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National VP for Junior Officers

By the time this article reaches our readership, the selection boards season has already been in full swing. To find out if you are in-zone for consideration, check out the FY06 zone message at the following URL: <<http://www.bupers.navy.mil/pers8/PERS-80/PERS-801Res/pers-801Res.htm>>.

This BUPERS Web site also contains various useful information, guidance, and tools; certainly worth saving as a bookmark on your Web browser. If your current date of rank is between those of the senior-in-zone and the junior-in-zone in your designator, then you are eligible for consideration by the selection board on your "first look." If your date of rank is before that of the senior-in-zone, then you will also be eligible and considered, even in IRR or VTU status.

For those LCDRs who are up for CDR, the same "funny thing" is happening again this year. Note that the Reserve O-5 Line Board is scheduled to convene on 15 Mar. 2005. The board process should typically take about two weeks, and the board should adjourn about the end of March. The release process has typically taken roughly about 80 days, which means the results will not be promulgated via an ALNAV message until the latter half of June. Well, the APPLY Board is scheduled to convene on 13 Jun. 2005, and the APPLY Web site is most probably going to be secured even several weeks before then. If you are applying for a CO/OIC job, chances are that APPLY will not let you include an O-5 billet on your dream sheet. So, the scenario and options go like this: "I get selected for a CO/OIC billet (O-4 and below), then subsequently find out I've been selected to commander (a senior grade). Am I going to be forced to forfeit my newly-selected CO billet since my status has changed? Am I to assume command on 1 Oct., and then be forced to relinquish my CO

Preparing Yourself for a Selection Board

billet upon my new date of rank? Is my PRD going to be cut short one year? Or, best-case, am I allowed to serve out my whole two-year command tour?" I won't bother you with all the excitement through which I went personally this past year; but the answer starts with the most recently released CNRFC NOTE 5400, the foundation and ground rules for APPLY, which have changed from year to year. And then, it's going to be a dialog among you the selected, the supported command who pays for the billet, the host/servicing REDCOM who is the orders-issuing authority, and CNRFC who owns the APPLY process. So, be mindful and carefully prepared for this very possibility.

Once finding out that you've been eligible for statutory/promotion board's consideration, the very minimum next thing to do is to go on BUPERS online to review your OSR and PSR, as these are the very documents that the board's voting members will see, along with your official full-length photos. The URL link is: <<https://www.bol.navy.mil/default.asp>>.

If you still have sufficient time prior to your board's convening date, you can request a CD-ROM of your complete service records (formerly referred to as microfiche) to comb through in more detail. Review your service records to ensure completeness, especially the continuity of your FitReps. Any gap here is almost fatal, unless explained or clarified with good reason(s) in a letter to the board. The thinking here is: if you don't care about your service records (and career), why should the board, or anyone else for that matter? You can utilize the Association's Record Review Service, for a modest fee, especially those who have failed selection before. One of the best investments you can make anywhere! The URL is: <<http://www.navy-reserve.org/i4a/pages/index.cfm?pageid=981>>.

BOTTOM LINE: CORRECT ALL PROBLEMS!

If there are essential items missing from your service record such as FitReps, personal awards, degrees, or updated official full-length photo in your current rank, you need to send in a correspondence package to the board. Instruction, address, and even a sample letter

can be found on the above BUPERS Web site. If you have unusual circumstances such as gap in service due to death in the family, or overseas civilian job transfer, explain your situation but keep it short, concise, professional, courteous, and to the point; but no begging, no whining, no 50-page long-winded life story, and no ten-pound FedEx correspondence packages. Remember, each briefer has hundreds of service records with thousands of FitReps to review and is required to look at each and every page of correspondence sent in to the board. Board members typically work 12 hours a day, six days a week, sitting continually in front of plain old 21-inch CRT monitors. Their eyes are getting strained, their backs are getting stiff, and the seats are getting hard. They brief the voting members in the tank of their assigned service records to review; i.e., they present your case to the board. Help them help you; make it easy for them. What would you like for your briefers (typically two briefers are assigned to each eligible officer's service records) to tell the board about you, given 30 seconds or less?

All materials sent in to the board will *only* go to the board and will be destroyed at the conclusion of the board. They will not be returned, nor entered into your service record. To update your official service record, you'll need to send documents to:

**Navy Personnel Command
PERS 312C
5720 Integrity Drive
Millington TN 38055-3130**

One last thought: If you need to send a correspondence package to the board, send it in early. Do not wait till the weekend before the board convenes to fax it in. This last-minute scramble increases the chance of your package getting lost, or not making it to the right panel, or to the right briefer. The assistant recorders will always do their best to perform their assigned duties in sorting out tons of papers prior to the board convening on Monday morning, but why take unnecessary risk? These folks would like to have their Sunday off, too. 🇺🇸