FY20 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 FY20 O-4 Milestone and XO/OIC Leadership Board will take place 10-14 December 2018. 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- Is there a governing MILPERSMAN that outlines the Administrative Boards for the IWC?

MILPERSMAN 1301-237 OFFICER SPECIAL ASSIGNMENTS – INFORMATION WARFARE COMMUNITY (IWC) OFFICER SELECTION AND ASSIGNMENT TO O-4 MILESTONE AND LEADERSHIP, AND O-5 AND O-6 MILESTONE AND COMMAND BILLETS

5- Who is eligible for this board?

Eligibility for O-4 Milestone and O-4 XO/OIC Leadership is community specific and outlined in MILPERSMAN 1301-237. 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 will take place the next year. The general eligibility criteria are as follows:

O-4 Milestone

- OCEANO will have two opportunities to be screened for LCDR Milestone Duty. The first look will occur when officers have reached 6 years of commissioned service and have been onboard an oceanography command for at least 12 months as of the last day of the month prior to the convening of the screening board.
- For the FY20 Milestone Board, CW, IP and Intel will screen officers in the FY 2018 Promotion Year Group (PYG) for their second look and officers in the FY 2019 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

- For the FY20 Leadership Board, all IWC designators will screen officers in PYG 2017 for their first look, and officers in PYG 2016 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.

6- 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.

7- 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 “20426, IWC O4 MS/Leadership Board”. Additional information on correspondence with a promotion board is available at http://www.public.navy.mil/bupers-npc/boards/activedutyofficer/Pages/default.aspx

Your detailer is standing by to discuss this. All correspondence to the board must be submitted NLT 2359CST 29NOV2018. As a reminder, a “Do Not Pick Me” letter is official board correspondence and is destroyed at the end of the board.

8- 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 your official service record (Privileged Information/ Field Code 17, see MILPERSMAN 1070-020). Additionally, detailers will assign a “Personal De-screen” code into your electronic record. This information will be available for review by future promotion selection boards. Your detailer is standing by to discuss this.
9- 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.

10- I am an 1830. I 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 are available). You will be eligible for O-4 XO/OIC Leadership screening in YOS +2 and YOS +3.

11- 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.