

MILPERSMAN 1301-809

COMMAND POLICIES AND PROCEDURES – FOREIGN AREA OFFICER (FAO) ASSIGNMENTS TO MILESTONE BILLETS

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References	(a) OPNAVINST 1301.10C (b) NAVPERS 15839I, Manual of Navy Officer Manpower and Personnel Classifications, Volume 1, Part D (c) NAVSO P-6034, Joint Travel Regulations (JTR) (d) DoD Instruction 1315.18 of 28 October 2015 (e) DIAD 1350.100, Duration of Tours at Defense Attaché Stations of 24 Apr 2014
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1. **Milestone Screen for Commander (O-5) Milestone Duty.** The Foreign Area Officer (FAO) Milestone Program was established per reference (a). Milestone screening is conducted by formal administrative board action. Navy Personnel Command (NAVPERSCOM) Information Warfare Community and Foreign Area Officer Assignments Division (PERS-47) is the sponsor for the board. The board membership must consist of, at a minimum, the following:

1	Flag officer who serves as the president and senior member (normally the senior FAO flag officer or FAO community sponsor)
4	FAO captains (no two members should be from the same region)

With the exception of the board president, no officer may serve on two consecutive boards as a member. FAOs become eligible for milestone screening once selected for O-5 and all officers are eligible for two consecutive looks, except for those previously considered for milestone selection. Officers selected for promotion to commander in their parent communities who are subsequently selected for lateral transfer into the FAO community may also be considered for milestone screening, but the window of eligibility must not exceed 3 years from the date

of their selection for O-5. Letters to the milestone screen board must be submitted per standard board correspondence procedures.

a. Selection opportunity for commander milestone duty is based on the size of the screen group and the number of quotas available. The goal will be adjusted based on manning needs of the FAO community, but will be approximately 60 percent overall.

b. In rare cases, individual FAOs may receive an additional board screening. An additional board screening may be approved upon constituent petition where it can be demonstrated that the officer was disadvantaged for selection or that the officer's record was unfairly considered during the normal selection process.

(1) A petition for an additional board screening must be made in writing by the requesting member to the FAO community sponsor via the senior Navy FAO. The petition must be received no later than 30 days prior to the board convening. Approval is at the sole discretion of the community sponsor.

(2) Officers awarded an additional board screening beyond the standard two screenings will be considered in the "second look" screen group.

c. The screen board may elect to designate officers as qualified insufficient opportunity (QIO). Officers designated QIO will be considered eligible to serve in a milestone tour and receive the appropriate additional qualification designators (AQD) if they are activated "FM1" for milestone selection and subsequently assigned to a milestone billet "FM2" for milestone completion. QIOs will be activated in order of merit as delineated by the milestone selection board. If an officer is selected to a QIO status but not activated, the QIO selection will expire at the convening of the subsequent milestone screen board. Those designated as QIO will not be notified unless activated.

d. To allow for flexibility in detailing, all eligible personnel are screened to a "bank" of milestone selected officers, rather than discrete billets. Milestone screened officers who have not yet reported to a FAO commander milestone billet are held in the bank for appointment to a milestone billet, as assigned by the senior detailer and approved by the FAO community sponsor or senior Navy FAO (as delegated). The

records of officers in the bank are rescreened annually by the board to verify continued eligibility for milestone assignments. Records must be monitored for declining performance, e.g., any mark below 3.0 or individual promotion recommendation of significant problems or progressing, or other adverse information e.g., return to Service. Officers identified by the board as exhibiting a substantial decline in performance will be removed from the bank and have any previously awarded "FM1" AOD removed from their record.

2. **Assignment Policy.** The FAO milestone slate is approved by the FAO community sponsor or senior Navy FAO, as delegated prior to execution. All officers who screen for FAO milestone duty will be assigned to a milestone billet at the earliest opportunity, unless the officer is unable to meet the security or overseas screening requirements of the milestone billet, is de-screened by a later selection board, or declines milestone assignment.

a. Officers who do not decline milestone assignment are committing to serve in any milestone billet in line with the needs of the community and as approved by the FAO community sponsor. Officers unwilling or unable to be assigned to any milestone billet are strongly encouraged to submit a "Don't Pick Me" letter to the president of the FAO milestone screen board.

b. In order to maintain a viable bank of milestone eligible officers, maximize opportunity for milestone screening, and provide stability for the milestone slating process, officers not desiring to be assigned to a milestone billet may only decline milestone assignment, in writing, within 6 months of milestone selection notification.

c. Officers wishing to decline a FAO milestone assignment will submit a written request to the FAO community sponsor. If approved by the FAO community sponsor, PERS-47 will endorse the statement declining FAO milestone assignment and take action to ensure appropriate documentation and compliance with this article. The written statement declining FAO milestone assignment and official endorsements will be made part of the officer's official military personnel file (privileged information/field code 17 {FC-17}), see [MILPERSMAN 1070-020](#). This information will be available for review by future administrative or statutory boards.

3. **Detailing to FAO Milestone Billets.** Only officers screened for FAO milestone assignment will be detailed to FAO milestone billets.

a. Exceptions to this policy may arise when there are no milestone screened officers or QIOs available, thus requiring assignment of a non-screened officer to maximize community readiness and meet operational distribution requirements. In these infrequent cases, the FAO community sponsor or senior Navy FAO (as delegated) will approve the non-screened officer for assignment to the milestone billet. The non-screened FAO will not receive an AQD to indicate "FM1," but may petition community leadership for award of the "FM2" AQD after successfully completing the milestone tour per reference (b). Actual approval of the "FM2" AQD is at the sole discretion of the FAO community sponsor.

b. The same exception applies to those who are senior to the milestone process or laterally transfer into the community after their window of eligibility for milestone selection. If assigned to a milestone billet, such officers may request award of the "FM2" AQD, but not "FM1," after successfully completing the milestone tour per reference (b).

Note: In the unlikely event a senior accession (as described in subparagraph 3b above) completed a tour in his or her parent community that was functionally equivalent to a FAO milestone billet, the officer may request the "FM2" AQD, but not "FM1," based on that previous experience. Functionally equivalent billets are defined as being out of the continental United States (OCONUS) staff, attaché, or security cooperation billets with similar levels of leadership, responsibility, and international relations and foreign policy significance as those on the approved FAO milestone billet list. Any such request must be submitted via the FAO officer community manager with actual approval of the "FM2" AQD at the sole discretion of the FAO community sponsor.

4. **Milestone Tour Lengths.** FAO milestone tour lengths are per references (b) through (e).

5. **FAO Milestone Process Changes and Legacy Selections.** The FAO captain (O-6) major milestone selection board is currently suspended until the FAO community sponsor directs reinstatement. FAOs previously approved milestone-related AQDs will retain the applicable AQDs.