs will include specific comments regarding education, learning, and support for a learning culture
 - Identify, select and reward those officers who have demonstrated the commitment and ability to learn
 - Identify, select and reward those officers who encourage and support the learning of others
 - Changes to Leadership, Teamwork & Professional Expertise performance trait descriptors
 - Block 41 should include comments on professional military education, off-duty education, and other educational and learning achievements pursued during the reporting period
 - Updates to selection board precept and convening order guidance to direct board membership to review and brief specific education and learning contributions



Fitness Reports

- Final Thoughts
 - Don't miss FITREPs/Mid-term Counseling
 - Understand what your Reporting Senior is telling you
 - **If you don't understand, ask**
 - Understand what your Reporting Senior is telling the board

Know your audience – the Selection Board!



Officer Summary Record/Performance Summary Report (OSR/PSR) + Photo

- Key documents to your successful career
- The only documents the whole Selection Board will view are OSR/PSR
 - Board will also be read:
 - Letters to the Board
 - Field Code (FC) 17 remarks
 - Information concerning punitive action, POW information, or medical information
- Where do I get a copy or look at OSR/PSR?
 - BUPERS ONLINE (BOL) (CAC login)
 - www.mynavyhr.navy.mil
- NAVADMIN 247/20 eliminates the requirement to display service member's photo during selection board
- MILPERSMAN 1070-180 requirement for officer photographs in the officer's permanent record (OMPF) was cancelled in November 2023



Performance Summary Report

NAME (LAST, FIRST MIDDLE) SMITH, JAMES N.					DESIG/RATE 1110					SSN 987-65-4321				PAGE 2 OF 2						
PG	STATION	DUTY	DATES	MOS	REPORTING SENIOR			TRAITS					AVERAGES RPT CUM	PROMOTION REC				PRT	RPT TYPE	
					NAME	PG	TITLE	1	2	3	4	5		SP	PR	P	MP	EP		
03	WARRIOR MCM-25	ENG	960201 970131	12	JONES DA	04	CO	0	0	2	1	4	3.86 4.22	6 4.10	0	0	X 2	1 1	P/W/S	RG
03	WARRIOR MCM-25	ENG	970201 970713	05	JONES DA	04	CO	0	0	1	4	2	4.14 3.92	12 4.10	0	0	X 2	1 1	P/W/S	RG
03	WHIDBEY ISL LSD-55	ENG	970714 980131	07	DOE JQ	05	CO	0	0	0	4	3	4.43 4.40	16 4.40	0	0	2	X 2 2	P/W/S	RG
03	WHIDBEY ISL LSD-55	ENG	980201 990131	12	DOE JQ	05	CO	0	0	0	4	3	4.43 4.60	28 4.53	0	0	3	X 2 2	P/W/S	RG
03	WHIDBEY ISL LSD-55	ENG	990201 990604	04	4.29		CO	41			5		4.71 4.71	38 4.75	0	0	0	X 1	P/W/S	RG
04	SWOSCOL COM	INST	990605 991031	05	TEACHER IM	00	DIR TRNG	0	0	0	0	7	5.00 4.71	173 4.83	0	1	5	X 3 3	P/W/S	RG
04	SWOSCOL COM	INST	991101 000327	05	TEACHER IM	00	DIR TRNG	0	0	0	0	7	5.00 5.00	240 4.90	0	0	5	X 3 3	P/W/S	RG
04	SWOSCOL COM	INST	000328 001031	07	MILLER WB	06	DIR TRNG	0	0	1	3	3	4.29 4.00	41 4.19	0	0	5	X 3 3	P/W/S	RG
04	SWOSCOL COM	INST	001001 010414	06	MILLER WB	06	DIR TRNG	0	0	0	2	5	4.71 4.71	59 4.25	0	0	0	X 1	P/W/S	RG
04	PONCE LPD-20	XO	010415 011031	06	JACKSON WB	06	CO	0	0	0	3	4	4.57 4.13	5 4.33	0	0	1	X 1 1	P/W/S	RG

INDIVIDUAL TRAIT AVERAGE

SUMMARY GROUP TRAIT AVERAGE

REPORTING SENIOR
TOTAL NUMBER &
CUMULATIVE AVERAGE

2.3 Career



Overview

- FITREP counseling
- FITREPs – Officer Summary Record (OSR)/Performance Summary Report (PSR)
- Selection boards



Types of Selection Boards

- Administrative
 - Governed by instruction & policy
 - Convened by Chief of Naval Personnel (CNP) or SYSCOM
 - Results approved by CNP
 - Membership determined by board sponsor. Precepts determined/approved by CNP or SYSCOM
 - Examples:
 - Lateral transfer
 - Probationary Officer Continuation and Redesignation boards (POCR)
 - Command/XO screening
- Statutory
 - Governed by law
 - Convened by SECNAV
 - Results approved by SECNAV/SECDEF/PRES
 - Membership by statute & SECNAVINST
 - Examples:
 - Promotion
 - Selective Early Retirement



DOPMA

- Defense Officer Personnel Management Act (DOPMA)
 - Passed in 1980 to standardized officer personnel management across the services
 - Established ceilings on the number of officers authorized to each service by grade
 - Created uniform regulations governing promotions such as establishment of selection board cohorts
 - Navy uses lineal number
 - Codified rules regarding separation and retirement of officers
 - Created stable and predictable career paths
 - Institutionalized relatively short careers compared to private industry
 - Mandated the military adopt an “up or out” personnel management strategy



Selection Boards: Zones

- Promotion zones
 - Goal (The law): Provide relatively similar promotion opportunity over a five year period
 - Promotion zone is the size of the population considered to fill projected requirements
 - Composition of the zone is determined by lineal seniority
 - Independent of year group
 - Zone size is a function of promotion opportunity & projected requirements
 - Example: Projected requirement for 38 LCDR Selects. If opportunity is 95%, the zone size will be 40



Selection Boards: Zones

- Zones are five-year estimates
 - Only the current year zone size is firm
- Zone sizes change because
 - Changes in requirements and vacancies
 - Differences between projected and actual losses
 - Change in total number of officers allowed by grade (DOPMA changes)
 - NAVADMIN with senior and junior IZ released annually (usually early December)
 - Use the ED Precedence list (available on EDOmain) to determine if listed names bracket your name
 - Docs -> EDO Community -> Precedence Rosters
 - EDO Community Manager and Detailers can project (estimate) for out-year planning



Five Year Promotion Plan

<u>CAPT</u>	FY23	FY24	FY25	FY26	FY27
YG IN ZONE	01/02	02/03	03/04	04/05	05/06
# IN ZONE (SELECTS)	32(19)	27(16)	27(16)	25(15)	28(17)
OPPORTUNITY	60%	60%	60%	60%	60%
FLOW POINT	21-03	21-02	21-00	21-09	22-00

Maximum Opportunity, Minimum Flow

<u>CDR</u>	FY23	FY24	FY25	FY26	FY27
YG IN ZONE	07/09	09/10	09/10	10/11	11/12
# IN ZONE (SELECTS)	34(32)	41(33)	39(31)	39(31)	41(33)
OPPORTUNITY	95%	80%	80%	80%	80%
FLOW POINT	15-01	15-00	15-01	15-05	15-05

Maximum Opportunity, Minimum Flow

<u>LCDR</u>	FY23	FY24	FY25	FY26	FY27
YG IN ZONE	12/13	13/14	14/15	16/17	18/19
# IN ZONE (SELECTS)	49(47)	47(44)	46(43)	44(41)	47(44)
OPPORTUNITY	95%	95%	95%	95%	95%
FLOW POINT	10-03	10-03	10-01	09-06	09-08

Greater Opportunity than SECNAV



Selection Boards: Correspondence

- Letter to Board: Can it provide value?
 - Provides **additional** information to the board **not already in the record**
 - Is **short** and **succinct**
 - Identifies something briefer would probably miss
 - Is in support of your second and follow “looks”
 - For example, you are a 146X and a 1XFOS and the completion of your EDQP was not in your last FITREP due to timing
 - Addressed to Board President from eligible officer
 - May include anything eligible officer feels should be considered by the board
 - Examples: FITREPs, awards, letters of recommendation
 - **Every** member of the board must be briefed on submitted letters by the record briefer
 - Correspondence to the Board **must** be received no later than **10 calendar days** before the board convening date
 - Per NAVADMIN 220/19, Electronic Submission of Selection Board Documents (ESSBD) is the preferred method of submitting a Letter to the Board (LTB)
 - <https://www.mnp.navy.mil/group/advancement-and-promotion/overview>

*Seek advice **before** you write a letter to the board!*



Selection Boards: Precept and Convening Orders

- Both signed out by SECNAV
- Both are available (after the board adjourns and for previous years) on NPC website
- Precept
 - Common to the statutory boards for that FY
 - General guidance, equal opportunity, board reporting, oaths
- Convening order
 - Specific to the actual board (e.g., FY24 LCDR Line Officer board)
 - Provides detail into the 'General Guidance' appendix of the Precept
 - Best and fully qualified selection standards
 - Commitment to operational excellence
 - Continual performance improvement (GRGB mindset), culture of learning
 - Indo-Pacific area expertise considerations
 - Acquisition corps considerations
 - Educational & learning contributions



Selection Boards: Convening Orders

Subj: ORDER CONVENING THE FY-24 PROMOTION SELECTION BOARDS TO
CONSIDER OFFICERS IN THE LINE ON THE ACTIVE-DUTY LIST OF THE NAVY
FOR PERMANENT PROMOTION TO THE GRADE OF LIEUTENANT COMMANDER

Engineering Duty (14X0)

1. Nuclear Weapons (NW) Technical Expertise

9. **Engineering Duty Officer (EDO) Community Considerations**

a. Doctoral education is a strategic investment in the future. Advanced graduate education is an important element in maintaining a high velocity learning workforce that is resilient, knowledgeable, ready to address rapid technological advancements, and necessary to help the Navy solve problems, plan, lead, respond, adapt, and innovate in increasingly complex environments. As such, EDOs who obtain a technical doctorate degree from a military service college or civilian institution, either in a Navy-funded billet or independently, should be given favorable consideration.

b. Officers who are top recognized performers over consecutive tours should be given first consideration for merit reorder and placed higher on the promotion list. Proven performance in EDO assignments such as overseas tours, sea duty, and INSURV should be secondary considerations.



Line Selection Boards

- 11xx/13xx Unrestricted Line
- 12xx Human Resources
- **14xx** **Engineering Duty**
- 151x Aerospace ED (Engineering)
- 152x Aerospace ED (Maintenance)
- 160x Info Tech Professional (IP)
- 161x Information Warfare
- 163x Intelligence
- 165x Public affairs
- 180x Geophysics
- 6xxx Limited Duty (LDO)



EDO Selection Board Composition

To CAPT

- 1 Vice Admiral (1110/1120/1310) - President
- 2 Rear Admirals (1 joint rep, 1 female, 1 minority)
- 2 Captains (could be minority or female)

2 EDO Rear Admirals

7 Total

To CDR

- 3 Rear admirals (1110/1120/1310) - one, President
- 2 Captains (1 joint rep, 1 female, 1 minority)

2 EDO Captains

7 Total

To LCDR

- 1 Rear admiral (1110/1120/1310) - 1-Star
- 6 Captains (1 joint rep, 1 female, 1 minority)

2 EDO Captains

9 Total

} URL

} URL

} URL

More URL officers will vote on your record than EDO officers



Example Board Membership Matrix

FY20 LCDR Line Board

FY-20 BOARD #20275 USN O-4 LINE BOARD MEMBERSHIP															
NAME	STATUS	DESIG	URL (11XX)	HR (120X)	EDO (14XX)	AEDO (151X)	AMDO (152X)	PAO (165X)	FAO (17XX)	OCEANO (180X)	CW (181X)	IP (182X)	INT (183X)	LDO (6XXX)	
RADM JAMES S. BYNUM	USN	ADL	1310	P											
CAPT MONTY G. ASHLMAN, JR.	USN	ADL	1320	M											
CAPT LEONARD E. REED	USN	ADL	1310	M											
CAPT KEVIN M. BYRNE	USN	ADL	1120	M											
CAPT DEREK B. GRANGER	USN	ADL	1110	M											
CAPT CHRISTOPHER A. MERWIN	USN	ADL	1140	M											
CAPT JOHN E. MCGUNNIGLE, JR.	USN	ADL	1120	M											
CAPT PAUL L. DINIUS	USN	ADL	1120	M											
CAPT PAUL D. YOUNG	USN	ADL	1110	M											
CAPT ROME RUIZ	USN	ADL	1110	M											
CAPT TODD S. WEEKS	USN	ADL	1120	M											
CAPT TIMOTHY E. SYMONS	USN	ADL	1310	M											
CAPT JENNIFER L. ELLINGER	USN	ADL	1110	M											
CAPT PAUL M. DALE	USN	ADL	1320	M											
CAPT DONALD W. MARKS	USN	ADL	1110	M											
CAPT KEVIN M. KENNEDY	USN	ADL	1110	M											
CAPT ANDREW M. PENCE	USN	ADL	1130	M											
CAPT JUSTIN T. FAUNTLEROY	USN	ADL	1310	M											
CAPT JEREMY T. VAUGHAN	USN	ADL	1310	M											
RADM MICHAEL P. HOLLAND	USN	ADL	1120		P	P	P								
CAPT CHARLES P. GOOD	USN	ADL	1110		M	M	M								
CAPT VERONIQUE L. STREETER	USN	ADL	1820		M	M	M								
CAPT PATRICK V. FOEGE	USN	ADL	1310		M	M	M								
CAPT JOHN E. PERRONE	USN	ADL	1310		M	M	M								
CAPT WARREN E. CUPPS	USN	ADL	1110		M	M	M								
CAPT JON H. MORETTY	USN	ADL	1120		M	M	M								
EDOs →															
CAPT STEVEN F. FRILOUX	USN	ADL	1200						M						
CDR NINA M. NICASIO	USN	ADL	1200						M						
CAPT TIMOTHY A. BARNEY	USN	ADL	1440							M					
CAPT KENNETH A. EBERT	USN	ADL	1440							M					
CAPT ROBERT H. CASSOL (1510)	USN	ADL	1500							M					
CAPT VERNON J. RED (1510)	USN	ADL	1500							M					
CAPT THOMAS M. DALL (1520)	USN	ADL	1500							M					
CAPT DAVID A. VONDRAK (1520)	USN	ADL	1600							M					
CAPT SCOTT E. NORR	USN	ADL	1650								M				
CAPT JOHN E. GAY	USN	ADL	1650								M				
CAPT WILLIAM C. WHITSITT	USN	ADL	1710								M				
CDR ENID S. BRACKETT	USN	ADL	1710								M				
CAPT THOMAS A. MONEYMAKER II	USN	ADL	1800									M			
CDR SHANE STOUGHTON	USN	ADL	1800									M			
CAPT JENNA K. HAUSVIK	USN	ADL	1810									M			
CDR ROBERT C. CADENA	USN	ADL	1810									M			
CAPT ANDREW R. DITTMER	USN	ADL	1820									M			
CDR TAYLOR R. FORESTER	USN	ADL	1820									M			
CAPT SCOTT R. WHALEY	USN	ADL	1830									M			
CAPT FRANCISCO J. MARTINEZ	USN	ADL	1830									M			
CDR RICHARD L. BOSWORTH	USN	ADL	1830									M			
CAPT MORRIS OXDINE	USN	ADL	6110										M		
CAPT CLIFFORD COLLINS	USN	ADL	6410										M		
CDR THOMAS A. DECKER	USN	ADL	6390										M		
CDR KENNETH C. TEASLEY	USN	ADL	6260										M		
LCDR JASON A. ROSS	USN	ADL	6810										M		
					19	9	9	9	9	9	9	9	9	9	13

5.2.3 Career Topics



Board Observations

- Unrestricted Line Officer communities often lack a full understanding of the career paths of the Restricted Line communities
 - What is a Project Superintendent, Zone Manager, Deputy Principal Assistant Program Manager?

- EDO board members provide a community brief to the board explaining what we do, and what we are looking for in promotion candidates
 - SECNAV approved
 - Can be found on the NPC web site
 - Excerpts from the FY20 EDO brief are as follows....



FY-XX Active Duty Line

Community Brief Disclaimer

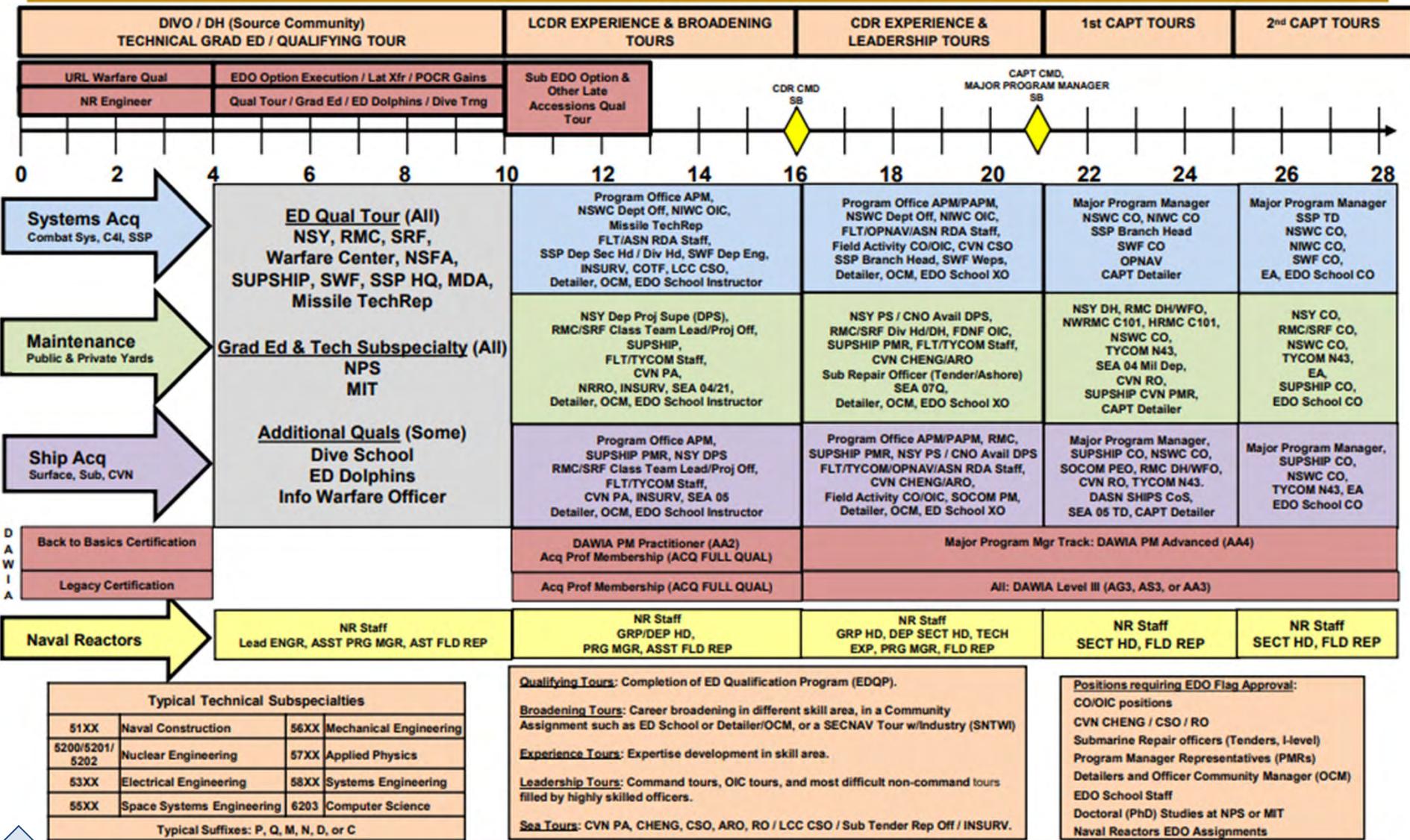
- This community brief has been generated by the community leaders, including detailers and community managers. It has been vetted by the Navy Personnel Command and OJAG for statutory compliance and approved by SECNAV.

- **ONLY MATERIAL APPROVED BY THE SECRETARY OF THE NAVY WILL BE PRESENTED TO STATUTORY SELECTION BOARDS. BEGINNING WITH THE FY-08 SELECTION BOARDS, THESE BRIEFS WILL BE PROVIDED TO BOARD MEMBERS.**



Engineering Duty Officer

Career Progression





Engineering Duty Officer

Community Values

- Career progression produces senior EDOs with developed expertise in at least one core skill area: Systems Acquisition (Combat Systems, C4I, Strategic Systems), Fleet Maintenance (Shipyards and Regional Maintenance Centers), Ship Acquisition (Surface, Submarine, and CVN new construction/sustainment) and Naval Reactors.
- EDO Flag approval is required for officers to serve in the following billets: CO, OIC, CVN CHENG/CSO/RO, Submarine Repair Officer (Tenders, I-level), Program Manager Representative (PMR), Detailer, OCM, EDO School Staff and Doctoral (PhD) Studies at NPS or MIT. Director, Naval Nuclear Propulsion Program approval is required for all Naval Reactors EDO assignments.
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Warfare qualification or progress toward ED Dolphin qualification (**Note 1**)
 - Proven Naval Reactors staff, operational and/or acquisition performance
- **Valued achievements prior to COMMANDER**
 - Fully qualified criteria:
 - 1440 designator (qualified EDO)
 - 1460 designator (EDO in training) with proven performance during ED qualification tour
 - 1440 Naval Reactors EDO (Naval Reactors/NR Field Office O-4 experience tour)
 - Superior performance while serving in a position requiring EDO Flag or Director, Naval Nuclear Propulsion Program approval
 - Superior performance in core skill area assignments
 - Acquisition Professional member (ACQ FULL QUAL (APM) AQD) (**Note 1**)
 - Qualified to serve in nuclear billets (SPECIAL QUALIFICATION "NUENGSURF" - AQD KD2) (**Note 1**)
 - Technical Doctorate degree (**Note 1**)
- **Valued achievements prior to CAPTAIN**
 - Fully qualified criteria:
 - 1440 designator
 - Acquisition Professional member (ACQ FULL QUAL (APM) AQD) (**Note 1**)
 - Legacy Level III DAWIA certification w/conferred AQD (e.g., (ACQ PM LV3 (AA3)), Engineering (ACQ ENG LV3 (AS3)), Production Quality Management (ACQ PQM LV3 (AG3)) or Back to Basics DAWIA PM Practitioner (PM LVL 2 FAC (AA2)) or PM Advanced certification (PM LVL 4 FAC (AA4)) (**Note 1**)
 - 1440 Naval Reactors EDOs (Naval Reactors/NR Field Office O-5 experience tour)
 - Superior performance while serving in a position requiring EDO Flag or Director, Naval Nuclear Propulsion Program approval
 - Superior performance in core skill area assignments

*Note 1: Not applicable to 1440 Naval Reactors EDOs



Selection Boards: Preparation

- The Recorder
 - Ensures record continuity for last 5 years
 - Looks for gaps greater than 90 days
 - Temporarily “corrects” officer’s record by including info received by the board
 - e.g., awards, FITREPs, qualifications, education, etc.
 - This correction is only for the board and does not persist after the board adjourns. Record will be officially updated via standard process

You are strongly encouraged to volunteer for recorder duty!



Selection Boards: Preparation

- Members report to Millington
 - Recorders: about a week before
 - Members: on convening date
- **Read precept and convening order!**
- Take oaths and convene board
- Recorder's admin remarks and briefings
- Split into specific boards
- Review and grade records in boardrooms
- Brief and vote records in tank
- Repeat review, grade, brief, and vote until number of tentative selects equals the number authorized



Selection Boards: Selection Process

1. Recorders review records for completeness several days before the board members arrive
 - Recorders can correct errors...but these “patches” are not permanent corrections to record. Only seen by the board in session, not subsequent boards
 - Board Members report on Day 1 and go through orientation (briefings and the Oath)
2. Briefers review all In Zone (IZ) records & correspondence submitted, then electronically mark-up Officer Summary Record (OSR)/Performance Summary Report (PSR)
3. There is no distinction between previously considered (PC) and IZ records



Sample OSR

NAME							OFFICER SUMMARY RECORD							
							YG 79	DATE PROC: 120498 SEQ. NUM: 0744						
SSN	FILE NO	DESIGNATOR	DATE OF BIRTH	AGE	PROF. SERV. DATE	FOR BOARD USE								
		1320	570310	41										
PROM HISTORY: DATE OF RANK	CAPT.	CDR 940801	LCDR 890601	LT 830601	LTJG 810530	ENS 790530	WARRANT							
PRESENT DUTY STATION NSAWC HAND PICKED N6							PRESENT BILLET TRA PLN AVFLGT							
COLLEGE NWC NPT RI	DATE/LEVEL 91 MASTER	MAJOR FRGN AFF STRG GEN MANAGMNT	LANG PROF	SUB-SP 0028G	SERVICE SCHOOLS ATTENDED COURSE: AV SAF COMMAND NAVWC COMD STF DATE/WKS: 9402 01 9006 42									
SALVE REGI	90 MASTER	MATH			COURSE: SLATS DATE/WKS: 8701 02									
CITADEL	79 BACH/1 PR				COURSE: DATE/WKS:									
ACTIVE DUTY BASE DATE 790512	PREVIOUS MIL SERVICE:	YEAR	MONTHS	HIGHEST RATE/GRD	REMARKS E-2 C.O. ALWAYS ABOVE THE PACK, COMMUNITY LEADER, RECOMMENDED FOR FRS C.O. BY BERNIE SMITH.									
PERSONAL DECORATIONS CMD pert Post Grad IZ					SELECTED FOR JUNIOR SERVICE COLLEGE SELECTED FOR SENIOR SERVICE COLLEGE									
SPECIAL QUALIFICATIONS 1. CARAEC E2C 2. AVIACDRCMD 3. CDO UNDRWAY 4. JPME PHASE1 5. NFOTRA ATDS 6.					UNDERWAY QUALS, JPME-READY FOR JOINT. LPH/LHA/PHILBRON BONUS SELECT									



Sample PSR



The Tank





Selection Boards: Selection Process

3. All candidates first briefed to full board by Reviewer usually in random order
 - Previously considered (PC) and in-zone briefed together
 - OSR/PSR displayed on front screens
 - Briefer talks until all have voted (may only take seconds!)
 - May have to describe difficulty of jobs
 - May have to brief back to your Ensign FITREPs
 - May brief starting with Ensign FITREPs



Selection Boards: Selection Process

4. Board Members vote on their confidence level for selection
5. Results computed and shown on screen as a scattergram and “crunch zone” range voted on
6. For those below zone - vote is first whether to review record and brief
 - OSR/PSR flashed ~ 15 seconds/OSR without any mark-up
 - Number/percent for selection in precept guidance
 - Required number of 100% votes is determined by majority vote after all records are projected
 - Those records selected get brought into the “crunch zone” and get a full review



Sample Scattergram

Example Motion:
Tentatively select those officers 90% confidence interval or above

Example Motion:
Drop from further consideration those officers 45% confidence interval or below

	7 Selects	0 Alternates	7 Fails	6 Non-Select	20 Total
SelStat	Score	# Eligibles	Total #	Score	SelStat
Select	100	3	3	100	Select
Select	95	3	6	95	Select
Select	90	1	7	90	Select
Non-Select	85			85	Non-Select
Non-Select	80	1	1	80	Non-Select
Non-Select	75	2	3	75	Non-Select
Non-Select	70	2	5	70	Non-Select
Non-Select	65			65	Non-Select
Non-Select	60	1	6	60	Non-Select
Non-Select	55			55	Non-Select
Non-Select	50			50	Non-Select
Fail	45	1	1	45	Fail
Fail	40	1	2	40	Fail
Fail	35			35	Fail
Fail	30	1	3	30	Fail
Fail	25	1	4	25	Fail
Fail	20			20	Fail
Fail	15			15	Fail
Fail	10	1	5	10	Fail
Fail	5			5	Fail
Fail	0	2	7	0	Fail

6 eligible records remain for a second review, known as “the crunch” records





Selection Boards: Selection Process

7. Repeat process as needed - typically 2-4 times
 - Subsequent briefers use different colors
 - Vote until maximum number selected
8. Board votes on final list of names



Selection Boards Changes

- FY19 National Defense Authorization Act provided relief in certain areas to the 1980 Defense Officer Personnel Management Act (DOPMA)
- Goal: Make military promotion boards place more emphasis on merit and job performance rather than seniority; allows officers the opportunity to develop more technical expertise in increasingly complex career fields that are essential to future missions

Specifically, the changes include allowing for:

- Up-or-out rules that force officers to leave military service if they fail to be promoted along rigid timelines (ACQ qualified Captains – started with FY20 boards)
- Mid-career civilians with high-demand skills to enter the military up to the rank of O-6
- Promotion boards to move high-performing officers higher on the promotion list regardless of their time in service (**merit reorder** – started with FY20 boards)
- Service Secretaries to create “an alternative promotion process” for specific career fields



EDO Merit Reorder Values

- Valued achievements prior to LCDR
 - Minimum requirement: Top recognized performer over consecutive tours.
 - Secondary criteria: Proven performance in EDO assignments such as overseas tours, sea duty, INSURV
- Valued achievements prior to CDR
 - Minimum requirement: Top recognized performer across multiple tours
 - Proven performance in EDO assignments such as overseas tours, sea duty, INSURV
 - Proven performance in positions of leadership, such as OIC
- Valued achievements prior to CAPT
 - Minimum requirement: Top recognized performer across multiple tours
 - Proven performance in assignments such as overseas tours, sea duty, INSURV
 - Proven performance in command or as OIC



Some Important “Truths”

- Boards search for the “best qualified”
- If you are among the best, your record **should** show it!
- It may not be perfect, **but** it is fair
- **You** are in charge of your record
- **New(est) truth**
 - If you are not selected on your first IZ look, it **is not** the end of your career
 - New process better selects the best qualified/highest performing
 - Reporting seniors are still adjusting to this

NPC web site has much more information on boards
<http://www.mynavyhr.navy.mil/Career-Management/Boards/>



Lessons Learned

- Review your record regularly
- Don't be surprised!
 - Understand what the board will see
 - Make sure you have continuous FITREP coverage
 - Make sure your awards/education/quals are up to date
- Seek advice from detailers and other senior EDs
 - Mentor early. Better to know if you may have a problem area that needs to be addressed/corrected
 - Don't let pride hinder you getting the best help!



Summary

- **You** are responsible for understanding how you are performing and how to stand out
- The audience for your Fitness Report is the selection board
 - Understand what message your Fitness Report sends
- The majority of selection board members are URL officers
 - Your job title and accomplishments in block 41 need to resonate with them
- The Navy is committed to improving the professional development and retention of sailors and officers via talent management initiatives



Overview

- FITREP counseling
- FITREPs – Officer Summary Record (OSR)/Performance Summary Record (PSR)
- Selection boards