



THE ASSISTANT SECRETARY OF THE NAVY
(MANPOWER AND RESERVE AFFAIRS)
1000 NAVY PENTAGON
WASHINGTON, D.C. 20350-1000

From: Robert L. Woods, Acting Assistant Secretary of the Navy
(Manpower and Reserve Affairs)
To: Presidents, FY-19 Navy Active-Duty Lieutenant Staff Corps
Continuation Selection Boards
Subj: ORDER CONVENING THE FY-19 CONTINUATION SELECTION BOARDS
TO CONSIDER LIEUTENANT STAFF CORPS OFFICERS FOR
CONTINUATION ON ACTIVE-DUTY
Ref: (a) FY-19 Navy Active-Duty Officer and Chief Warrant
Officer Continuation Selection Board Precept
Encl: (1) Board Membership
(2) Recorder and Assistant Recorders
(3) Administrative Support Staff

1. Date and Location

a. The continuation selection boards, consisting of you as presidents, the officers listed in enclosure (1) as members, the officers listed as recorders and assistant recorders in enclosure (2), and the personnel listed in enclosure (3) as administrative support staff, are ordered to convene at Navy Personnel Command, Millington, TN, at 0800, May 15, 2018, or as soon as practicable thereafter.

b. The boards shall proceed in accordance with all guidance in this letter and the FY-19 Navy Active-Duty Officer and Chief Warrant Officer Continuation Selection Board Precept, reference (a).

2. Continuation Board Authorized Selections

a. The function of the continuation selection boards is to consider and normally recommend for continuation on active-duty all eligible officers as directed below.

b. The board shall consider and normally recommend for continuation on active-duty all eligible lieutenants who are subject to discharge or retirement under section 632 of title 10, U.S. Code for twice failing of selection.

c. The board shall consider and normally recommend for continuation on active-duty all eligible limited duty officers

Subj: ORDER CONVENING THE FY-19 CONTINUATION SELECTION BOARDS
TO CONSIDER LIEUTENANT STAFF CORPS OFFICERS FOR
CONTINUATION ON ACTIVE-DUTY

(LDO) as delineated below.

(1) All permanent LDOs in the grade of lieutenant, who are in-zone eligible for promotion to the next higher LDO grade in FY-19 and who, under section 6383 of title 10, U.S. Code, are subject to mandatory retirement for years of service prior to September 30, 2018.

(2) All permanent LDOs in the grade of lieutenant who are selected for promotion and who, under section 6383 of title 10, U.S. Code, are subject to mandatory retirement for years of service prior to their actual promotion dates or prior to completing the time-in-grade necessary to retire in the higher LDO grade after promotion.

3. Fully Qualified Selection Standard. All officers recommended for continuation must be fully qualified, that is, each officer recommended must be capable of performing the duties of their current pay grade. Officers who do not meet that standard shall not be recommended for continuation.

a. Officers fully qualified for continuation demonstrate an appropriate level of leadership, professional skills, integrity, management acumen, grounding in business practices, and resourcefulness. Their personal and professional attributes include adaptability, intelligent risk-taking, critical thinking, judiciousness in resource allocation, innovation, adherence to Navy and DoD ethical standards, physical fitness, and loyalty to the Navy core values.

b. The Navy is composed of men and women representing dozens of different ethnic groups and hundreds of cultural heritages. Fully qualified officers must have shown the ability to successfully lead and mentor a diverse workforce, while executing the Navy's strategic diversity initiatives and effectively retaining the right quality and quantity of performance-proven personnel.

c. Proven and Sustained Performance

(1) Proven and sustained performance in assigned duties is the ultimate test of fitness for continuation. This is the number one factor that should guide your recommendations.

(2) When applying this factor you must consider that the future Navy and Joint force leadership will comprise a mix of

Subj: ORDER CONVENING THE FY-19 CONTINUATION SELECTION BOARDS
TO CONSIDER LIEUTENANT STAFF CORPS OFFICERS FOR
CONTINUATION ON ACTIVE-DUTY

officers who have proven and sustained performance in both traditional career paths and alternate career paths. In identifying officers who are fully qualified for continued service in their current grade, you must consider the critical competency/skill sets developed by officers who have proven and sustained performance in alternate career paths.

(3) Individual Augmentee (IA)/Global Support Assignment (GSA)/Overseas Contingency Operations (OCO)/Irregular Warfare/Afghanistan-Pakistan Hands (APH) Program Assignment

(a) IA/GSA/OCO/APH assignments in direct support of OCO, Irregular Warfare, and the National Defense Strategy develop valuable combat and nation-building skills. However, such assignments may not be typical of the officer's traditional community career path, and may result in extended periods of observed performance in duties which are not typical of those normally observed during traditional career development. When considering whether officers are fully qualified for continuation, the board should keep in mind that these assignments provide the Navy and its officers with valuable experience, and the officer may be rated by reporting senior unfamiliar with the officer's specialty and the Navy fitness report system.

(b) IA/GSA/OCO assignments may take an officer out of the normal community career path for periods up to one and a half years. APH assignments consist of extensive specialized training and multiple, non-standard deployments that may take an officer out of the normal community career path for periods of up to three and a half years.

(4) Education and Professional Development. The pursuit of education and professional development may result in significant periods of non-observed time in addition to lengthy periods of observed performance outside the officer's traditional career path during utilization tours. The Navy values the completion of graduate education, the development of a subspecialty, the experience gained in specialized skills, and the attainment of Navy and Joint Professional Military Education qualifications. Time invested in education and professional development shall not be viewed as a detractor in determining whether officers are fully qualified to continue performing the duties of their current pay grade.

Subj: ORDER CONVENING THE FY-19 CONTINUATION SELECTION BOARDS
TO CONSIDER LIEUTENANT STAFF CORPS OFFICERS FOR
CONTINUATION ON ACTIVE-DUTY

(a) Officers fully qualified for continuation seek opportunities to broaden their cultural awareness through experiences and education and to enable better communication in a global operating environment.

(b) Officers fully qualified for continuation demonstrate willingness and an ability to lead and mentor a diverse workforce of male and female service members.

(c) Officers fully qualified for continuation demonstrate judiciousness in fiscal resources, personnel, facility management, energy resource management, and technology, all of which are of vital importance to our Navy today and in the future.

(5) Navy Reserve Officers Recalled to Active-Duty. Navy Reserve officers who have been recalled to active-duty will have fewer active-duty fitness reports than their continuous active-duty peers. Due consideration shall be given to the fitness reports available and the quality of performance reflected in the record. A recalled officer's record shall not be discounted simply because it contains fewer active-duty fitness reports than a peer's record.

(6) Military Experience and Length of Service. Officers with significant military experience and extended years of service can provide valuable contributions to achieve Navy mission requirements. These factors should be given due consideration when considering officers for continuation. However, these factors do not override the needs of the Navy or negate recognized performance standards.

(7) Acquisition Corps Considerations. Acquisition Corps officers possess the qualifications to manage the development, acquisition, and life cycle support of the Navy's current and future platforms and associated systems. The Unrestricted Line Acquisition Professional, Aerospace Engineering Duty Officer, and Engineering Duty Officer communities all contain Acquisition Corps officers. In addition, contracting skills are based in the Supply Corps and Civil Engineer Corps. While there are specific needs and backgrounds in each community, there are overarching acquisition skill sets which are valued and found in all of these communities. Officers who possess these skills, regardless of the community to which they belong, are valued and necessary for the health of the Acquisition Corps, and should be considered in the broad context of the Acquisition Corps.

Subj: ORDER CONVENING THE FY-19 CONTINUATION SELECTION BOARDS
TO CONSIDER LIEUTENANT STAFF CORPS OFFICERS FOR
CONTINUATION ON ACTIVE-DUTY

Examples of these overarching skill sets include technical and operational knowledge of C4I, combat systems, unmanned systems, systems engineering, enterprise information systems, information technology, weapons and major weapons systems (i.e. ships and aircraft). In determining the fully qualified officers for continuation, you shall give equal consideration to quality of performance whether in an acquisition or non-acquisition position.

(8) Chaplain Corps officers serve with the Coast Guard and Marine Corps or in Joint environments where the reporting senior may be unfamiliar with the Navy Performance Evaluation System. Special attention must be taken in reviewing those officers' records.

Robert L. Woods 5/6/10

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