



DEPARTMENT OF THE NAVY
CHIEF OF NAVAL PERSONNEL
701 SOUTH COURTHOUSE ROAD
ARLINGTON VA 22204-2472

23 Jun 17

From: Chief of Naval Personnel
To: President, FY-18 Active-Duty Navy Chief Petty Officer
Advancement Selection Board

Subj: ORDER CONVENING THE FY-18 ADVANCEMENT SELECTION BOARD
TO CONSIDER FIRST CLASS PETTY OFFICERS OF THE ACTIVE-DUTY
NAVY FOR ADVANCEMENT TO CHIEF PETTY OFFICER

Ref: (a) FY-18 Active-Duty Navy and Navy Reserve Senior
Enlisted Advancement Selection Boards Precept
(b) BUPERSINST 1610.10D

Encl: (1) Board Membership
(2) Administrative Support Staff
(3) Competitive Group Quotas

1. Date and Location

a. The advancement selection board, consisting of you as president and the members listed in enclosure (1) and the administrative support staff listed in enclosure (2) is ordered to convene at the Navy Personnel Command, Millington, TN, at 0800, 26 June 2017, or as soon as practicable thereafter.

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

2. Advancement Board Authorized Selections. The total number of candidates who may be recommended in each competitive group shall not exceed the quota specified in enclosure (3). The advancement selection board shall only recommend up to the quota if the board determines that there are a sufficient number of fully qualified candidates.

3. Best and Fully Qualified Selection Standard

a. Fully Qualified. All candidates recommended for advancement must be fully qualified, that is, each candidate's qualifications, experience and performance must clearly demonstrate that he or she would be capable of performing the duties of the next higher rank. Candidates that do not meet that standard shall not be recommended for advancement.

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(1) Candidates fully qualified for advancement demonstrate a requisite level of leadership, technical expertise, managerial and communication skills, integrity, commitment to the personal and professional development of subordinates, resourcefulness in their assignments, and recognition of our Navy's heritage required to perform in the next higher rank.

(2) Fully qualified candidates must clearly demonstrate adherence to Navy and Department of Defense ethical standards, physical fitness, loyalty to Navy Core Values, and our Chief Petty Officer (CPO) mission, vision, and guiding principles as listed on the CPO evaluations and the CPO 365 Development Guide.

b. **Best Qualified.** Among the fully qualified candidates, you must recommend for advancement the best qualified candidates within their respective competitive group. Each board member shall apply this guidance when briefing individual records, deliberating, and voting. Additionally, members will use the considerations below to guide their determinations of the best qualified candidates.

(1) **Leadership.** The best qualified candidates will have proven and sustained superior performance in difficult and challenging in-service or joint leadership positions and demonstrated skill in enhancing teamwork and individual performance as demonstrated in unit warfighting readiness and accomplishments. You must consider that the future Navy or joint force leadership will comprise a mix of service members that have excelled in both traditional and alternate career paths. You should consider candidates who have clearly demonstrated sustained superior leadership and shown competency in mentoring and developing Sailors.

(2) **Institutional and Technical Expertise.** You must consider documented institutional and technical expertise and the extent to which each candidate used that knowledge to train on principles of leadership, professionalism, technical proficiency, and heritage as measured by subordinate advancement results, qualification accomplishments, retention, etc. You shall also consider a candidate's management skill towards achieving warfighting readiness by evaluating the candidate's impact on unit mission; results with division, department, unit-level certifications, inspections, readiness exams, etc., and

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completion of required and recommended institutional and technical training curriculums such as service or technical schools, United Services Military Apprenticeship Program, professional licenses, credentials, and other certifications.

(3) Scope of Responsibility. You must consider the scope of the candidate's primary job assignments based on the impact throughout the command, area, fleet, etc., and the number of personnel the candidate leads.

(4) CPO 365 Impact and Petty Officer First Class/CPO Mess or Association Impact. You must consider peer leadership as demonstrated by successfully performing in an active role and/or impacting CPO 365, mess, or association.

(5) Collateral Duties. You must consider the successful accomplishment of major collateral duties and the impact on mission effectiveness, retention, and morale.

(6) Special Qualifications. You must consider the completion of special qualifications (both above rank and in and out of rating) beyond the minimum requirements, which have an impact on mission effectiveness.

(7) History of Assignments.

(a) Every job in the Navy is important and candidates can be frequently detailed to duty outside of their rating, which may not be typical of the candidate's traditional community career path. Each of the specific types of special programs and commands cannot be listed in this document, but many such types of duty are considered arduous and require selective assignment and special qualifications. In determining which candidates are best and fully qualified, you must consider that candidates serving in these types of highly selective assignments compete within a group of individually selected personnel with equally superb records. Repeat tours in special programs should not be viewed negatively.

(b) Due to operational demands, some assignments may result in a candidate missing the opportunity to serve in a community-recognized milestone to be competitively ranked on an evaluation. A candidate serving in one of these assignments may be rated by a reporting senior unfamiliar with the candidate's

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occupational specialty and the Navy evaluation report system. Therefore, special attention must be taken in reviewing these candidates' records.

(8) Education and Professional Development. You must consider the completion of professional military or advanced civilian education. Professional military education is defined as Primary Professional Military Education, Senior Enlisted Joint Professional Military Education, and Leadership Development (Senior Enlisted Academy, Joint Special Operations Senior Enlisted Academy, Air Force Academy, Marine Corps Academy, and Coast Guard Academies). Our Navy's future senior enlisted leaders hone and develop leadership skills from these courses required to function as future departmental leading chief petty officers. The Senior Enlisted Academy, in particular, is a prerequisite to Command Master Chief/Command Senior Chief positions.


R. P. BURKE



Cycle 234 Active E7 Quotas

CYCLE 234 FY18 E7 ADVANCEMENT QUOTAS	
RATING	QUOTA
ABE	29
ABF	25
ABH	41
AC	35
AD	110
AE	75
AG	25
AM	110
AME	26
AO	109
AS	30
AT	129
AWF	22
AWO	25
AWR	15
AWS	24
AWV	17
AZ	49
BM	131
BU	30
CE	12
CM	6
CS(SUB) (GRP 1)	20
CS(OTHERS) (GRP 2)	93
CTI GRP 1	10
CTI GRP 2	15

CYCLE 234 FY18 E7 ADVANCEMENT QUOTAS	
RATING	QUOTA
CTI GRP 3	3
CTI GRP 4	6
CTM	14
CTN	33
CTR	60
CTT	56
DC	46
EA	3
EM	48
EMN(SUB) (GRP 1)	44
EMN(SURFACE) (GRP 2)	23
EN	70
EO	18
EOD	48
ET	98
ETN(SUB) (GRP 1)	28
ETN(SURFACE) (GRP 2)	22
ETR	35
ETV	54
FC	85
FC AEGIS	67
FT	30
GM	76
GSE	50
GSM	62
HM	295
HT	42
IC	10

CYCLE 234 FY18 E7 ADVANCEMENT QUOTAS	
RATING	QUOTA
IS	65
IT	193
ITS (SS)	16
LN	17
LS(SUB) (GRP 1)	3
LS(OTHERS) (GRP 2)	172
MA	153
MC	23
MM	68
MMA	36
MMN(SUB) (GRP 1)	48
MMN(SURFACE) (GRP 2)	40
MMW	3
MN	34
MR	1
MT	26
MU(SPECIAL) (GRP 1)	7
MU(FLEET) (GRP 2)	6
NC(CRF) (GRP 1)	42
NC (FLEET) (GRP 2)	39
ND	38
OS	125
PR	23
PS	64
QM	57
RP	16

CYCLE 234 FY18 E7 ADVANCEMENT QUOTAS	
RATING	QUOTA
SB	25
SH	15
SO	93
STG	47
STS	50
SW	11
UT	9
YN(SUB) (GRP 1)	20
YN(OTHERS) (GRP 2)	133
TOTAL	4357

VERIFIED: 
PSCM J.D. LONG

VERIFIED: 
LCDR J.L. WALSH

VERIFIED: 
CAPT J.J. O'NEAL

RECOMMENDED: 
RADM JOHN B. NOWELL, JR.

APPROVED:  5/10/17
VADM R.P. BURKE