

# NAVY BOARDS 101



## STATUTORY



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Boards consist of panels of senior Navy leaders who review the records of eligible Sailors in accordance with the board precept, convening order, and other governing documents approved by CNP or SECNAV to identify those who are **best and fully qualified** for promotion or special assignments (such as command, advancement, milestone screening, etc.) and those demonstrating **sustained superior performance** in their roles.

**Statutory Boards** are convened solely for officers, and the process is designed to be fair, impartial, and confidential. **They are established by law (Title 10, U.S. Code) and convened by the Secretary of the Navy.**

EXAMPLES OF STATUTORY BOARDS

### Officer Promotion

An officer is eligible based on the annual "Zone Message" which is typically released in December. You do NOT have to submit an application or package to be considered.

### Special Selection Board (SSB)

An SSB may be convened if, due to an administrative or legal error, the record of an officer or former officer above or in the promotion zone is not considered by a promotion selection board.

### Special Selection Review Board (SSRB)

An SSRB is convened when the officer's promotion selection board selected the officer but did not consider adverse information discovered after convening. The SSRB will compare the updated record, with adverse information included, against the select and non-select sample records to determine whether the promotion will be recommended for sustainment. As of the 30 September 2025 Secretary of War Memorandum, SSRBs apply to Active-duty O-4 and above and Navy Reserve O-6 and above promotion selection boards only.

### Temporary Promotion

Temporary (or "spot") promotions are permitted for certain O-3s, O-4s, and O-5s to the next higher pay grade under regulations prescribed by SECNAV, when they possess a skill in which the Navy is critically short and are serving in a billet designated to be held by the next higher pay grade.

### Continuation Boards

Continuation is the selective process of retaining commissioned officers who are subject to involuntary discharge or retirement for years of service or failures of selection for promotion.

### Selective Early Retirement (SER)

Personnel selected for Selective Early Retirement (SER) fall under the involuntary retirement statutes of Title 10, U. S. Code. SERs may be necessary to meet end-strength decreases and to reduce grade imbalances when required to downsize. Only officers eligible for retirement will be considered for early retirement. Those officers selected for early retirement will be involuntarily retired upon approval of the board's proceedings.