

PROMOTION SELECTION BOARD DEFERMENT OF CONSIDERATION POLICY IMPLEMENTATION AND PROCEDURAL GUIDANCE

1. **Purpose.** This policy implementation and procedural guidance prescribes regulations governing an officer's request to defer promotion selection board (PSB) consideration for in-zone and above-zone but not previously considered, active component (AC) and Training and Administration of the Reserve (TAR) unrestricted line officers (URL) and medical department officers of the AC.
2. **Authority.** Sections 619 and 14301 of title 10, U.S. Code and DODI 1320.14 authorize the Secretary of the Navy (SECNAV) to approve an officer's request to be excluded from consideration by a PSB convened under section 611(a) or section 14101(a) of title 10, U.S. Code. SECNAVINST 1420.3 delegates the approval authority to the Assistant Secretary of the Navy for Manpower and Reserve Affairs (ASN (M&RA)). ASN (M&RA) may only approve a request if:
 - a. The basis for the request is to allow an officer to complete a broadening assignment, advanced education, another assignment of significant value to the Navy, or a career progression requirement delayed by the assignment or education;
 - b. The exclusion from consideration is in the best interest of the Navy; and
 - c. The officer has not previously failed of selection for promotion to the grade for which the officer requests deferral.
3. **Eligible Officers.** All AC and FTS URL officers and AC medical department officers who are eligible to be considered as an in- zone or above-zone but not previously considered eligible for promotion to the grades of lieutenant commander, commander, or captain, who meet one or more of the bases in paragraph 2.a, may submit a request to defer PSB consideration.
 - a. Examples of broadening assignments include, but are not limited to:
 - (1) White House Fellowship.
 - (2) Secretary of Defense Corporate Fellowship.
 - (3) Federal Executive Fellowships (e.g., Politico-Military and Cyber).
 - (4) SECNAV Tours with Industry.
 - b. Examples of advanced education include, but are not limited to:
 - (1) Competitive Education Programs (e.g., Olmstead, Marshall, Rhodes, Fleet Scholar).
 - (2) In-residence Naval Postgraduate School or Naval War College.
 - (3) Equivalent service institutions and/or in-residence civilian education programs.
 - (4) Doctoral internship and Post-Doctoral Fellowship programs.

c. Examples of another assignment of significant value include, but are not limited:

(1) Defense or naval attaché.

(2) Personnel Exchange Program.

4. Action.

a. Unless otherwise directed by the Chief of Naval Personnel (CNP), a request from an eligible officer must be received no later than 31 July in the fiscal year prior to the upcoming promotion selection board cycle. Any changes to this deadline will be announced by NAVADMIN.

b. Officers with assignments in excess of 12 months must annually request to defer consideration for PSBs.

c. Commander, Navy Personnel Command (CNPC) staffing and review. Requests shall be reviewed by a panel including, at a minimum, a Bureau of Naval Personnel (BUPERS) Officer Community Management Branch (BUPERS-311) community manager (URL / medical department), , a CNPC Career Management Branch (PERS-4) officer detailer and one additional officer. For nuclear trained officers, the Officer and Enlisted Nuclear Programs Policy Branch (OPNAV N133), shall be included on the panel. For Naval Special Warfare Officers, the Naval Special Warfare Programs Policy Branch (OPNAV N137) shall be included on the panel. All panel members must be senior to the officer requesting to defer PSB consideration. Each panel will forward its recommendation to CNP via the officer's community sponsor. Recommendations on requests to defer PSB consideration shall be based on an officer's service in a broadening assignment, advanced education, or assignment of significant value, overall performance history, and ability to complete career progression requirements. In-residence graduate education has been established as a career path requirement for the most fully qualified, due course officers in year group 2015 and beyond, which in the future is expected to address most cases that the deferral policy is intended to resolve. Therefore, this policy is not intended to mitigate non-traditional detailing but rather is intended for the rare exceptions to normal career progression.

d. URL and medical department community sponsor review. The respective community flag officer sponsor for requesting officers shall provide a recommendation concerning all requests to defer PSB consideration to ASN (M&RA) via CNP. The community sponsor should consider the officer's documented performance history and ability to provide future benefit to the Navy. For disapproval recommendations, the community sponsor shall state the reasons for a disapproval recommendation, which may include but are not limited to, too many "off-track" assignments, performance issues, or failure to already screen for milestone prior to promotion opportunity.

e. CNP review. All recommendations to CNP shall include community flag officer sponsor endorsements. CNP will review all relevant information and recommendations and recommend approval or disapproval to the ASN (M&RA).

Officers who are approved to defer PSB consideration, but are subsequently determined to be

below-zone, will be considered below-zone by the PSB. Officers selected for promotion after deferring PSB consideration will establish a new promotion year group based on their resulting date of rank. Those officers will be considered by future administrative and statutory PSBs with the new promotion year group. The records of officers with approved deferrals of promotion consideration will not be identified or made known to any administrative or statutory PSB.

5. Process to defer PSB consideration.

a. Eligible officer requests.

(1) Requests shall include:

(a) A description of the broadening assignment, advanced education, assignment of significant value, or career progression requirement delayed by the assignment or education;

(b) Justification for requesting to defer PSB consideration; and

(c) An endorsement recommendation from his or her commanding officer or equivalent.

(2) Email requests to BUPERS, Active Community Managers (BUPERS-31) (bupers3_optout.fct@navy.mil).

(3) Unless otherwise directed by CNP, all requests must be received via e-mail no later than 31 July in the fiscal year prior to the upcoming promotion selection board cycle. Any changes to this deadline will be announced by NAVADMIN.

b. Each community will convene a panel of officers, as outlined in subparagraph 4.c above, to review each package and generate recommendations for each request to defer PSB consideration. Each recommendation will include the panel's reasons for its recommendation. Each panel will then forward the recommendations to ASN (M&RA) via the officer's community sponsor and CNP.

c. Each community sponsor will review and provide flag officer endorsement of officers recommended for approval or disapproval and forward to CNP.

d. CNP will review and endorse the list of officers recommended to defer PSB consideration and route to ASN (M&RA) or designated approval official for decision.

e. Officers will be notified via letter of approval or disapproval of their request no later than 30 calendar days before the proposed convening date of the first PSB of the fiscal year promotion cycle.

f. The SECNAV-approved promotion plan for the respective fiscal year promotion cycle will include the list of officers approved to defer PSB consideration.

g. Officers with approved deferrals will have their records removed from the PSB for the fiscal year stated in the approval. Officers who have been approved to defer for PSB consideration will be considered in-zone the following fiscal year.