



THE SECRETARY OF THE NAVY
WASHINGTON, D.C. 20350-1000

JUL 21 2011

From: Secretary of the Navy
To: President, FY-12 Active-Duty Navy Unrestricted Line
Captain Selective Early Retirement Board

Subj: CONVENING ORDER FOR THE FY-12 SELECTIVE EARLY RETIREMENT
BOARD TO CONSIDER UNRESTRICTED LINE OFFICERS ON THE
ACTIVE-DUTY LIST OF THE NAVY FOR RETIREMENT AT THE
PERMANENT GRADE OF CAPTAIN

Ref: (a) FY-12 Active-Duty Unrestricted Line Captain and
Commander Selective Early Retirement Boards Precept

Encl: (1) Board Membership

1. Date and Location

a. The Selective Early Retirement (SER) board, consisting of you as president and the officers listed in enclosure (1), is ordered to convene at Navy Personnel Command, Millington, TN, at 0800, July 25, 2011, or as soon as practicable thereafter.

b. The board shall proceed in accordance with the guidance contained in this letter and reference (a).

2. SER Board Authorized Selections

a. The board shall select the number of officers that most closely approximates, but does not exceed, 30 percent of the eligible officers, as defined by the list of eligible officers provided by the Chief of Naval Personnel on the day the board convenes. The list of eligible officers shall include a number of required selects.

3. Unless expressly authorized or required by the President, Secretary of Defense, or me, neither you nor any member of the board or administrative staff may disclose the proceedings, deliberations, or recommendations of the SER board. Nevertheless, the Chief of Naval Personnel may provide the recommendations of the SER board to the senior flag officer responsible for recommending community assignments and to senior community detailers, to the extent necessary to facilitate community assignments. All board members and administrative

Subj: CONVENING ORDER FOR THE FY-12 SELECTIVE EARLY RETIREMENT BOARD TO CONSIDER UNRESTRICTED LINE OFFICERS ON THE ACTIVE-DUTY LIST OF THE NAVY FOR RETIREMENT AT THE PERMANENT GRADE OF CAPTAIN

staff must comply fully with these requirements, and I expect you to emphasize the need for strict confidentiality.

4. Selection Standards

a. The board shall consider carefully, without prejudice or partiality, the record of every eligible officer. The board will select those officers whose early retirement, in the opinion of a majority of the members of each board, is in the best interest of the Navy. You must consider each officer's demonstrated performance as well as potential for future contributions in both traditional line and more specialized assignments and retain those officers who have the highest potential for significant future service.

b. The following considerations should guide your recommendations. Members assigned to brief individual records are expected to use these considerations to guide their briefs' review and structure. Each board member is expected to apply this guidance when deliberating and voting. Considerations are:

(1) Proven and sustained superior performance. Success in command and leadership positions, as well as in difficult and challenging joint and in-service assignments, is a primary factor that should guide your deliberations. Further consideration should be given to selection for, and superior performance in, major command at sea and ashore.

(2) Some high-demand specialized skills, which support safe Fleet operations (particularly nuclear safety) and require years of intensive training and experience to develop, cannot easily be replaced. Navy has critical shortages of officers with advanced technical qualifications and these officers may have had limited opportunity to serve in Joint or other career-broadening assignments. Officers who have excelled in challenging technical specialties, have special or additional qualifications, and in whom the Navy has made exceptional training investments are of high value to the Navy for future service.

(3) Officers with a record of superior service in arduous assignments, and those officers who have demonstrated superior performance in demanding operational assignments are of

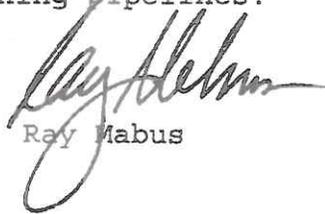
Subj: CONVENING ORDER FOR THE FY-12 SELECTIVE EARLY RETIREMENT BOARD TO CONSIDER UNRESTRICTED LINE OFFICERS ON THE ACTIVE-DUTY LIST OF THE NAVY FOR RETIREMENT AT THE PERMANENT GRADE OF CAPTAIN

high value to the Navy for future service.

c. As factors subordinate to the above criteria, when determining who to retain, you should also give consideration to:

(1) The potential impact of selecting officers screened for or serving in major command on readiness, safety and the credibility of the Navy's major command screening process.

(2) The resources expended by the Navy in preparing officers for unique assignments requiring extensive language training or advanced degrees, and the needs of the Navy in managing billets with long training pipelines.



Ray Mabus