

CLASSIFICATION: UNCLASSIFIED/  
ROUTINE  
R 121627Z DEC 25 MID120038474676U  
FM CNO WASHINGTON DC  
TO NAVADMIN  
INFO CNO WASHINGTON DC  
BT  
UNCLAS  
PASS TO OFFICE CODES:  
FM CNO WASHINGTON DC//N1//  
INFO CNO WASHINGTON DC//N1//

NAVADMIN 250/25

MSGID/NAVADMIN/CNO WASHINGTON DC/N1/NOV//

SUBJ/NOTICE OF CONVENING FY-27 ACTIVE-DUTY NAVY OFFICER CONTINUATION  
SELECTION BOARDS AND ANNOUNCEMENT OF CONTINUATION POLICY//

REF/A/10 U.S.C., SECTION 632  
REF/B/10 U.S.C., SECTION 8323

NARR/REF A IS UNITED STATES CODE, TITLE 10, SECTION 632.  
REF B IS UNITED STATES CODE, TITLE 10, SECTION 8323.

RMKS/1. This NAVADMIN announces the Fiscal Year (FY) 2027 Active- Duty Navy Officer Continuation Selection Boards. The FY-27 Active- Duty Navy Officer Continuation Selection Boards will convene, when required, immediately following the corresponding FY-27 Active-Duty Navy Officer and Chief Warrant Officer Promotion Selection Boards. Eligible officers on the Active-Duty List (ADL) who are fully qualified to remain on active duty and meet the requirements in paragraphs 2 through 7 will be considered for continuation.

2. Captains (CAPT) on the ADL who are not on a rear admiral (lower half) promotion list and who meet the requirements in subparagraph 2a or 2b will be considered for expanded continuation.

a. CAPTs in the Unrestricted Line (URL) competitive category, designator 1120, who possess the SC8 (Served Major Command) Additional Qualification Designation (AQD) with 28 or more years of active commissioned service on the convening date of the board.

b. CAPTs in the engineering duty officer (EDO) or URL competitive categories who are acquisition workforce (AW) members with 28 or more years of active commissioned service on the convening date of the board and who hold one or more of the following AQD codes:

(1) AA2 or AA4 Program Management

(2) APM Program Management

c. Officers selected by these boards will be continued to 33 years of active commissioned service, subject to the statutory maximum age requirement of 62 years.

d. This expanded continuation board is part of the Navy's Up and Stay initiative.

3. Commanders (CDR) in the Professional Military Professor (PMP) competitive category on the ADL who are not on a CAPT promotion list and who are in Year Group (YG) 2001 will be considered for expanded continuation. If selected by

the continuation board, these officers will be continued to 30 years of active commissioned service.

a. This expanded continuation board is part of the Navy's Up and Stay initiative.

4. Lieutenant commander (LCDR) URL, information warfare line (IWL), special duty, and staff corps will follow subparagraphs 4a through 4e below as applicable. (Limited Duty Officers (LDO) continuation policy is promulgated in paragraph 6)

a. Twice failure of selection (2XFOS) LCDRs with 14 to 18 years of active service (YOAS) on the date of mandatory discharge. Officers selected for continuation will be considered for continuation until eligible for retirement at the completion of 20 YOAS.

b. 2xFOS LCDRs with less than 14 YOAS on the date of mandatory discharge. Officers selected for continuation will be considered for continuation for a period of 3 years.

c. 2xFOS LCDRs with 18 or more YOAS, in line with reference (b), will not be considered for continuation, but will be retained on active-duty until retirement eligible at 20 YOAS.

d. 2xFOS URL, Chaplain Corps (CHC), Cyber Warfare Engineer (CWE), Dental Corps (DC), Foreign Area Officer (FAO), Information Professional (IP), Maritime Space Officer (MSO), Medical Corps (MC), Maritime Cyber Warfare Officer (MCWO), and Oceanography (OCN) LCDRs will be considered for continuation who would statutorily retire in FY-27 with 20 YOAS. CWE, FAO, IP, MCWO, and OCN officers selected for continuation will be continued for a period of 3 years to 23 YOAS. URL, CHC, DC, MC, and MSO officers selected for continuation will be considered for continuation until the last day of the month in which the officer completes 24 YOAS.

e. In no case will any LCDR be continued or retained beyond the last day of the month in which the officer becomes 62 years of age.

5. Lieutenant (LT) Aerospace Engineering Duty Officer (AEDO), CHC, Civil Engineer Corp (CEC), Cryptologic Warfare (CW), CWE, DC, EDO, FAO, Intelligence Officer (INTEL), IP, Judge Advocate General's Corps (JAGC), MC, MCWO, Medical Service Corps (MSC), MSO, Nurse Corps (NC), Public Affairs Officer (PAO) and Supply Corps (SC) will follow the below as applicable:

a. 2XFOS LTs covered in paragraph 5 other than EDO with less than 18 YOAS and selected for continuation will be continued for a period of three years, but not beyond retirement eligibility at 20 YOAS.

b. EDO 2XFOS LTs covered in paragraph 5 with less than 18 YOAS and selected for continuation will be continued for a period of one year, but not beyond retirement eligibility at 20 YOAS.

c. 2XFOS LTs covered in paragraph 5 with 18 or more YOAS, in line with references (a) and (b), will not be considered for continuation, but will instead be retained on active-duty until retirement eligible at 20 YOAS.

d. In no case will any 2xFOS LTs covered in paragraph 5 be continued or retained beyond the last day of the month in which the officer becomes eligible for retirement under reference (b) or the last day of the month in which the officer becomes 62 years of age, whichever is earlier.

6. Limited Duty Officers (LDO) Commander (CDR), LCDR, and LT will be considered for continuation for FY27 in the following circumstances:

a. LDO CDR, LCDR, and LT 2xFOS officers will not be considered for continuation for FY27, except as described below in subparagraphs 6a(1) and 6a(2).

(1) LDO 2xFOS LTs with less than 18 YOAS and selected for continuation will be considered for continuation and, if selected, continued until retirement eligibility at 20 YOAS.

(2) LDO 2xFOS LCDRs with less than 18 YOAS and selected for continuation will be considered for continuation and, if selected, continued until retirement eligibility at 20 YOAS.

(3) LDO 2xFOS LTs and LCDRs with 18 or more YOAS, in line with reference (a) and (b), will not be considered for continuation, but will instead be retained on active-duty until retirement eligible at 20 YOAS. In no case will any LDO 2xFOS LTs or LCDRs be continued or retained beyond the last day of the month in which the officer becomes eligible for retirement under reference (b) or the last day of the month in which the officer becomes 62 years of age, whichever is earlier.

b. All LDOs selected for promotion in FY-27 who are subject to mandatory retirement for YOAS prior to their scheduled promotion dates and/or prior to completing the time-in-grade (TIG) necessary to retire in the next higher grade after promotion will be considered for continuation. If selected, these officers will be continued for a period sufficient to allow them to accept promotion and, as required, attain sufficient TIG to retire at the higher grade.

c. All LDOs who are on active duty at the time when the promotion board meets and are considered in-zone for promotion and who are subject to mandatory retirement for YOAS prior to the end of FY-26. These officers will be considered for continuation and, if selected, will be continued for a period sufficient to allow them to accept promotion and, as required, attain sufficient TIG to retire at the higher grade or, if not selected for promotion, until the end of FY-26.

7. Chief Warrant Officers (CWO) will be considered for continuation for FY27 in the following circumstances:

a. CWO2, CWO3, and CWO4 2xFOS officers will not be considered for continuation.

b. The board shall consider and normally recommend for continuation on active duty all CWOs who are in-zone eligible for promotion to the next higher CWO grade in FY-27 and who are subject to mandatory retirement for YOAS before the end of FY-26. CWOs in this category who are selected for and accept continuation shall be continued on active duty if selected for promotion, for a period sufficient to accept promotion and serve 60 days beyond the date of their promotion to the next higher CWO grade. The period of continuation shall begin on the first day following the day on which they otherwise would have been required to retire from active duty. CWOs who are not selected for promotion to the next higher CWO grade shall be continued on active duty until the end of FY-26.

c. The board shall consider and normally recommend for continuation on active duty all CWOs who are selected for promotion to the next higher CWO grade and are subject to mandatory retirement for YOAS prior to their scheduled promotion date and/or prior to completing the TIG necessary to retire in the next higher CWO grade after promotion. If selected, these officers will be continued for a period sufficient to allow them to accept promotion and serve 60 days beyond the date of their promotion to the next higher CWO grade. The period of continuation shall begin on the first day following the day on which they otherwise would have been required to retire from active duty.

8. Officers on the ADL who meet any of the criteria in paragraphs 2 through 7 must check BUPERS Online, via MyNavy Portal (MNP) at <https://my.navy.mil/quick-links.html>, after release of the respective

promotion selection ALNAV message, to determine if they were selected for continuation. Once logged into BUPERS Online, click on Advancements/Selection Boards and then on the appropriate officer (Promotion/Continuation) board to determine the results.

9. Promotion selection board convening dates are as follows:

a. The FY-27 Active-Duty Navy O-6 Line Promotion Selection Board convenes 13 January 2026. The FY-27 Active-Duty Navy O-5 LDO Line Continuation Selection Boards and PMP Expanded Continuation Selection Board will follow this board.

b. The FY-27 Active-Duty Navy O-6 Staff Promotion Selection Board convenes 10 February 2026. The FY-27 Active-Duty Navy O-5 LDO Staff Continuation Selection Board will follow this board.

c. The FY-27 Active-Duty Navy O-5 Line Promotion Selection Board convenes 18 February 2026. The FY-27 Active-Duty Navy O-4 Line and LDO Continuation Selection Board will follow this board.

d. The FY-27 Active-Duty Navy O-5 Staff Promotion Selection Board convenes 4 May 2026. The FY-27 Active-Duty Navy O-4 Staff and LDO Continuation Selection Board will follow this board.

e. The FY-27 Active-Duty Navy O-4 Staff Promotion Selection Board convenes 4 May 2026. The FY-27 Active-Duty Navy O-3 Staff and LDO Continuation Selection boards will follow this board.

f. The FY-27 Active-Duty Navy O-4 Line Promotion Selection Board convenes 11 May 2026. The FY-27 Active-Duty Navy O-3 Line and LDO Continuation Selection Boards will follow this board.

g. The FY-27 Active-Duty Navy CWO3/CWO4/CWO5 Promotion Selection Boards convene 8 Jun 2026. The FY-27 Active-Duty Navy CWO2/CWO3/CWO4 Continuation Selection Boards will follow these boards.

h. The FY-28 Active O-7 Line and Staff Promotion Selection Board convenes 15 September 2026. The FY-27 Active O-6 Expanded Continuation Selection Board will follow this board.

10. Correspondence addressed to the promotion selection board will not be forwarded to a subsequent continuation selection board for consideration. Officers must communicate with each board separately.

11. Only eligible officers may communicate with a continuation selection board via the letter to the board (LTB) process. NAVADMIN 220/19 announced the introduction of a new application known as Electronic Submission of Selection Board Documents (ESSBD), accessible through My Navy Portal (MNP). ESSBD improves the speed, transparency and confidence of receipt over current LTB submission methods, such as hard copy and e-mail submitted letters and related attachments.

a. ESSBD is available for all promotion, advancement and selection boards.

b. ESSBD provides board candidates with the capability to electronically submit LTBs in a standard, consistent format, with or without attachments and will allow the candidate to see (for content and clarity) exactly what will be delivered and presented to the board.

c. To utilize ESSBD, candidates must access document services through MNP at <https://www.mnp.navy.mil/group/my-record>.

On-screen instructions will direct the submitter thereafter.

d. Submission and subsequent receipt acknowledgement for LTBs submitted via ESSBD or other means does not constitute confirmation of eligibility for the boards to which LTBs are submitted. If required, a full visual user guide is available through MNP at <https://www.mnp.navy.mil/group/advancement-and-promotion>.

e. LTBs must be received by Navy Personnel Command no later than 2359 (central standard time) (CST) 10 days prior to the convening date of the respective board, as noted below. Submitters are cautioned to not wait until the deadline date to submit LTBs via ESSBD or other available avenues.

Continuation For	Convening Date	Due Date/Time
URL/RL/LDO CDR	13 JAN 26	2 JAN 26/2359 CST
Staff Corps/LDO CDR	10 FEB 26	30 JAN 26/2359 CST
URL/RL/LDO LCDR	18 FEB 26	7 FEB 26/2359 CST
Staff Corps/LDO LCDR	4 May 26	23 APR 26/2359 CST
Staff Corps/LDO LT	4 May 26	23 APR 26/2359 CST
URL/RL/LDO LT	11 MAY 26	30 APR 26/2359 CST
CWO 4/3/2	8 JUN 26	28 MAY 26/2359 CST
URL/RL CAPT	15 SEP 26	4 SEP 26/2359 CST

f. If unable to use ESSBD, the CSCSELBOARD@navy.mil mailbox account is capable of receiving encrypted correspondence in accordance with Department of War policy. If sending a board package from a non-NMCI network (bumed.mil, eu.navy.mil, etc.), please review procedures listed in NAVADMIN 220/19.

g. The written communication may call attention to the board, any matter concerning the record of the officer that the officer considers important. Written communication may include, as enclosures, correspondence from any individual concerning the eligible officer. Correspondence not originated by the eligible officer, including endorsement to the letter of the eligible officer and letters written on behalf of that officer, must contain a written acknowledgement by the eligible officer that he or she desires such correspondence be presented to the board. Correspondence without such an acknowledgement is considered third party correspondence and will be rejected without being presented to the board. Classified correspondence will not be accepted.

12. All officers are reminded of their responsibility to ensure the completeness and accuracy of their official records prior to the convening date of the board.

13. Questions regarding LTB submission and continuation should be directed to MyNavy Career Center by calling 1-833-330-MNCC (1-833-330-6622/DSN: 882-6622) or e-mailing ASKMNCC@navy.mil.

14. Additional information concerning continuation is also available via MNP at <https://www.mnp.navy.mil/group/advancement-and-promotion/p-officer-promotion-resources-and-links>, then click on the Websites side (vice Systems side) of the blue header. Once on the Websites side, you will see the NPC Promotion Boards link. Click on the NPC Promotion Boards link, then click on the Officer Continuation/SERB link on the left-hand side.

15. This NAVADMIN will remain in effect until superseded or 30 September 2027, whichever occurs first.

16. Released by Vice Admiral Jeffrey J. Czerewko, N1.//

BT

#0001

NNNN

CLASSIFICATION: UNCLASSIFIED/