



DEPARTMENT OF THE NAVY
BUREAU OF NAVAL PERSONNEL
5720 INTEGRITY DRIVE
MILLINGTON TN 38055-0000

1401
BUPERS-00B
13 Nov 20

From: Deputy Chief of Naval Personnel
To: President, FY-22 Full Time Support/Reserve Aviation Major
Command Screen Board

Subj: ORDER CONVENING THE FY-22 FULL TIME SUPPORT/RESERVE
AVIATION MAJOR COMMAND SCREEN BOARD

Ref: (a) DCNP ltr 1401 BUPERS-00B of 5 Nov 20
(b) OPNAVINST 1412.14
(c) NAVPERSCOMINST 1401.1A
(d) OPNAVNOTE 5450

Encl: (1) Board Membership
(2) Administrative Support Staff

1. Date and Location

a. This administrative selection board, consisting of you as president, the officers listed in enclosure (1) as members, and the personnel listed in enclosure (2) as administrative support staff, is ordered to convene at the Navy Personnel Command, Millington, TN, at 0800, 16 November, 2020, or as soon as practicable thereafter.

b. The board shall proceed in accordance with all guidance in this letter and the FY-22 Administrative Selection Board Precept, reference (a).

2. Function. The function of the board is to:

a. Recommend Full Time Support (FTS) Aviation Officers for FTS Aviation Major Command.

b. Recommend eligible officers as Qualified but Insufficient Opportunity (QIO).

c. Conduct Bank Review (Re-screen).

3. Board Authorized Selections. The maximum number of candidates that may be recommended for selection in each competitive category is listed below. All Officers within each

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competitive category have been screened to ensure compliance with the eligibility criteria outlined in paragraph 4.b. Individuals may be recommended for selection in only one competitive category. (Selection for QIO is addressed in paragraph 3.b.)

<u>Competitive Category</u>	<u>Maximum Selectees</u>
FTS Aviation Major Command (Fleet Logistics Support Wing) (FLSW)	1
FTS Aviation Major Command (Maritime Support Wing) (MSW)	1
FTS Aviation Major Command (Tactical Support Wing) (TSW)	1

a. The board need not select to the numbers provided. The authorized number to select should only be attained if there are a sufficient number of candidates determined fully qualified. Should the board deem that an insufficient number of officers of major command caliber exist in a particular competitive category, this finding will be included in the board report.

b. Qualified but Insufficient Opportunity (QIO). In each competitive category there may be officers whose records clearly meet selection criteria but miss selection because of limited quotas. The board should identify such officers to the Recorder and those names will be annotated in the Recorder's ledger. In the board report, officers selected for QIO will be ranked in order of merit within each competitive category. However, the QIOs will not be published to the Navy or the public.

(1) The selection of QIOs is authorized for all competitive categories listed below:

<u>Competitive Category</u>	<u>Recommended Number of QIOs</u>
FTS Aviation Major Command (Fleet Logistics Support Wing) (FLSW)	2
FTS Aviation Major Command (Maritime Support Wing) (MSW)	2
FTS Aviation Major Command (Tactical Support Wing)	0

(2) Unlike a recommendation for selection, an individual may be recommended as a QIO in multiple competitive categories.

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(3) Should a need arise during the year for an additional officer to fill a major command, an officer so identified in the board report shall be considered qualified and additional administrative screen procedures need not be pursued. Officers shall be selected from the board report according to order of merit and subject to assignability.

(4) QIOs may be on multiple QIO lists until such time as the individual is required to fill a major command billet. Once the QIO officer has been notified of the intent to employ him/her in a specific major command billet, he/she is considered a major command select and is no longer eligible as a QIO on any other major command list.

4. **Additional Guidance.** The below information is provided to clarify community requirements and any specific needs, but in no way should replace the Best and Fully Qualified Standard of reference (a).

a. Proven and sustained superior performance in command or other leadership positions in difficult and challenging In-service assignments, Joint assignments, Individual Augmentation assignments, and Global War on Terrorism Support assignments (GSA) is the definitive measure of fitness for selection. Furthermore, successful performance and leadership in combat conditions demonstrate exceptional selection potential and should be given special consideration. Each board member shall apply this guidance when deliberating and voting.

b. **Competitive Categories and Eligibility.** All officers under consideration for FTS Aviation Major Command have been screened to ensure compliance with the eligibility criteria outlined below:

(1) Officers must have held squadron command or Navy Recruiting District command and been selected for captain by the FY-20 or FY-21 Reserve O-6 Line Promotion Selection Boards.

(2) Officers shall have a designator of 1317 or 1327.

c. **Bank Review (Re-screen).** To ensure that standards of performance are maintained, the records of those officers previously selected to major command, who have not yet completed their training pipeline for major command, shall be reviewed. Board members should review these records for indications of a

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significant decline in performance or for material submitted subsequent to the last board which casts doubt upon their qualifications for major command.

(1) Those officers whose records, in the opinion of a simple majority of the board members, contain indications of declining performance shall be reported to the Deputy Chief of Naval Personnel. This report shall include a recommendation regarding their continuance on the Aviation Major Command List.

(2) The Re-screen selectees under review are not to be considered for a change in competitive category. They are only reviewed for continuance in the previously selected major command category.

d. Disqualifying events

(1) Previously selected/slated officers. Those officers who have been previously selected for and slated to major command are ineligible for subsequent major command selection.

(2) Declining Command. Any officer who previously declined Aviation Commander Command or Aviation Major Command is ineligible.

(3) Resignation, retirement and lateral transfer. Effective at 0800 on 9 November 2020, all officers with an approved resignation or retirement or who have been selected for lateral transfer to another community are ineligible.



J. W. HUGHES