

MILPERSMAN 1420-050

COUNSELING OF OFFICERS WHO FAIL TO SELECT FOR PROMOTION

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References	(a) SECNAVINST 1400.1B (b) SECNAVINST 1412.8B (c) SECNAVINST 1420.1B
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1. Background

a. The statutory procedures for promotion selection constitute a competitive system that requires the selection of the best qualified from a group of fully qualified officers. This results in a certain number of individuals who fail to select for promotion one or more times. Proper and timely counseling of officers with a failure of selection (FOS) is required, if initiated by their own request.

b. This article provides guidance for counseling Navy officers who fail to select for promotion to CWO3, CWO4, CWO5, and LT to CAPT.

2. Failure of Selection Counseling Procedures

a. Navy officers desiring counseling under this article are responsible for initiating counseling requests with their respective assignment officers. Counseling will be provided by an officer who is experienced in personnel matters and is senior in grade to and (wherever practicable) in the same competitive category, as defined by references (a) and (b), as the officer requesting counseling. Assignment officers responsible for providing counseling services will respond promptly to requests for counseling and will keep a record of counseling provided to constituents. The counseling officer will prepare a record for

file indicating when and how the request was made (letter, telephone, personally, etc.); when and how the counseling was provided; the specific nature of the counseling; and any other relevant information imparted to the requesting officer. Wherever feasible, the counseling officer should obtain a written acknowledgement from the requesting officer that the prepared record accurately reflects the counseling provided.

b. Counseling shall consist of reviewing the officer's record and indicating factors that may account for the officer's FOS.

c. Per reference (c), the counselor may not be an officer who served as a member, recorder, or administrative assistant for a promotion selection board which failed to select the requesting officer for promotion. Officers receiving counseling should be aware that officers who serve on a selection board are prohibited from stating why any particular officer was not selected for promotion. The proceedings of selection boards are confidential, and as a matter of policy, records of the deliberations are not maintained.

d. Close coordination between Navy Personnel Command (NAVPERSCOM), Career Management Department (PERS-4) and NAVPERSCOM, Career Progression Department (PERS-8) is necessary to ensure proper career counseling and support to those officers required by law or policy to continue or end their careers as a result of FOS. Accordingly, NAVPERSCOM, Career Progression Division (PERS-80) will forward a list of all first and second time FOS officers as described in paragraph 1b of this article to NAVPERSCOM, Deputy Executive Assistant (PERS-4DEA) within 10 working days after the ALNAV selection board results are released.