FY19 O-4 MILESTONE & XO/OIC LEADERSHIP BOARD FAQ

1- Why are we having this O-4 Milestone and O-4 XO/OIC Leadership board?

This board is a formal screening process for key assignments across the IW Community at an earlier point in our career paths than the current O-5 Milestone screening. This is part of our continued evolution as an integrated IW Community, and is intended to establish a pool of screened officers for assignment to Milestone and Leadership positions, improve officer record management, and assist in the identification of high potential talent.

2- Why is screening for O-4 Milestone or O-4 XO/OIC Leadership important?

Milestone and leadership billets grow and develop critical skills that are important in preparing officers for increased responsibility in future assignments.

3- When will this board take place? Will this board be at the same time every year?

The FY19 O-4 Milestone and XO/OIC Leadership Board will take place 4-8 December 2017. For planning purposes, this board will likely be held in the late November/early December timeframe each year going forward. All available board schedules are available at:

http://www.public.navy.mil/bupers-npc/boards/Pages/default.aspx

4- Who is eligible for this board?

Eligibility for O-4 Milestone and O-4 XO/OIC Leadership will be community specific. Officers will have two opportunities (two looks) to be selected for O-4 Milestone and have two opportunities (two looks) to be selected for O-4 Leadership. If not selected on the first look, the second look take place the next year. The general eligibility criteria are as follows:

O-4 Milestone
- Based on the timing between the FY18 and FY19 O4 Milestone boards, OCEANO will not convene a panel for the FY19 O4 Milestone board.
- CW, IP and Intel will screen officers at year of selection (YOS) to O-4 and YOS +1 for Milestone. For the FY19 Milestone Board, CW, IP and Intel will screen officers in the FY 2016 and 2017 Promotion Year Groups (PYG) for their second look and officers in the FY 2018 PYG for their first look. Officers who are slated for, currently in, or have completed a tour in Milestone billet will not be screened. Once screened for O-4 Milestone, officers will not need to be re-screened at future boards.

O-4 Leadership
- All communities will screen officers at YOS +2, and YOS +3 for O-4 Leadership opportunities. Eligible officers must also be O-4 Milestone screened. For the FY19 Leadership Board, all IWC designators will screen officers in PYG 2016 for their first look, and officers in PYGs 2015 and 2014 for their second look. Officers who are slated for, currently in, or have completed a tour in an XO/OIC billet will not be screened. Once screened for O-4 Leadership, officers will not need to be re-screened at future boards.
5- How will my follow-on detailing work if I am administratively screened for Milestone or Leadership (XO/OIC)?

If you successfully screen for O-4 Milestone, you will be slated and detailed to an O-4 Milestone position based on milestone billet availability in your community. In some instances, there will not be enough O-4 Milestone opportunities to immediately detail all Officers into O-4 Milestone once successfully screened; in other cases, there may be more billets available than there are screened officers to fill them. The objective is to detail you into an O-4 Milestone by your second O-4 tour, but the timing will flex based on need and fit/fill requirements.

If you successfully screen for O-4 XO/OIC Leadership, it is not a guarantee you will be slated or offered an O-4 XO/OIC Leadership assignment. We are intentionally screening to a bank of qualified officers. There is not enough opportunity for all screened officers to be detailed to an O-4 XO/OIC Leadership position.

6- What if I am eligible for the board and do not want to be considered for either O-4 Milestone or O-4 XO/OIC Leadership?

If you meet eligibility criteria for either the Milestone or Leadership portion of this board and do not want to be considered for the position/screening, you will need to submit a “Do Not Pick Me” letter to the board. The board identification information is “19426, IWC O4 MS/Leadership Board”. Additional information on correspondence with a promotion board is available in MILPERSMAN 1420-010, (http://www.public.navy.mil/bupers-npc/reference/milpersman/1000/1400Promotions/Documents/1420-010.pdf)

Your detailer is standing by to discuss this. All correspondence to the board should be submitted NLT 2359CST 03DEC2017.

7- What happens if I am administratively screened but do not want to go to the O-4 Milestone or O-4 XO/OIC Leadership billet I am slated for?

If you are screened for O-4 Milestone or O-4 XO/OIC Leadership and slated for an O-4 Milestone or O-4 XO/OIC Leadership billet but do not want to accept these orders, you must submit a Memorandum to PERS 47 declining Milestone or XO/OIC Leadership. Your record will be annotated with a Field Code 17 indicating Officer declined Milestone or XO/OIC Leadership. The written statement declining assignment to O-4 Milestone or O-4 XO/OIC Leadership, with official endorsements, will be made a part of the officer’s official service record (Privileged Information/ Field Code 17, see MILPERSMAN 1070-020). Additionally, detailers will assign a “Personal De-screen” code into the officer’s electronic record. This information will be available for review by future promotion selection boards. Your detailer is standing by to discuss this.

8- What happens if I do not administratively screen for O-4 Milestone or O-4 XO/OIC Leadership?

If you do not successfully screen for O-4 Milestone or O-4 XO/OIC Leadership on your first look, then you will be considered the next year in your second look. You will be detailed at PRD to a valid O-4 billet within your designator while you await successful screening
9- I am an 1830. I have completed my mid-career Milestone as a LT. Will I be screened for O-4 Milestone?

LT mid-career milestones for 1830s have been removed from the 1830 Milestone list. If you are currently in or have completed an 1830 mid-career Milestone as a LT and have earned the GB1 AQD (LCDR Milestone), that fulfills the milestone requirement. You will not be screened for O-4 Milestone and you will not be required to complete another Milestone tour as an O-4 (though opportunities to go to a second milestone tour may still be possible). You will be eligible for O-4 XO/OIC Leadership screening in YOS +2 and YOS +3.

10- How is successful screening for O-4 Milestone or O-4 XO/OIC Leadership reflected in my record?

Successful screening will be annotated in your record by an administrative screen code. These codes are not viewed by statutory boards, so we strongly recommend you annotate successful screening in your FITREP for consideration by a future statutory board. If not included in a FITREP, consider a Letter to the Board for a future statutory board.