



HR BEACON

Community News for HR professionals

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Active Component Command, Leadership, and Sea (CLS) Screen Board Eligibility and Slating

This issue of the HR Beacon provides specific information about eligibility for the upcoming FY26 HR CLS Screen Board (#26500) and both CLS and Milestone Slate process changes. In line with best practices employed by other communities, the HR Community screens active duty officers for CLS tours before their first in-zone look for promotion to control paygrades. This makes the community more agile and effective by slating top officers into critical, demanding positions without delay following promotion announcements.

FY26 HR CLS Screen Board Eligibility Criteria

- The FY26 HR CLS Screen Board (#26500) will convene on 18 December 2024 and consider active duty officers: receiving their in-zone or above-zone promotion look at the FY26 promotion boards; those previously selected for promotion, but not yet screened for CLS (e.g. lateral transfer); officers receiving their second or third HR CLS screening; and officers approved for an additional look by the HR Community Leader via exception to policy (ETP) request.
 - The FY26 HR CLS Screen Board will cite NAVADMIN XXX/24 Notice of Convening FY-26 Active-Duty Navy Promotion Selection Boards to define the officers in-zone or above-zone for promotion consideration.

FY26 CLS and Milestone Slate Process Updates

- Historic (FY25 and prior): HR Detailers issued consolidated slates for officers eligible for CLS and milestone positions, and asked officers to rank their preferences for both CLS and milestone in a single preference ranking order.
- Upcoming (FY26 and beyond): In line with HR Community Values, and to distinguish the difference between CLS and milestone tour achievement, detailers will issue separate slates to officers eligible for CLS and milestone, and ask officers to submit independent rankings for each slate. This process allows clear preference rankings based on what each officer's CLS screening, and more deliberate assignment of CLS-eligible officers into CLS tours at the earliest opportunity. In line with merit re-order considerations concerning multiple CLS and milestone tour achievement at the O4 paygrade, officers serving in command will be offered opportunity to slate to a subsequent Sea tour, and officers serving in Sea tours previously screened for command, will be offered the opportunity to submit command slate preferences.
 - Example: An officer whom selected for CLS and promotion will receive a slate for CLS and a separate slate for milestone. The officer will rank their eligible CLS tour preferences (e.g. if eligible for command, they will rank command, leadership, and sea preferences in one slate) and then separately rank milestone slate preferences. Since sustained superior performance (SSP) in a CLS tour is a higher valued achievement, detailers will prioritize slating CLS-eligible officers to a CLS assignment first. By exception, some officers may slate to milestone before CLS.
- Milestone slates will process concurrently with CLS slates. The Community Leader will preferentially slate officers completing their CLS tour to a subsequent milestone tour (when feasible) to allow officers the opportunity to earn both top valued achievements (i.e. SSP in CLS and milestone tours) at the same paygrade. All other officers eligible to slate to CLS and milestone tours will slate to the remaining milestone opportunity.
- Upcoming Slate Timelines: The FY26 Major Command and Captain Command slate will process immediately following FY26 Captain Promotion results in April 2025; the FY26 CDR Command, Leadership, and Milestone slates will process immediately following FY26 Commander Promotion results in May 2025; and the FY26 LCDR Command, Leadership, Sea, and Milestone slates will process immediately following FY26 LCDR promotion results in August 2025.

CLS and Milestone Slate PRD Windows

| LCDR | Slate PRD Windows | |
|------|-------------------|------|
| FY26 | 2602 | 2701 |
| FY27 | 2702 | 2801 |

| CDR | Slate PRD Windows | |
|------|-------------------|------|
| FY26 | 2512 | 2611 |
| FY27 | 2612 | 2711 |

| CAPT | Slate PRD Windows | |
|------|-------------------|------|
| FY26 | 2511 | 2610 |
| FY27 | 2611 | 2710 |

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