

July 27, 2001

FY-02 Active Chief Petty Officer Selection Board

Sailor Interest Items

#1 - The Selection Board only looks at the last five years of a Sailors career. That includes PRT failures and NJP. It is very important that a Sailor has demonstrated leadership at sea within that 5-year period.

#2 - The Sailor and the Sailor alone is responsible for their record with the performance evaluations being the most important. Take the time to make it right. Seek Command and CMC assistance to help make the record right. Helpful hints follow:

- * Day for day accounting in the performance evaluations are essential. There can be no break in continuity or missing evaluations.

- * Sustained superior performance (promotion breakouts) in career enhancing and upwardly mobile jobs following a normal community sanctioned sea-shore/shore-overseas rotation.

- * Leadership positions (LPO) are essential. If not available, a significant Command-Wide Collateral duty (DAPA, CCC, Fitness Coordinator, etc) is the next best thing. LPO and significant collateral duty is a real bonus.

- * Warfare qualification is required...if not, a very good and obvious explanation why a warfare qualification was not achieved. Assumption is, if assigned a sea tour, a warfare qualification should have been attained.

- * "CPO-like" advanced qualifications shows command involvement. For example: Submarine: COW, DCPO, EWS, DOOW...Surface: OOD, JOOD, CICWO, EWS, and EOOW...Air: SFF, QAR, CDI, CDQAR, Maintenance Control SFF.

- * Command-wide collateral duties that demonstrate command involvement and leadership.

- * Advanced education and correspondence that enhances the Sailor's worth to the Navy.

- Career diversity with a balanced sea - shore rotation is extremely important. There is a difference in types of sea duty and the Master Chief Petty Officers in that rate that review the record know the difference. Shore duty should fulfill needs of the navy (SSC or recruiting), instructor, or in rate...not prepare you for a job on the outside. That gets noticed. Back to back sea duty could help if and only if sustained superior performance with breakouts. Taking the tough jobs (sea duty, recruiting and SSC Great Lakes) is recognized.

- Don't make the "seasoned" board members hunt and dig for information. Recommend providing a summary of career, highlighting the important information including dates so the Board Member can verify it quickly in the service record. This "brag sheet" must be supported by information already available in the service record. It should include career summary and highlights, leadership and

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management experience, warfare and watch qualifications, education and correspondence courses, awards and special recognition (SOQ/SOY), and special assignments. DO NOT INCLUDE INFORMATION THAT IS NOT DOCUMENTED IN THE OFFICIAL RECORD i.e. Don't make it up.

- Sailors should review Microfiche Record first...then send paper on items that are missing. There is way too much duplicate paper that indicates the Sailor did not review his/her record first. Don't overwhelm the board members with "paper." They will review it all...but it takes time...increases probability something important might be missed. If too much duplicate paper, an assumption a board member could make is that the Sailor did not review their own record.

- PRT...get with the program...selection is tough enough...don't make it harder by not meeting the standards. In some rates...you can recover if early in the career. In other rates...competition is too keen. Don't fail the PRT/WS in the same year up for selection.

- It is very important a Sailor reviews their Microfiche record. Inadvertent Mistakes do happen during transformation from paper to electronic copies.

- Missing fitreps are killers...and it is the Sailor's responsibility to discover and correct. Missing evaluations can be viewed two ways: There is something to hide or the Sailor does not care enough to make sure the record is complete. BUT...the Board will go to great lengths to find that missing performance evaluation. Supplement microfiche record with paper that is missing AND BACK IT UP WITH THE LOCAL PSD SO IT BECOMES PART OF THE OFFICIAL RECORD.

- Sailors need to manage their careers more carefully. Understand the "Big Navy Picture". Upward mobility is important...not the same type jobs over and over. Shore to overseas shore to shore duty may not be career enhancing.

- The MOVSM says it all with respect to community involvement.

- Detailing advice...Stick with normal sea/shore rotation. Recommend not opting to go out of rate for two or more consecutive shore tours. Don't shy away from tough jobs and in rate jobs at sea or ashore.

- Good collateral duties: CCC, Command Fitness Coordinator, ESWS/EAWS, etc Coordinator, Training Team Leader/Member (DCTT, CSTT, ETT, ITT, etc). "Urinalysis Observer" is not a good collateral duty...Duty or assistant MAA is better.

- Some missing evaluations were tracked down and a failed BF or NJP was in the record. That does not speak highly of a Sailor's integrity. Commands are not helping Sailors with holding adverse information.