



THE SECRETARY OF THE NAVY  
WASHINGTON DC 20350-1000

SEP 08 2019

From: Secretary of the Navy  
To: President, FY-20 Active-Duty Navy Commander Staff  
Selective Early Retirement Boards

Subj: ORDER CONVENING THE FY-20 SELECTIVE EARLY RETIREMENT  
BOARDS TO CONSIDER STAFF CORPS OFFICERS ON THE ACTIVE-  
DUTY LIST OF THE NAVY IN THE PERMANENT GRADE OF COMMANDER

Ref: (a) FY-20 Active-Duty Navy Selective Early Retirement  
Boards Precept

Encl: (1) Board Membership  
(2) Recorder and Assistant Recorders  
(3) Administrative Support Staff

1. Date and Location

a. The Selective Early Retirement (SER) boards, consisting of you as president and the officers listed in enclosure (1) as members, are ordered to convene at Navy Personnel Command, Millington, TN, at 0800, September 11, 2019, or as soon as practicable thereafter.

b. The boards shall proceed in line with the guidance contained in this letter and reference (a).

2. Authorized Selections. The boards may select a number of officers that does not exceed 30 percent of the number of eligible officers, as defined by the list of eligible officers provided by the Chief of Naval Personnel on the day the boards convene. If the computation results in a fraction of a number, that fraction will be rounded down to the nearest whole number. The boards may also determine that no officers should be recommended for SER in a specific grade and competitive category after giving due consideration to the needs of the Navy as set forth in the guidance and selection standards herein. If no officers are selected, the boards' report certification described in reference (a) Appendix C, paragraph 1.c(6) will be omitted.

3. Confidentiality and Nondisclosure. Unless expressly authorized or required by the President, Secretary of Defense, or me, neither you nor any member of the boards, recorders, or

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administrative support staff may disclose the proceedings, deliberations, or recommendations of the SER boards. Nevertheless, the Chief of Naval Personnel may provide the recommendations of the SER boards to the senior flag officer responsible for recommending community assignments and to senior community detailers, to the extent necessary to facilitate community assignments. All board members, recorders, and administrative support staff must comply fully with these requirements, and I expect you to emphasize the need for strict confidentiality.

#### 4. Selection Standards

a. The Navy needs the highest quality officer corps in the senior rank of commander. Each board shall consider carefully, without prejudice or partiality, the record of every eligible officer. The board will select those officers whose early retirement, in the opinion of a majority of the members of the board, is in the best interests of the Navy.

b. When reviewing an eligible officer's record, the board members shall consider the officer's performance; whether the officer's service and conduct reflects the requirement for exemplary conduct in section 8167 of title 10, U.S. Code; and any adverse information, as defined by Department of Defense Instruction 1320.04, pertaining to the officer. Each board member will apply the following guidance below when briefing individual records, deliberating, and voting to determine those officers who should be recommended for early retirement.

c. Performance Factors. An early retirement is in the best interests of the Navy and is needed by the Navy when an officer's record indicates that the officer is not fully capable of performing the duties of his or her current grade. In order to be fully capable, the officer must have the moral, mental, physical, and professional qualifications to perform the duties of his or her current grade. The following additional factors will guide the board's consideration of eligible officers.

(1) Adverse information concerning an officer, as discussed in subparagraph 4.e, may indicate that an officer is not fully capable of performing the duties of the current grade.

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(2) If an officer's record reflects "satisfactory" performance or above in the current grade, then the board should determine the officer is fully capable of performing the duties of the current grade.

(3) The board will give careful consideration to any fitness report that has an individual trait grade of 2.0 or below on a 5.0 scale, a promotion recommendation of "significant problems," comments stating an inability to perform assigned duties, or a decline in performance.

(4) A decline in performance in a fitness report is a drop of two or more evaluation trait grades or a drop in a promotion recommendation by the same reporting senior on subsequent reports within the same grade, promotion status, or billet subcategory, with the exception that comments stating a drop of evaluation trait grades or a drop of a promotion recommendation is not a decline in performance, is caused by forced distribution, or is otherwise explained as a positive fitness report will not be considered as an indicator for selection.

(5) Physical fitness assessment failures will not be considered underperformance when determining selection.

(6) For commanders who have failed of selection to captain, the board must carefully consider those officers' performance in their current grade of commander. This is especially important in the context of a growing Navy. Absent the presence of some other factor warranting selection for early retirement, those officers with a continued average or above average performance in their current grade should be retained regardless of promotion potential. The board must also carefully consider that, due to limitations of the current fitness report system, many reporting seniors will use officers who have failed of selection to their advantage for maintaining cumulative averages and forced distribution.

d. Exemplary Conduct. An early retirement is in the best interests of the Navy and is needed by the Navy when the officer's service and performance does not reflect the requirement of exemplary conduct in section 8167 of title 10, U.S. Code, which states:

All commanding officers and others in authority in the naval service are required to show in themselves a

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good example of virtue, honor, patriotism, and subordination; to be vigilant in inspecting the conduct of all persons who are placed under their command; to guard against and suppress all dissolute and immoral practices, and to correct, according to the laws and regulations of the Navy, all persons who are guilty of them; and to take all necessary and proper measures, under the laws, regulations, and customs of the naval service, to promote and safeguard the morale, the physical well-being, and the general welfare of the officers and enlisted persons under their command or charge.

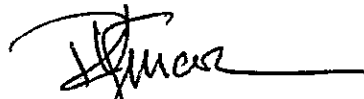
e. Adverse Information. When determining those officers who are to be recommended for early retirement, the board members shall carefully consider adverse information, as defined by DoDI 1320.04, that is documented in an officer's official service record, with an emphasis on adverse information occurring in the current grade. Adverse information may indicate that an officer is not fully capable of performing the duties of the current grade, does not meet the requirement of exemplary conduct, or is not suitable for future service in positions of greater responsibility and trust as a senior officer. Members will carefully consider substantiated incidents resulting in detachment for cause or relief of duties, courts-martial convictions, substantiated non-judicial punishment findings, or civilian convictions. For those officers who have received disciplinary action, or whose privileged information record (Electronic Military Personnel Records System Field Code 17) contains matters relating to conduct or performance of duty, every board member shall personally review the information contained therein prior to the final board decision.

f. As factors subordinate to the above criteria, when determining who should remain on active duty, you should also give consideration to:

(1) The potential impact on readiness, safety, and the credibility of the Navy's major command screening process of selecting officers screened for or serving in major command, and;

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(2) The resources expended by the Navy in preparing officers for particular assignments, and the needs of the Navy in managing billets with long training pipelines.



Richard V. Spencer