DEPARTMENT OF THE NAVY
BUREAU OF NAVAL PERSONNEL
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PERS-00/450
27 Oct 20

From: Deputy, Chief of Naval Personnel
To: Director, Military Community Management (BUPERS-3)

Subj: PRECEPT FOR PROBATIONARY OFFICER CONTINUATION AND REDESIGNATION BOARD

Ref: (a) Title 10, U.S.C., section 647
(b) DoD Instruction 1332.30 of 22 May 2020
(c) SECNAVINST 1920.6D
(d) MILPERSMAN 1212-010
(e) ASN (M&RA) memo of 22 May 17
(f) CHNAVPERS memo of 30 Oct 18

1. Function

a. Probationary Officer Continuation and Redesignation (POCR) boards shall review the records of eligible probationary officers, as defined in references (a) through (f), to determine whether it is in the Navy's best interests to separate officers who no longer have viable career paths or who do not possess unique or critical skills that could be utilized in another officer community.

b. Each POCR board will consider carefully, without prejudice or partiality, the military record of each eligible probationary officer when making their recommendation. Each POCR board may also consider any information communicated to the POCR board by eligible probationary officer, the eligible probationary officer's Commanding Officer, as well as recommendations from Officer Community Managers.

2. President. The Director, Military Community Management or Head, Officer Community Management Branch will serve as president of all POCR boards.

3. Membership

a. Each POCR board shall be comprised of at least four voting members appointed by you in writing prior to the convening date of the board.

(1) Voting members shall be selected from Officer Community Managers in the grades of O-4 or above.

(2) One voting member each will be appointed from the Unrestricted Line, Restricted Line, Staff Corps and FTS/SELRES communities.

(3) To the greatest extent practicable, voting members shall reflect the composition of the officer corps to include race, ethnicity or gender diversity.

b. Additional support staff as required to brief records and provide administrative support is authorized.

4. Convening Schedule. You shall convene POCR boards at intervals necessary to ensure Navy retains the required number of officers to meet the Navy's mission, today and in the future, while remaining within Navy's authorized end strength and manpower funding levels.

5. Recommendation Standards. Recommendation standards for POCR boards will be aligned with Chief of Naval Personnel (CNP) approved accession plans or other guidance that are in effect on the convening date of each POCR board. This guidance may result in unique retention/redesignation targets for each POCR board in order to meet overall CNP goals. Typically, recommendations include:

a. Retention on active duty within the current designator. Retention within the current designator should be recommended only if the officer remains professionally qualified to serve in the current community; there is support for retention by the Community Manager; the community is not over end strength as identified by Chief of Naval Personnel (CNP) guidance; and a majority of voting board members determine that it is in the best interests of the Navy to retain the officer. These interests may include, but are not limited to:

(1) Probationary officers in whom the Navy has a significant financial investment.

(2) Probationary officers who possess unique and critical skills or training.

(3) Probationary officers who have significant prior active duty service of such quality that separating them would not be in the best interests of the Navy, or of such duration that separating them would be unjust. Officers separated who have prior active enlisted service will not be barred from subsequently reenlisting in the Navy solely because of their status as an officer.

b. Retention on active duty with redesignation. Redesignation is presumed to be in the best interests of the Navy if there is support for redesignation from one or more communities with vacancy at junior officer pay grades or if it is in the best interests of the Navy to redesignate an officer into an unrestricted line community (regardless of strength); the officer's record indicates viability to perform and promote in the new designator; the redesignation is consistent with CNP approved community accessions plans; and a majority of voting board members determine it is in the best interests of the Navy to retain the officer. These interests may include, but are not limited to:

(1) Probationary officers in whom the Navy has a significant financial investment.

(2) Probationary officers who possess unique and critical skills or training.

(3) Probationary officers who have significant prior active duty service of such quality that separating them would not be in the best interests of the Navy, or of such duration that separating them would be unjust. Officers separated who have prior active enlisted service will not be barred from subsequently reenlisting in the Navy solely because of their status as an officer.

c. Separation from active duty. For officers not recommended for retention on active duty, there will be a vote for either retention or separation from active duty with a strong presumption that separation is in the best interests of the Navy unless the majority of members determine that the officer's record, including any critical skills, is considered so meritorious as to outweigh other concerns. Redesignation in the reserve component will be recommended if the officer's record indicates viability to perform and promote in a new reserve designator.

6. Reporting

a. The written report of the POCR board shall be signed by you. It shall contain a list of the officers recommended for retention without redesignation, retention with redesignation and recommended redesignations. The report shall also contain a list of the officers recommended for separation and, if recommended for redesignation in the reserve component, a list of the recommended redesignations.

b. I will approve or disapprove each individual case by annotating my decision along with an approved separation date (if applicable).

c. A copy of each POCR board report shall be maintained by BUPERS-3, along with a list of each POCR board's voting members.

7. Disclosure

a. At no time, unless specifically authorized or required by me, POCR board voting members, briefers or administrative support personnel may not disclose the proceedings or deliberations of a POCR board.

b. Before the POCR board recommendations are approved, the recommendations may be disclosed only to members of the POCR board and those personnel directly responsible for supporting the POCR board process. Results of POCR board recommendations prior to final approval are not to be discussed with commands or probationary officers for any reason.

c. After I have approved or disapproved the POCR Board recommendations, you will release the names of officers to be retained, redesignated and separated. Only the final actions may be disclosed.

(1) If separation is approved, PERS-4 will write separation orders to notify probationary officers via message indicating that he or she is being separated from active duty.

(2) Officers who are retained on active duty and redesignated will incur a two-year service obligation to be served concurrently with any other obligated service.

8. Appeal. Prior to the convening of a POCR board, the probationary officer can challenge their eligibility to appear before the board. However, once the board is concluded, probationary officers cannot appeal the POCR board process or my final decision.

J. W. HUGHES