PERS-4415

Detailer Visit Brief

Don't run…..we are your friends

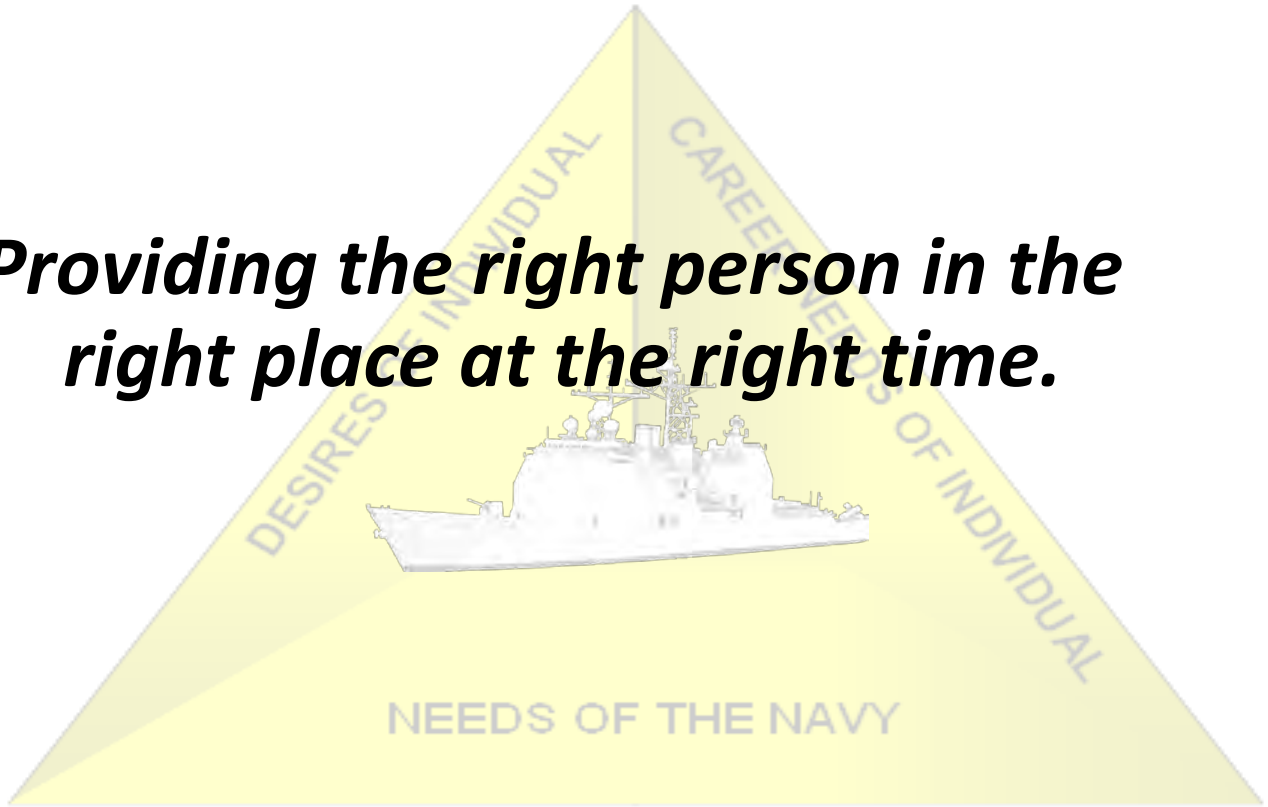
We come in peace for the good of all mankind…..

Overview

- Detailing Physics
- Assignment Process
- Orders
- Extensions
- Resignation/Retirement
- PFA Failures
- FITREPs
- Promotion Boards

Mission

Providing the right person in the right place at the right time.



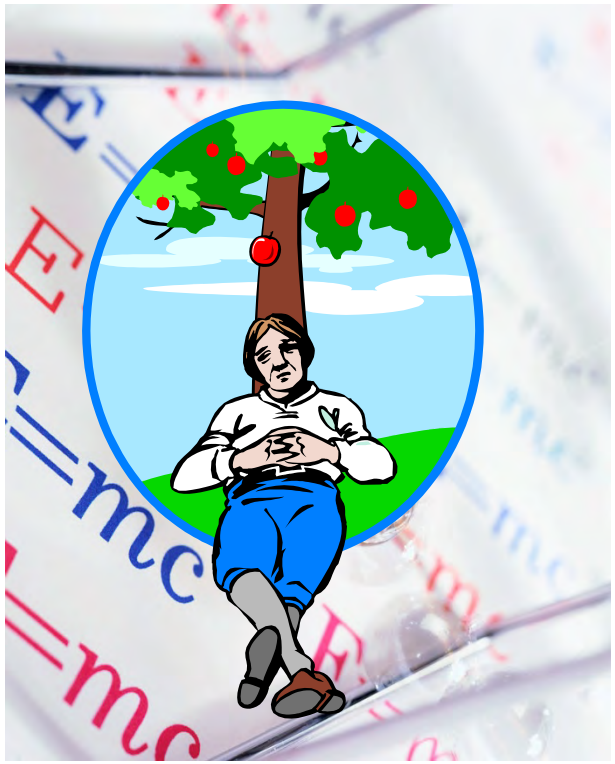
NAVY PERSONNEL COMMAND

NAVY PERSONNEL COMMAND

Detailer Duties

- Advocate for the officer in the assignment process
- Negotiate and write orders
- Communicate with the Specialty Leaders
- Counsel constituents before and after boards (career progression)
- Nominate members to sit on boards
- Visit commands to speak with constituents

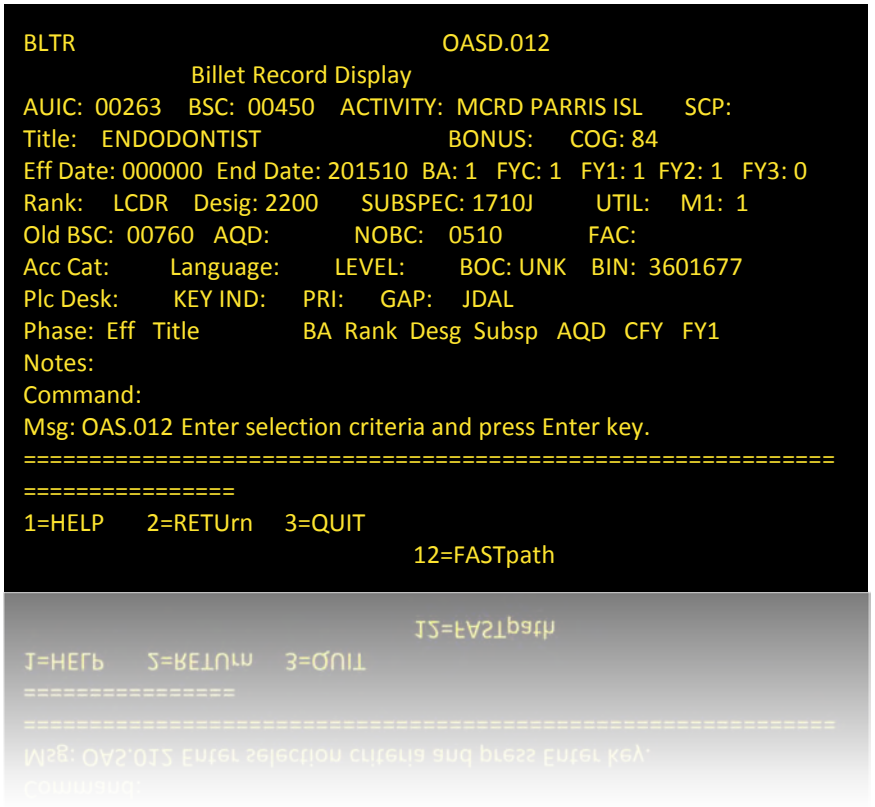
Law of Physics



- What goes up must come down
- You can't be in two places at one time
- Everything is confined by the fabric of time
- The speed of light is the fastest you can go
- **No billet = no body**

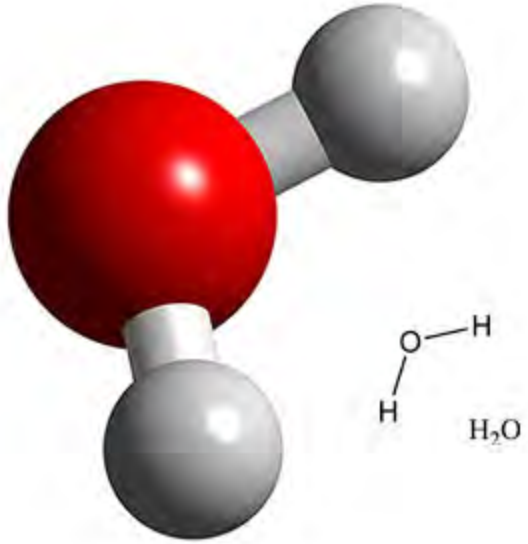
Detailing

Billet..

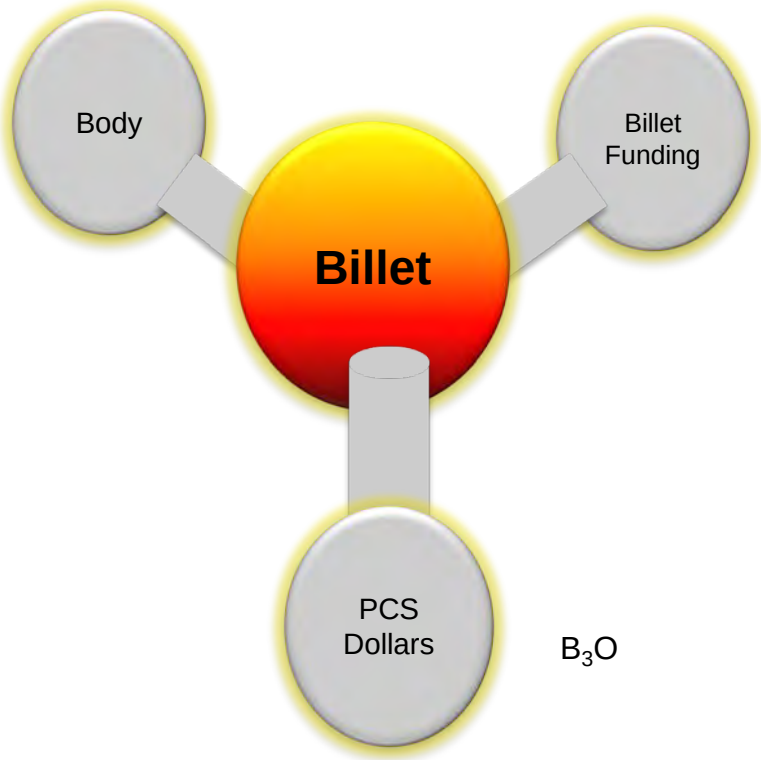


- **An authorization for a funded body to fill a specific set of requirements**
  - **Rank**
  - **Location**
  - **Designator**
  - **Subspecialty/AQD**

Detailing Elements



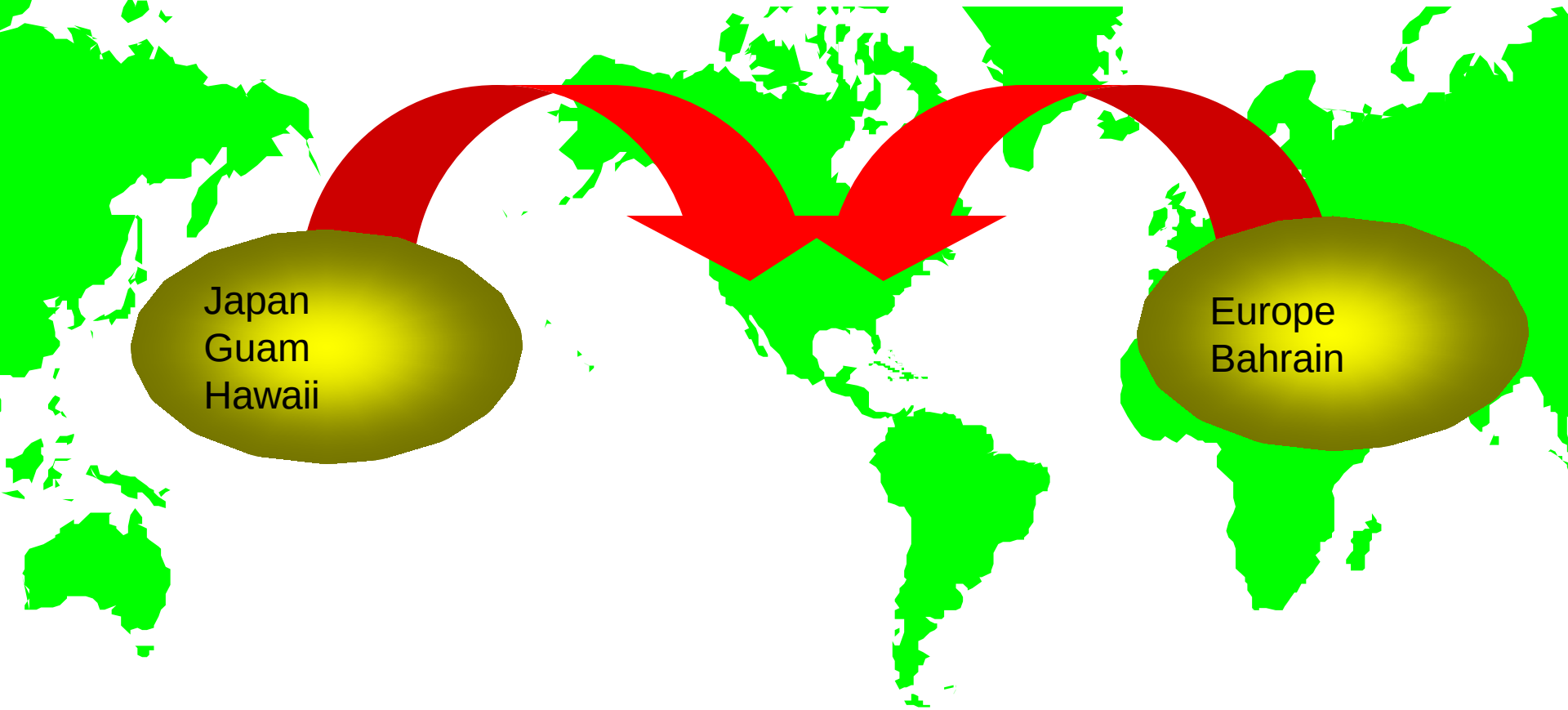
Water



Staff

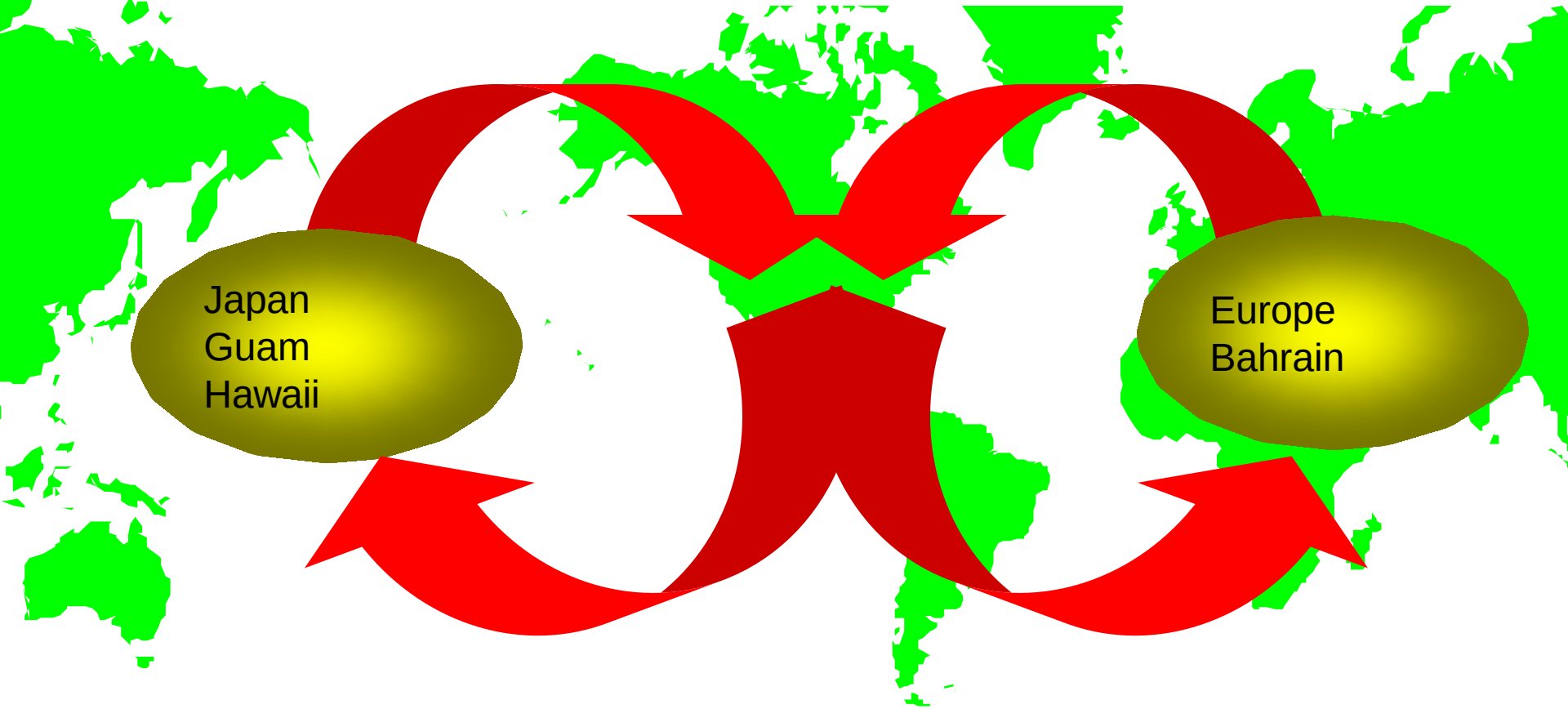
Detailing Physics

Circulation



Detailing Physics

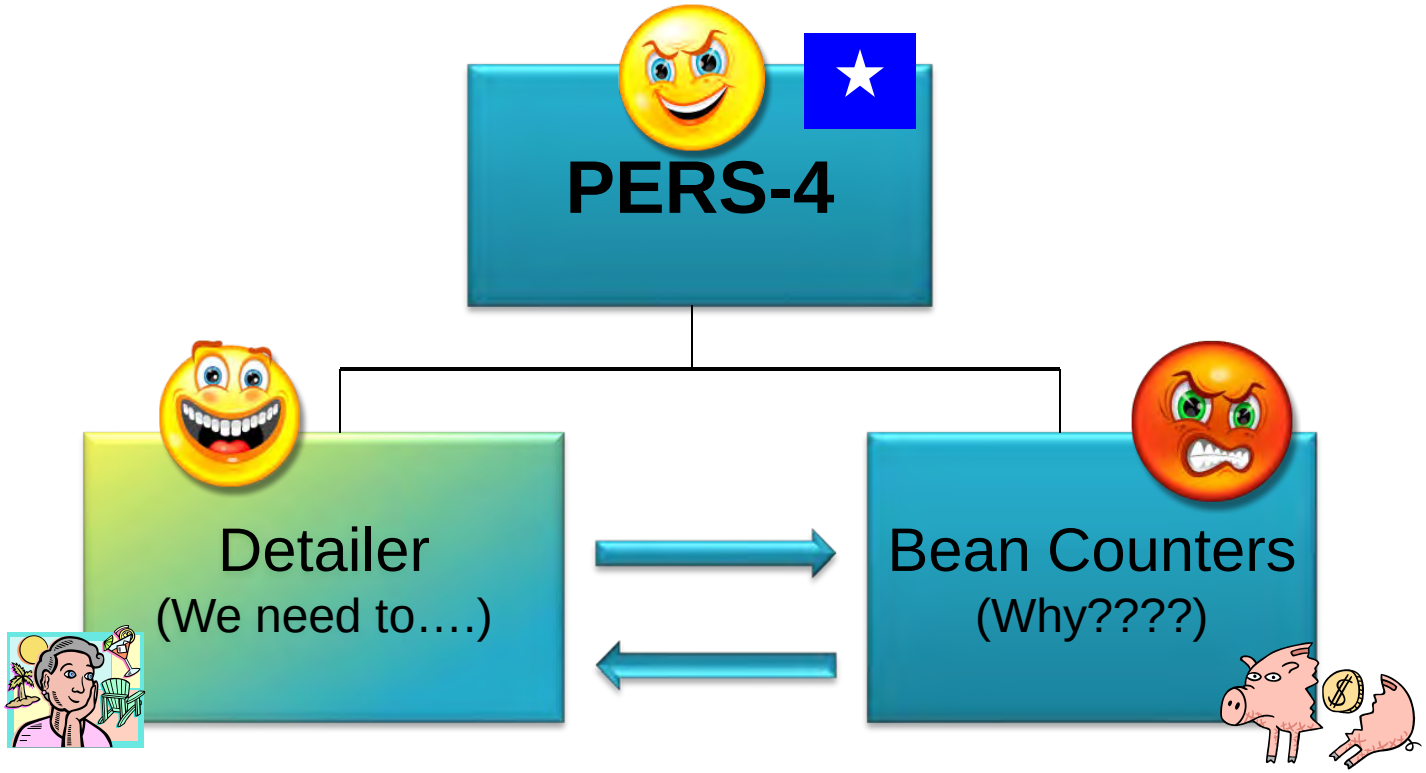
Circulation



Detailing Physics

- **No billet = no body**
- **Operational billets must be filled**
- **Minimum time on station requirements**
- **Service length restrictions**
  - **Mandatory retirement**
  - **Statutory age limit**
- ***Needs of the Navy operational commitments must be met!!!!!!!!***

Detailing-In a nut shell



Detailing

- OCONUS DoD Tour lengths
- CONUS Time of Station requirements
- Minimum Service requirements
- Time in Grade Requirements
- Exception Family Member Program limitations
- Billet management
- PFA Failure limitations/implications
- Legal Hold limitations
- LIMDU limitations

Detailing

Key players

- Specialty Leader
  - Attends to the good of the specialty-strategic planning
- Detailer
  - Officer's advocate
  - Negotiates the assignment
    - *Assigns the right person for the right job at the right time*
- **Placement Officer**
  - **Command's advocate**
    - **Attends to the needs of the command**
- Community Manager
  - Attends to the good of the community

BALANCE OF INDIVIDUAL CAREER NEEDS OF INDIVIDUAL
NEEDS OF THE NAVY

Detailing-Key Points

- Talk with detailer early (9-12 mos from PRD) – long/short term goals
- Be honest – lay out all cards, family, school
  - Have your facts correct
  - Detailers take notes and network constantly
- "Hiding out" will lead to disaster
- Don't use "retirement trump card" – difficult to reverse
- Be nice

Orders: The Process

- ***Proposed*** by Detailers
- Vetted through:
  - Losing Placement : Backfill?
  - Gaining Placement : Meet requirement?
  - Order writers
  - Waivers (if required): may involve several steps
  - Code 44 costing: $$ in code to cover?
  - Final Cost Review: $$ in PERS account?
- Orders Released

Orders:

What Affects the Process?

- Time on Station (TOS)
- High Cost: OCONUS to OCONUS moves
- EFMP – MUST renew every 3 years, WILL delay or cancel order release if not done
- Special billets – require further review
  - Washington, DC billets
  - Nominative positions
  - “Joint” billets

Orders:

- Do not expect release greater than 120 days prior to detach.
- Orders can be modified or canceled ***at any time*** prior to execution
- Do NOT take irreversible/non-refundable actions prior to receiving orders and talking to PSD
- Letters of Intent can be issued for some prior planning (lease release, housing list) but can not be used for anything involving funds (HHGs, home purchase, etc..)

Orders:

- IAs
  - These are TDYs from your command – no orders issued from PERS. Detailers are not involved but helps to let them know
- GSA
  - PCS orders to ECRC, actual BOG assignment is TDY from ECRC. Detailers write to ECRC, all subsequent training and travel TDY orders from ECRC
- Unaccompanied – 24 months* - Overseas
  - May *request* change to accompanied after reporting but must serve at least 12 months on station after family arrives.
- Accompanied – 36 months*
  - Barring return for medical reasons, choosing to return your family early is on your dime, your BAH remains the same and your tour length remains 36 months.

** A few locations have different requirements*

Extensions

- Facilitates exceptional family member needs
- Facilitates family needs (i.e., high school senior)
- Aligns PRD with planned retirement or resignation
- Promotes staff continuity
- May increase promotion chances

- Approval may be the only choice for PERS (retainability)

- Limits opportunities in highly desirable locations
- Contributes to staff stagnation
- May decrease promotion chances
- Not to be used to counter balance a poor housing market

Separations

Resignation / Retirements

- Detailers do not write these orders
- BE SURE!! Difficult to reverse
- Need 9 to 12 month lead time
- Must meet obligated service date (Special Pays/Training)
- Can't resign before PRD if on a sea or overseas tour
- Must meet minimum TOS requirements
  - 24m TOS if coming from CONUS tour
  - 12m TOS if coming from OCONUS tour

Separations

Resignation

- Notify your SL and detailer of your intentions early on
- Submit request 9 to 12 months in advance
- Check your obligated service date
- Don’t assume you can resign before PRD if on a sea or overseas tour
- Must meet minimum TOS requirements
- If due to FOS, PERS Separations will initiate orders without request, only need to submit a request if you want to leave prior to 7 months after promotion results

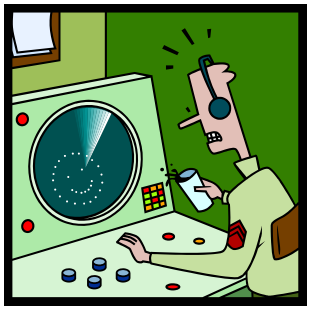
Separations

Retirements

- Notify your SL and detailer of your intentions early on
- Check with detailer for obligated service date
  - Special pays, training, promotion
  - Also retirement month (if at statutory)
- Can request retirement at 24m TOS if coming from CONUS tour
- Can request retirement at 12m TOS if coming from OCONUS tour

PFA FAILURES

High visibility…



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PRPL                                              OASD.097
                    PHYSICAL READINESS

Name: PUS FRANK              SSN:   111111111  Rank: CAPT  PFA: 2
                              LAST UPDATE:  20130221
P F A
CYCLE  BCA DT  BCA STATUS     BFOK   PRT DT  PRT STATUS     OVERALL CAT
====== ======  ==============  =====  ======  ==============  ===============
2 2012 121025  Participant     FALSE  121025  Not Authorized
1 2012 120612  Participant     TRUE   120614  Participant     GOOD
2 2011 111020  Participant     FALSE  111020  Not Authorized
1 2011 110516  Participant     TRUE   110517  Participant     EXCELLENT LOW
2 2010 101012  Participant     TRUE   101013  Participant     EXCELLENT LOW
1 2010 100512  Participant     TRUE   100513  Participant     EXCELLENT LOW
2 2009 091026  Participant     TRUE   091027  Participant     GOOD HIGH
1 2009 090604  Participant     TRUE   090605  Participant     GOOD MEDIUM
2 2008 081023  Participant     TRUE   081024  Participant     GOOD HIGH
1 2008 080529  Participant     FALSE  080530  Participant     GOOD HIGH
Command:
Msg:
================================================================================
1=HELP      2=RETUrn     3=QUIT
                                          12=FASTpath

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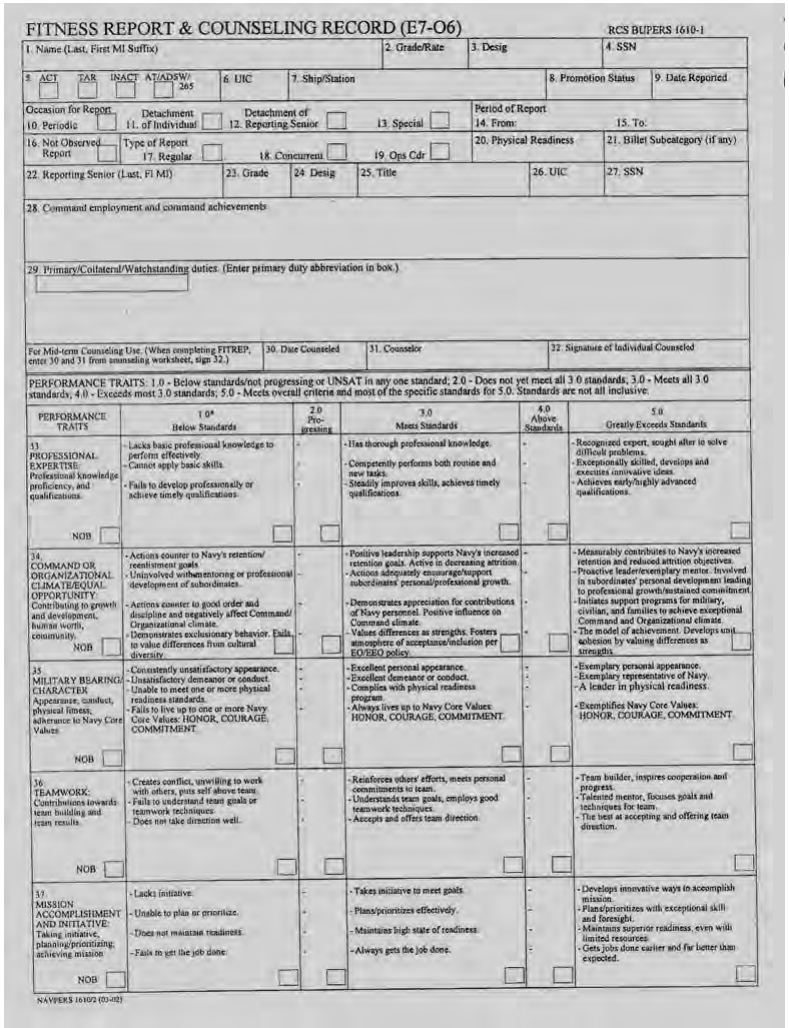
FITNESS REPORTS



FITNESS REPORT & COUNSELING RECORD (E7-O6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix)	2. Grade/Rate	3. Desig	4. SSN

5. ACT / TAR / INACT / AT/ADSW/ 265	6. UIC	7. Ship/Station	8. Promotion Status	9. Date Reported

Occasion for Report: 10. Periodic	Detachment 11. of Individual	Detachment of 12. Reporting Senior	13. Special	Period of Report 14. From:	15. To:
16. Not Observed Report	Type of Report 17. Regular	18. Concurrent	19. Ops Cdr	20. Physical Readiness	21. Billet Subcategory (if any)

22. Reporting Senior (Last, FI MI)	23. Grade	24. Desig	25. Title	26. UIC	27. SSN

28. Command employment and command achievements

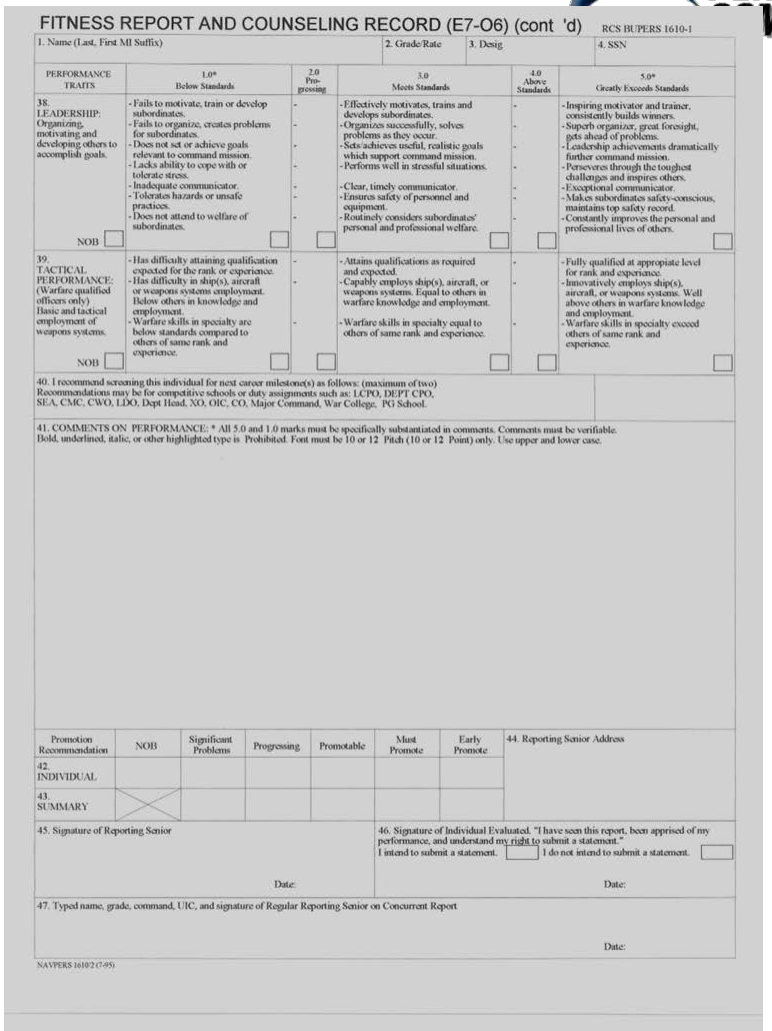
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.)

For Mid-term Counseling Use. (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.)	30. Date Counseled	31. Counselor	32. Signature of Individual Counseled

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	- 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	- Actions counter to Navy's retention/ reenlistment 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. - Actions 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	- 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	- 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	- 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.

NAVPERS 1610/2 (03-02)



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

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix)	2. Grade/Rate	3. Desig	4. SSN

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. NOB	- Fails to motivate, train or develop subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices. - Does not attend to welfare of subordinates.	-	- Effectively motivates, trains and develops subordinates. - Organizes successfully, solves problems as they occur. - Sets/achieves useful, realistic goals which support command mission. - Performs well in stressful situations. - Clear, timely communicator. - Ensures safety of personnel and equipment. - Routinely considers subordinates' personal and professional welfare.	-	- Inspiring motivator and trainer, consistently builds winners. - Superb organizer, great foresight, gets ahead of problems. - Leadership achievements dramatically further command mission. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, maintains top safety record. - Constantly improves the personal and professional lives of others.
39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapons systems. NOB	- Has difficulty attaining qualification expected for the rank or experience. - Has difficulty in ship(s), aircraft or weapons systems employment. Below others in knowledge and employment. - Warfare skills in specialty are below standards compared to others of same rank and experience.	-	- Attains qualifications as required and expected. - Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment. - Warfare skills in specialty equal to others of same rank and experience.	-	- Fully qualified at appropiate level for rank and experience. - Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment. - Warfare skills in specialty exceed others of same rank and experience.

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.

41. COMMENTS ON PERFORMANCE: * All 5.0 and 1.0 marks must be specifically substantiated in comments. Comments must be verifiable. Bold, underlined, italic, or other highlighted type is Prohibited. Font must be 10 or 12 Pitch (10 or 12 Point) only. Use upper and lower case.

Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address
42. INDIVIDUAL							
43. SUMMARY							

45. Signature of Reporting Senior — Date:

46. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement." I intend to submit a statement. ☐ I do not intend to submit a statement. ☐ — Date:

47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report — Date:

NAVPERS 1610/2 (7-95)

FITREPs

- Single most important personnel management tool - impacts all personnel decisions.
- Performance documentation from entry to separation - continuity.
- Performance is everything! Make the best of every situation.
- Boards select based on the written record - the written record IS the individual.

Performance, Performance, Performance!

FITREP Narratives

- Reporting Seniors must clarify marks/also break out MP and P officers if large groups.
  - Forced distribution. "My #1 MP, would have been EP but ranked against highly competitive senior officers".
  - "My #1 LCDR out of 25 of all designators"
  - Headquarters commands—large pool of "stars"—comments especially important.

- Reporting Seniors should clarify any "blanket command policies regarding ranking" in the narrative (i.e. newly promoted officers do not receive "EP" rankings).

Narrative Format

- Short opening statement – Breakout!
  - #3 of 15 LCDRs regardless of designator (esp. if 1/1 billet)
  - "If not for forced distribution and being junior LT…"

White space

- Several bullets with most important listed first
  - Cause and effect (impact) bullets

White space

- Closing statement with promotion recommendation.
  - Command recommendation if up for CAPT.
  - Statement is critical when serving in 1/1 assignment. EP marking is not a stand alone if the narrative is weak/marginal.

Promotion Boards

FY15 Schedule

Active 0-6 Staff (04 FEB 14)

Active 0-5 Staff (11 MAR 14)

Active 0-4 Staff (29 APR 14)

Promotion Boards

Tank?
Submit a letter?
In zone?
Membership?
The process?
Picture?
FITREPs there?

Promotion Board Membership

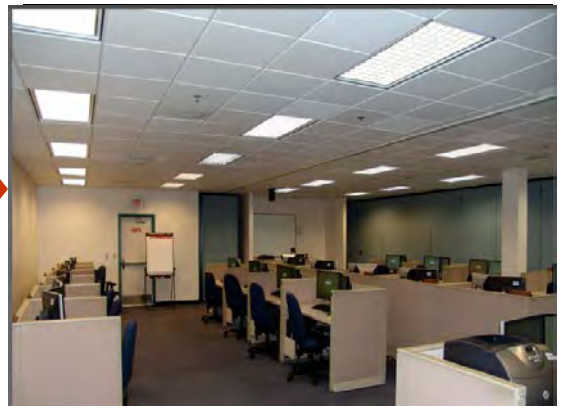
Voting Members (5)-2/3rds w/ exp

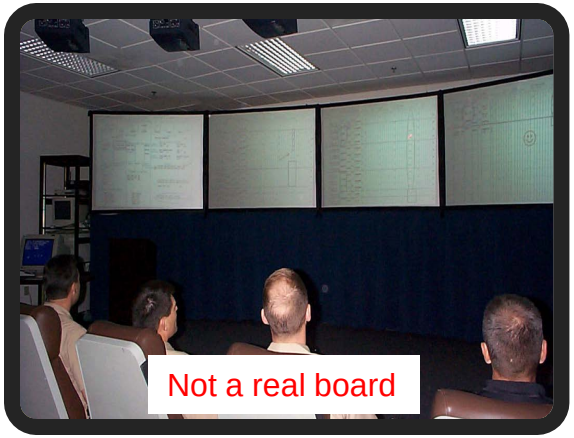
- Senior Member
- 3 Specialty Officers
  - 1 Minority
  - 1 Female
  - East Coast
  - West Coast
  - Marine Battalion
  - Clinician
- Line Officer

Recorders (3)

- 3 Specialty Officers
  - 1 Head Recorder
  - \+ 2 Assistant Recorders

Promotion Boards





Pre-Board

Officer Reviews Record/submits needed documentation

Board Convenes

Records Reviewed

The Tank….

Record Briefing

Voting

Pre-Board

Your Record → Your Responsibility

Your Record = You

- Available on BOL: OMPF Link
- Check regularly
- PDF version of OSR and PSR are what the Board sees
- Update regularly – don't wait until zone message comes out

Pre-Board

- Picture*
  - Needs to be in current rank.
- AQDs
  - Entered by detailers (except NC – done by Personnel Planner)
  - Read requirements before requesting
  - JPME, Acquisition AQDs entered by other codes
- Education*
  - Relevant degrees, diploma not required if transcripts are present
- Certifications*
  - System not set up to document post-doc certs/education
  - Should be mentioned in Block 41 – don't forget significance!

** Entered by someone OTHER THAN the detailer – refer to the PERS website for instructions on how to update your record. Do NOT send changes to your Detailer (except for AQDs)*

Records: What to Check

- Service Schools*
- Subspecialty Codes*
  - May qualify for multiples
  - Primary determined by type and community
  - Suffix changes
- Awards*
  - Check NDAWS
- Report Continuity*
  - Don't wait until in zone to fix
  - 1-14 days not a big deal, start worrying at 21+ days

* *Entered by someone OTHER THAN the detailer – refer to the PERS website for instructions on how to update your record. Do NOT send changes to your Detailer (except for AQDs)*

Fabricated Record – for Training Use Only

FOR OFFICIAL USE ONLY — NAVPERS 1070/121 (REV. 2-72)

OFFICER SUMMARY RECORD

NAME			DATE PROC:	SEQ. NUM:
SAILOR MSC		YG 91		

SSN	FILE NO.	DESIGNATOR	DATE OF BIRTH	AGE	PROF. SERV. DATE	FOR BOARD USE	
555-55-5555		2300	610230	46			
	CAPT.	CDR	LCDR	LT	LTJG	DOS	WARRANT
FROM HISTORY: DATE OF RANK			030102	960302	930301		

PRESENT DUTY STATION	PRESENT BILLET
NAVMEDCEN SAN FRAN	PAT ADMIN

EDUCATION

COLLEGE	DATE/LEVEL	MAJOR	LANG. PROF	SUB-SPEC
BAYLOR	00 MASTER	BUS ADMIN		1800P
U CINN	93 BACH/1 PR			
BALL ST	88 BACH/1 PR	HLTH CAR MANAGMNT		

SERVICE SCHOOLS ATTENDED

COURSE:	AMDOC	MED MGTDEV
DATE/WEEKS	0507 02	0105 02
COURSE:	INT LDRSHP	CMBT CAS CAR
DATE/WEEKS	0103 02	9507 02
COURSE:	MED MGTEC	
DATE/WEEKS	9603 02	

ACTIVE DUTY BASE DATE	PREVIOUS MILITARY SERVICE:	YEAR	MONTHS	HIGHEST PAY GRADE
790120	N	79	179	HMC

PERSONAL DECORATIONS

HIGHEST AWARD

MER SVC MDL 01
NAV COM 03
NAV ACHV 01

SPECIAL QUALIFICATIONS

1	QUALMEDDEPT	7	
2	EXEC MED	8	
3		9	
4	SHIPBRD	10	
5		11	
6		12	

REMARKS

Record Review

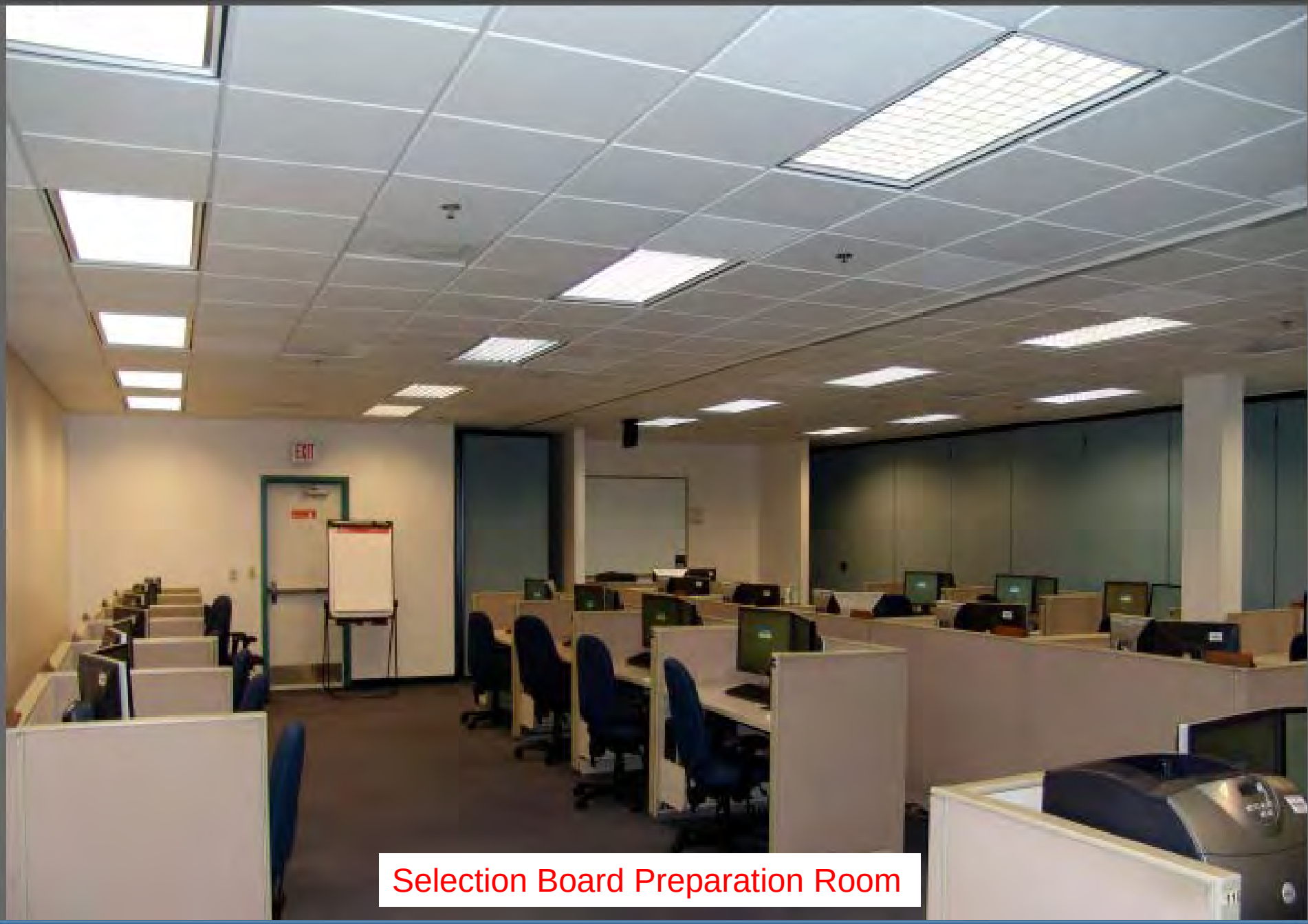
- Week Prior to Board Convening
  - Records review each eligible record for completeness
  - Manual Reviews - *Done as a courtesy*
    - FITREPS for last 5 years
    - Verify Awards/Education
    - Check that OSR/PSR accurately reflects FITREP grades & awards

- Electronic Military Personnel Record System (EMPRS)
  - System that maintains member's digital service record

Records NOT up to date reflect on the eligible officer being considered!

Promotion Boards

- Zones
  - Set to maintain promotion opportunity
  - Dependent on # of billets, retention/attrition
- Letters to the Board
  - Usually not recommended for in-zone
  - Should not recap your career
  - Tell the board how promotion will allow you to do something you can't do at your present rank
  - Letters of recommendation
    - Not from CO unless amplifying info is required
    - Specialty Leader
    - Senior members that can provide meaningful information
  - Watch the tone!



Selection Board Preparation Room

Board Convenes → To the Tank

- Voting members arrive and are sworn in

- Records are randomly assigned to a primary reviewer
  - Members review & grade records in boardrooms
  - Members make notes to brief your record before the full board
  - Reviewed records (OSR/PSR with member annotations) are electronically forwarded to the voting area ("The Tank")

Your Record → Your Responsibility

Your Record = You

Tank Room
Not a real board

Promotion Boards

In the Tank

- Members brief & vote records
  - Head recorder calls your name and number
  - Primary reviewer briefs your record
  - Members listen and vote when they've heard enough
  - Members with personal knowledge of the you may voice positive comments
  - No negative information is ever permitted, unless it is documented in the fitness report!

- Review, grade, brief & vote until all AZ/IZ records reviewed. Review "scattergram". Set tentative select level and then repeat process with BZ added for the "crunch"

Promotion Boards

Not a real board

Promotion Boards

PERFORMANCE SUMMARY REPORT

Boards select based on the written record - the written record IS the individual.

PERFORMANCE SUMMARY REPORT

NAME (LAST,FIRST MIDDLE)	DESIGN/RATE	SSN	PAGE 3 OF 3
SAILOR, IM A.	2300	123-45-6789	

PG	STATION	DUTY	DATES	MOS	REPORTING SENIOR			TRAITS 1	2	3	4	5	AVERAGE IND SUM	AVERAGE R/S CUM	PROMOTION REC SP	PR	P	MP	EP	RPT TYPE
03	GUAM	STF PHARM	901030 901231	02	SANTA C.	06	CO			5	1		3.17 3.25	3 3.30	0	1	X 1	0	1	RG
04	GUAM	STF PHARM	910101 921031	10	LEPRECAN I.	06	CO			4	2		3.33 3.40	6 3.50	0	0	X 1	1	1	RG CON
04	GLAKES	DIV OFF	921101 931031	12	CASPER G.	06	CO			4	2		3.33 3.50	11 3.60	0	0	4	X 3	2	RG
04	GLAKES	DIV OFF	931101 941031	12	CASPER G.	06	CO			3	3		3.50 3.21	41 3.50	0	0	5	X 3	2	RG
04	GLAKES	DIV OFF	941101 950301	05	CASPER G.	06	CO			2	4		3.66 3.66	44 3.22	0	0	0	0	X 1	RG

INDIVIDUAL TRAIT AVERAGE

SUMMARY GROUP TRAIT AVERAGE

REPORTING SENIOR CUMULATIVE AVERAGE
All officers of that grade (regardless of designator) that the reporting senior has rated.

02: A

FOR OFFICIAL USE ONLY

OFFICER SUMMARY RECORD

NAME		DATE PROC:	SEQ. NUM:
SAILOR JANE	YG84		

SSN	FILE NO.	DESIGNATOR	DATE OF BIRTH	AGE	PROF. SERV. DATE	FOR BOARD USE	
123-45-6789		2000	650130	42			
	CAPT.	CDR	LCDR	LT	LTJG	ENS	WARRANT
PROM HISTORY: DATE OF RANK			950601	890301			

PRESENT DUTY STATION	PRESENT BILLET
NAVHOSP	NOT SPECIFIED

EDUCATION

COLLEGE	DATE/LEVEL	MAJOR	LANG. PROF	SUB-SPEC
U OKLA	85 BACH/1 PR	CHEMISTRY		1861E
USUHS	91 MASTER	PUBL HLTH		

SERVICE SCHOOLS ATTENDED

COURSE: COMBAT CAS CAR M DEPT INT LME
DATE/WEEKS: 940223 01 9603 02

COURSE:
DATE/WEEKS:

COURSE:
DATE/WEEKS:

ACTIVE DUTY BASE DATE	PREVIOUS MILITARY SERVICE:	YEAR	MONTHS	HIGHEST RATE/GRADE
851001	N	85	062	MM2

PERSONAL DECORATIONS

HIGHEST AWARD
NAV COM 03
NAV ACHV 02

SPECIAL QUALIFICATIONS

1	EXECUTIVE M	7	
2	QUALMEDDEPT	8	
3	SHIPBOARD	9	
4		10	
5		11	
6		12	

REMARKS

Industrial Hygienist

MTF, Shipboard, Marine Tours

Exec Med AQD!

Top of pack on ship

1/1 reports with Marines, but always at top –

Broken out and compared among other O3s

Very Competitive Record!!

NOTE: Fabricated Record – For Training Use Only

AS OF DATE 05 | 01 | 06

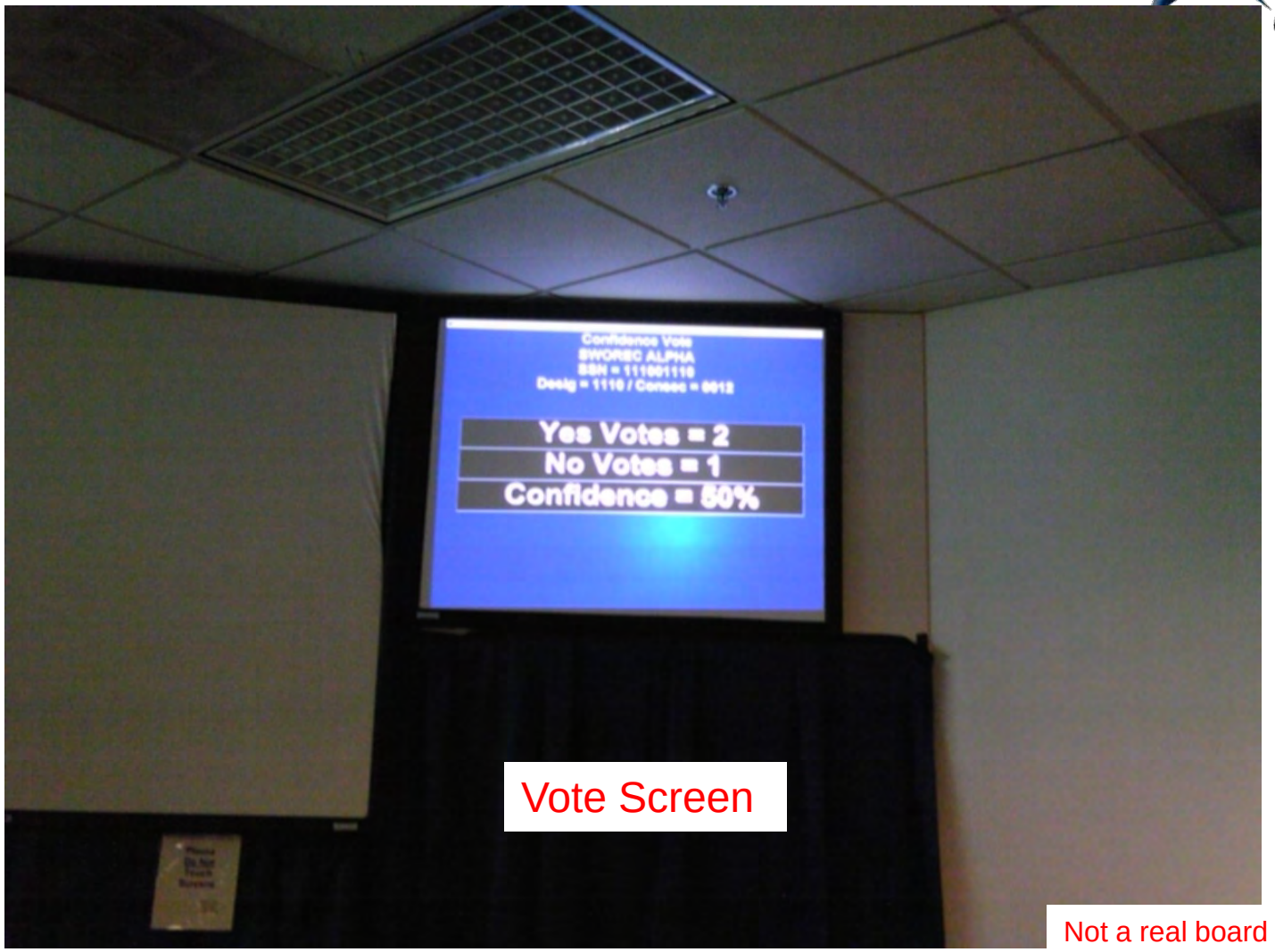
NAME | DESIGRATE 2100 | SSN

PG	STATION	DUTY	DATES	MOS	REPORTING SENIOR NAME	REPORTING SENIOR PG	REPORTING SENIOR TITLE	TRAITS 1	2	3	4	5	AVG SUM	AVG CUM	PROMOTION REC SP	PR	P	MP	EP	PRT	RPT
05	AVHOSP GU	DEPT HE	95 11 01	7	HAGAN J M	06	CO	0	0	1	3	2	4.17	14			X			PP	
		AD	96 06 06										4.40	4.48	0	0	4	1	2		SUP
05	AVHOSP GU	DEPT HE	96 06 07	3	WHEELER D	06	CO													PF	
		AD	96 08 31		L								--	--	--	--	--	--	--		CR
05	AVHOSP GU	DEPT HE	96 09 01	13	WHEELER D	06	CO	0	0	0	2	4	4.67	7				X		PP	
		AD	97 10 14		L								4.33	4.43	0	0	2	1	1		CC
05	AVHOSP BR	PRICARE	97 10 16	11	PARKER G	06	CO	0	0	3	3	0	3.50	47			X			PM	
	EMERTON	PHYSICN	98 08 31										4.24	4.33	0	0	13	4	5		RG
05	AVHOSP BR	STAFF P	98 09 01	12	PARKER G	06	CO	0	0	1	3	2	4.17	145			X			PW	
	EMERTON	HYS FP	99 08 31										4.56	4.42	0	1	12	4	5		RG
05	AVHOSP BR	STF PHY	99 09 01	13	PARKER G	06	CO	0	0	2	1	4	4.29	133			X			PP	
	EMERTON	S FP	00 09 22										4.43	4.40	0	0	12	4	4		RG
05	AVHOSP GU	DIRECTO	00 09 26	5	ULMER J L	06	CO	0	0	0	2	4	4.67	24				X		NP	
		R	01 02 09		SR								4.61	4.59	0	0	1	1	1		CC
05	AVHOSP GU	DIRECTO	01 02 10	7	KISER W R	06	CO	0	0	0	4	2	4.33	9				X		PB	
		R	01 08 31										4.33	4.39			1	1	1		CR
05	AVHOSP GU	DIRECTO	01 09 01	14	KISER W R	06	CO	0	0	0	3	3	4.50	23					X	PP	
		R	02 10 27										4.29	4.45			2	1	1		RG
05	AVMEDCLIN	DIRECTO	02 10 29	10	GILBERT R	06	CO	0	0	0	2	4	4.67	11					X	PP	
	ICS UK	R	03 08 31		M								4.44	4.55	0	0	1	1	1		CC
05	AVMEDCLIN	DIRECTO	03 09 01	10	OMER L P	06	ISIC DE	0	0	0	2	4	4.67	5				X		PF	
	ICS UK	R	04 06 29										4.67	4.57	0	0	0	2	0		CC

Note: Fabricated Record for Training Use Only

Promotion Boards

Promotion Boards



Vote Screen

Not a real board

Promotion Boards

0 Selects	0 Alternates	0 Fails	20 Non-Select	20 Total
SelStat	Score	# Eligibles	Total #	Score	SelStat
Non-Select	100	3	3	100	Non-Select
Non-Select	95	3	6	95	Non-Select
Non-Select	90	1	7	90	Non-Select
Non-Select	85			85	Non-Select
Non-Select	80	1	8	80	Non-Select
Non-Select	75	2	10	75	Non-Select
Non-Select	70	2	12	70	Non-Select
Non-Select	65			65	Non-Select
Non-Select	60	1	13	60	Non-Select
Non-Select	55			55	Non-Select
Non-Select	50			50	Non-Select
Non-Select	45	1	14	45	Non-Select
Non-Select	40	1	15	40	Non-Select
Non-Select	35			35	Non-Select
Non-Select	30	1	16	30	Non-Select
Non-Select	25	1	17	25	Non-Select
Non-Select	20			20	Non-Select
Non-Select	15			15	Non-Select
Non-Select	10	1	18	10	Non-Select
Non-Select	5			5	Non-Select
Non-Select	0	2	20	0	Non-Select

Promotion Boards

Example Motion:
Tentatively select those officers 90 and above

Example Motion:
Drop from further consideration those officers 45 and 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 "Crunch" records

Board Results

- Select – CONGRATULATIONS!
  - Not a reward : an expectation
  - Be ready to step up
- Fail to Select – Time to Regroup
  - Review record with Detailer
  - What next?
  - Continuation
    - Not a guarantee
    - 3 year increments
    - Safe Haven at 18 years
  - May have to stay in place until results from next board
  - Required Separation
    - Retirement if eligible
    - Resignation: 7 months after release of results

Wrap Up

- *Contrary to popular belief*
  - *Detailers are on your side!*
- *Communication is key!*
- *Flexibility makes everyone's life better*
- *Your career is your responsibility*
- *Plan ahead but be prepared to alter course*

Don't run…..we are your friends

We come in peace for the good of all mankind…..

Questions?