

## MILPERSMAN 1420-070

### COMMANDER'S RESPONSIBILITY IN THE REVIEW PROCESS INVOLVING WITHHOLD OR DELAY OF AN OFFICER'S PROMOTION

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<b>References</b>	(a) 10 U.S.C. §624 (b) SECNAVINST 1420.1B
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1. (Few decisions have more of an impact on the future of the Navy than the selection of the future leaders via the officer promotion process.) Per reference (a), the Secretary of the Navy (SECNAV) may delay an officer's promotion in order to determine whether the member is mentally, physically, morally, or professionally qualified or has met the exemplary conduct requirements for promotion to the next higher grade. Reference (b) implements that requirement and states that the name of any officer with adverse or alleged adverse information may be withheld from the promotion scroll.

2. Following a selection board, reference (a) requires a review of potentially adverse information in an officer's record since his or her last promotion. Should the record contain adverse or alleged adverse information, the officer's selection is held in abeyance pending a determination by the SECNAV whether to recommend promotion of the officer or to withhold the promotion. Should the SECNAV decide to withhold a promotion, a record of the decision will be placed in the officer's official military personnel file for review by subsequent selection boards.

3. The SECNAV considers whether the information was available to the selection board, the nature of the adverse or alleged adverse information, and any extenuating or mitigating factors. Key elements of the review are the demonstrated performance of

the officer, the statements provided by the affected officer, and the endorsement by his or her immediate superior.

4. The endorsement of the immediate superior is considered carefully by senior leadership, and it is vitally important to provide the rationale for this recommendation. Accordingly, the commander's endorsement in these cases should address the following:

a. An evaluation of the professional performance of the officer and assessment of his or her potential for future service;

b. The underlying event or misconduct (if applicable), its impact on the command and victims, including an assessment of any extenuating or mitigating circumstances; and

c. How your recommendation to promote or withhold promotion supports our Navy ethos.